**PUBLIC OFFICIAL ETHICS POLICY**

**[ENTER DISTRICT NAME]**

**Purpose**

The purpose of this policy is to establish guidelines for ethics by which elected official, appointed official, employee, agent and volunteer (hereinafter “Public Official”) of [INSERT DISTRICT NAME] agrees to conduct themself on behalf of the district, as governed by state statutes, primarily ORS Chapter 244; the authority of the Oregon Government Ethics Commission; the Oregon Ethics Law Guide for Public Officials; and as further outlined and adopted by this policy.

**Authority**

Governing Statutes – Public Officials of [INSERT DISTRICT NAME] will review and follow the requirements of the Oregon Ethics Law Guide for Public Officials and all requirements of the Oregon Revised Statutes governing ethics for public officials, ORS 244.010 to 244.390. Liability for violation of Oregon’s Ethics Laws for Public Officials is **personal to the public official**. It is not covered by the district’s liability coverage, and the costs of investigation and any penalty issued are the responsibility of the individual.

**POLICY**

**Conflicts of Interest**

Public Officials are strictly prohibited from using a position in public office for private financial gain. Public Officials must give public notice of any actual or potential conflict of interest at a public board meeting and such notice will be reported in the meeting minutes. The disclosure shall be repeated and recorded in the meeting minutes in each instance where the matter is discussed.

1. Potential Conflict of Interest: Exists when a decision being deliberated by the board *could* result in financial gain or avoidance of financial loss to the public official, a relative of the public official, or a business owned by the public official or a relative of the public official. A potential conflict must be disclosed, but the public official, if a board member, may still participate in the discussion and vote on the issue.
2. Actual Conflict of Interest: Exists when a decision by the board *will* result in a financial gain or avoidance of financial loss to the public official, a relative of the public official, or a business owned by the public official or a relative of the public official. An actual conflict must be disclosed and the public official, if a board member, may not participate in discussion of the matter or vote on the issue.

If a public official has questions as to whether or not a conflict exists, or regarding any other facet of government ethics, they are encouraged to reach out to the OGEC for assistance at (503) 378-5105 or mail@ogec.oregon.gov.

**Nepotism**

Personnel Actions: Public Officials, who are relatives, may be employed by [INSERT DISTRICT NAME] at the same time, or serve at the same time on the board of [INSERT DISTRICT NAME]. However, per the nepotism rules outlined in ORS Chapter 244, public officials of [INSERT DISTRICT NAME] are prohibited from participating in personnel actions taken by the district that would impact the *paid employment* of a relative or member of the public official’s household, including but not limited to appointing; employing; promoting; discharging, terminating; or demoting such relative or household member. Neither may a public official of [INSERT DISTRICT NAME] participate in any interview, discussion, or debate regarding such personnel actions.

Supervision:

Public Officials of [INSERT DISTRICT NAME] are prohibited from directly supervising relatives or members of their household in paid positions. Public Officials may supervise an unpaid volunteer serving the public body, unless the volunteer position is as a member of the governing body of the public body.

**Oregon Government Ethics Commission**

The Oregon Government Ethics Commission (“OGEC”) is the oversight authority charged to impartially and effectively administer and enforce Oregon’s government ethics laws. The OGEC enforces compliance with all government ethics laws, including but not limited to public disclosure of financial conflicts of interest; filing of statements of economic interest (if applicable); and gift limitations. The OGEC also handles complaints for violation of Oregon government ethics laws, which may be initiated by the public or by the Commission. Public Officials are subject to all the laws and rules outlined by the OGEC’s website, [www.oregon.gov/ogec](http://www.oregon.gov/ogec). If a complaint is made and the OGEC finds that a violation has occurred, it may impose sanctions ranging from letters of reprimand to civil penalties and forfeitures. Public Officials found in violation by the OGEC are **individually liable** for any sanctions or penalties assessed.

Training Requirement for Board Members

Each member of a governing body of a district with annual expenditures of $1 million or greater is required to complete public meetings training administered and/or sanctioned by the OGEC at least once during his or her term of office. Board members of [INSERT DISTRICT NAME] are/are not subject to this requirement. (*If this requirement does not apply to your district, consider recommending or requiring the training of your board members as a best practice*).

**Statement of Economic Interest**

Any public officials subject to the administrative rules for Statements of Economic Interest must adhere to all of the disclosure and filing rules outlined in OAR Chapter 199 (Oregon Government Ethics Commission), Division 20 (Statement of Interest). OAR 199-020-0005 identifies public officials required to file an annual verified State of Economic Interest, which include but are not limited to each member of the governing body of port districts and each member of the governing body of metropolitan service districts. (*If SEI’s apply to your district, consider tailoring this section to more specifically state that your board members must comply).*

**Board Member Conduct**

Representative of District: If a board member of [INSERT DISTRICT NAME] appears before another governmental agency or organization to give a statement on an issue relevant to the district, that member must state whether the statement reflects personal opinion, is the official position of the district, or both. Additionally, if the board member is representing the district, he or she *must* support and advocate for the official district position on the issue.

Governance of District: The board shall not, to the extent possible, involve itself in the day-to-day operations of the district. Without prior approval of the board, no member may interfere with or engage in district operations, including programs, maintenance, personnel management, administration, enforcement of facility rules, planning, training, or other daily operations and responsibilities of the district manager. If the board sees a need for an exception and asks a board member to become involved in district operations, the board will clearly state *in writing* the board member’s operational duties/functions, and the board president and district manager shall agree to said arrangement prior to the board member commencing involvement.

**Prohibited Actions**

In representing the best interests of the district and its constituents, and in avoidance of pursuing individual agendas, public officials will refrain from:

1. Disclosing confidential information or making use of special knowledge or information before it is made available to the public.
2. Promoting relatives, clients or employees for boards and commissions without making appropriate disclosures.
3. Seeking employment of relatives with the district without making appropriate disclosures.
4. Accepting a gift or gifts exceeding $50 in total value within any single year from any source with a legislative or administrative interest in the district.
5. Taking an action that benefits special interest groups at the expense of the district.
6. Any other action or request for preferential treatment that places the interest of the public official, a public official’s relatives, associates, co-workers, clients or friends above the best interests of the district.

**Ethical Code of Conduct / Attestation**

Public Officials of [INSERT DISTRICT NAME] shall adhere to the following Ethical Code of Conduct adopted by the OGEC and incorporated into policy herein:

Ethical Code of Conduct

As an elected, appointed, employed, or volunteer public official of [INSERT DISTRICT NAME], I acknowledge that I am subject to compliance with Oregon Government Ethics law as set forth in ORS Chapter 244.

In the conduct of my official duties as a public official, I will act ethically when I:

* Uphold the public trust by safeguarding the public money and resources
* Behave in an open, honest, and transparent manner
* Conduct the public’s business fairly and objectively
* Disclose financial conflicts of interest
* Do not use my public position for personal gain
* Observe limits on the receipt of gifts

**Additional Resources**

[Oregon Government Ethics Law Guide for Public Officials](https://www.oregon.gov/ogec/Documents/2021%20PO%20Guide%20Final%20Adopted.pdf)

Oregon Revised Statutes: [ORS Chapter 244 (Government Ethics)](https://oregon.public.law/statutes/ors_chapter_244)

Oregon Government Ethics Commission: <https://www.oregon.gov/ogec/Pages/default.aspx>