

## Ethics Training and Advisory Board Meeting-Minutes

9/14/2015

Langley City Hall Council Chambers

Members Present-Sharon Betcher, Monica Guzman, Fred Herzon

Members Absent-Bob Frause

The meeting was called to order at 5PM.

Meeting logistics were discussed: They are subject to the open meetings law and must be held within the City of Langley. At present the only meeting room which is available that meets the open meetings requirements and access is the city hall council chamber. We will hold 2 meetings per month on the 2<sup>nd</sup> and 4<sup>th</sup> week. Fred Herzon will be leaving for 4-5 months this winter and will be available by Skype or Face Time to attend the meetings. There was concern expressed regarding security and some discomfort of one of the members for this type of attendance at meetings. Further discussion pending a full complement of members.

Multiple ethics codes: The mayor and police employees have specific ethical codes apart from the general code described in Ordinance No. 1000 of the city. It was agreed to complete review and editing of the present city ethical code then determine if there are any conflicts with either of these codes.

Employee feedback: The need for employee and administrative feedback regarding content of the revised ethical code was discussed. There was agreement that this would be important from a buy in and educational perspective. Concerns regarding protecting employee confidentiality were expressed. Consultation will be obtained regarding this issue.

Proactive ethical issues: Should the committee proactively discuss and rule on future potential unethical events or practices which may come to their attention? Much discussed occurred and it was decided that no actions should be taken until an event happened.

Code discussions: The issue of how the interaction of employees with a fellow disabled worker can raise ethical issues and should be addressed in the code and teaching. Gifts-all members felt the \$100 level was too high and should be eliminated or significantly reduced. There should also be an awareness of the shared economy in this community.

The meeting was adjourned at 6:30PM

Respectfully submitted: Fred Herzon