



CITY COUNCILNo. C0258-14

IN THE YEAR TWO THOUSAND AND FOURTEEN

AN ORDINANCE ADOPTING A CODE OF CONDUCT FOR ALL MUNICIPAL EMPLOYEES OF THE CITY OF EVERETT

/s/Councilor Michael K. Marchese, as President

Whereas, the City Charter of the City of Everett mandates that the City Council establish a Code of Conduct for all municipal employees of the City of Everett, therefore:

Be It Ordained: BY THE CITY COUNCIL OF THE CITY OF EVERETT, and by the authority of the same as follows:

SECTION 1: Pursuant to the Everett Home Rule Charter, Section 10-6(10) the Revised Ordinances of the City of Everett are hereby amended by adding the following section:

CODE OF ETHICS

22-1: Definitions:

- (a) "Municipal Employee", a person performing services for, or holding an office, position, employment or membership in a municipal agency, whether by election, appointment, contract hire or engagement, whether serving with or without compensation, on a full, regular, part-time, intermittent or consulting basis.
- (b) "Massachusetts Conflict of Interest Law", Massachusetts General Law, Chapter 268A, inclusive of all sections, as constructed; for the purposes of this section, the Massachusetts Conflict of Interest Law shall include all amendments and technical changes made to M.G.L., Chapter 268A by the Commonwealth of Massachusetts until the expiration or repeal of this section; Massachusetts Conflict of Interest Law shall further include, with full and binding effect, any advisory opinions, ruling, regulations adopted by the Massachusetts State Ethics Commission.

Section 22-2: Purpose:

- (a) The purpose of this chapter is to ensure that private financial interests and personal relationships of municipal employees do not conflict with their public obligation to act objectively and with integrity. This chapter is written to prevent municipal employees from becoming involved in a situation which could result in or give the appearance of unethical or illegal behavior. This chapter restricts what municipal employees may do on the job, after hours and after leaving public service.
- (b) It is essential for the continued well-being of the City of Everett that its citizens have full confidence in the integrity of its municipal employees. The City of Everett desires to promote such confidence by demanding the highest standards of ethical conduct for each municipal employee. It is required that municipal employees conduct themselves in such a way that their behavior, both in practice and appearance, conforms to the highest standards of ethical conduct.

Section 22-3: Conduct of Municipal Employees:

- (a) All municipal employees, as defined by Section 22-1: Definitions:, shall abide by all provisions of the Massachusetts conflict of Interest Law in the performance of their respective duties and thereafter as applicable; all municipal employees shall complete such disclosures as required and appropriate by the Massachusetts Conflict of Interest Law and file such disclosures with their appointing authorities.
- (b) All disclosures shall be made available for inspection by the public upon request.

Section 22-4: Reporting Continuing Education

- (a) The City Solicitor, working in collaboration with any and all personnel necessary, shall report to the State Ethics Commission any suspected or confirmed violations of the Massachusetts Conflict of Interest Law;
- (b) The City Solicitor shall report annually to the Mayor, the President of the City Council and the Chairman of the School Committee initiatives undertaken to provide continuing education to all municipal employees regarding their responsibilities and obligations under the Massachusetts Conflict of Interest Law and this section.

All Ordinances or parts of Ordinances in conflict with the foregoing are hereby repealed.

October 14, 2014

Enrolled in the City Council
10 yeas; 0 nays

October 27, 2014

Ordained in the City Council
11 yeas; 0 nays

November 8, 2014

Signed: Mayor Carlo DeMaria, Jr.

A true copy attest



Michael Matarazzo

Michael Matarazzo, City Clerk