



Village of Pewamo

Village of Pewamo is an equal opportunity provider and employer.

130 E. Main Street • P.O. Box 385 • Pewamo, MI 48873 • 989-593-2553 • Fax 989-593-2709

Village of Pewamo Code of Ethics, Conduct and Conflict of Interest For Elected Officials and Members of Appointed Boards, Committees and Village Employees Reviewed and approved on February 11, 2019

Statement of Purpose

The citizens and businesses of Pewamo are entitled to have fair, ethical and accountable local government, which has earned the public's full confidence for integrity. The Village of Pewamo's strong desire to fulfill this mission therefore requires that:

- Public officials, both elected and appointed, comply with both the letter and spirit of the laws and policies affecting the operations of government;
- Public officials be independent, impartial and fair in their judgment and actions;
- Public office be used for the public good, not for personal gain;
- Public deliberations and processes be conducted openly, unless legally confidential, in an atmosphere of respect and civility.

Definitions

The following words, terms and phrases, when used in this document, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning.

Village: The Village of Pewamo

Employee: An individual employed by the Village, whether part-time or full time, but
Excluding village contractors.

Officials: The elected officers of the Village, the members of the appointed committees
and commissions of the village.

To this end, the Village of Pewamo has adopted this Code of Ethics, Conduct, and Conflict of Interest for elected officials, members of appointed boards, committees and Village Employee to assure public confidence in the integrity of local government and its effective and fair operation.

Principles of Ethical Conduct and Conflict of Interest

To ensure that every citizen can have complete confidence in the integrity of Village Government, each official shall respect and adhere to the following principals of ethical service:

1. Public service is a public trust requiring officials and employees to place loyalty to laws, ordinances, rules and policies above private gain.
2. Officials and employees shall not hold financial interests that conflict with the conscientious performance of duty.

3. Officials and employees shall not engage in financial transactions using nonpublic village information or allow the improper use of such information to further any private interest.
4. Officials and employees shall not, except pursuant to such reasonable exceptions as are provided by policy promulgated by the Village Council, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the village or whose interest may be substantially affected by the performance or nonperformance of the official's duties.
5. Officials and employees shall put forth honest effort in the performance of their duties.
6. Officials and employees shall make no unauthorized commitments or promises of any kind purporting to bind the government.
7. Officials and employees shall not use public office for private gain for themselves or their relatives.
8. Officials and employees shall act impartially and not give preferential treatment to any private organization or individual.
9. Officials and employees shall protect and conserve village property and shall not use it for other than authorized activities.
10. Officials and employees shall not engage in outside employment or activities, including seeking or negotiating employment, that conflict with official village duties and responsibilities.
11. Officials and employees shall disclose waste, fraud, abuse and corruption to appropriate authorities.
12. Officials and employees shall adhere to all laws and regulations that provide equal opportunity for all regardless of race, color, religion, sex, national origin, age or disability.
13. Officials and employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards promulgated pursuant to this article.

Comply with the Law

Members shall comply with the laws of the nation, the State of Michigan, and the Village of Pewamo in the performance of their public duties. These laws include, but are not limited to: Open Meeting Act, the Freedom of Information Act; Village ordinances, Resolutions and Policies.

Conduct of Members

The professional and personal conduct of members must be above reproach and avoid even the appearance of impropriety. Members shall refrain from abusive conduct, personal charges or verbal attacks upon the character or motives of other members of Council, boards, committees, the village employees or public.

Respect of Process

Members shall perform their duties in accordance with the processes and rules of order established by the Village Council, boards and committees governing the deliberation of public policy issues, meaningful involvement of the public, and implementation of policy decisions of the Village Council by Village Employee.

Conduct of Public Meetings

Members shall prepare themselves for public issues: listen courteously and attentively to all public discussion before the body; and focus on the business at hand. They shall refrain from interrupting other speakers, making personal comments not germane to the business of the body, or otherwise interfering with the orderly conduct of meeting.

Conflict of Interest

In order to assure their independence and impartiality on behalf of the common good, members shall not use their official positions to influence government decisions in which they have a material financial interest or personal relationship, which may give the appearance of a conflict of interest.

Compliance and Enforcement

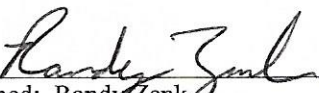
The Village of Pewamo Code of Ethics and Conduct expresses standards of ethical conduct expected for members of the Pewamo Village Council, committee and village employees. Members themselves have the primary responsibility to assure that ethical standards are understood and met, and that the public can continue to have full confidence in the integrity of government.

As a member of the Pewamo Village Council or a Village committee or Village employee, I agree to uphold the Code of Ethics and Conduct for elected and appointed officials and Village employees adopted by the Village Council and conduct myself by the following model of behavior. I will:

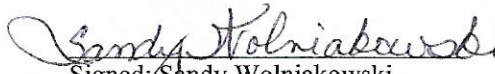
- Recognize the worth of individuals and appreciate their individual talents, perspectives and contributions;
- Help create an atmosphere of respect and civility where individual members, Village staff and the public are free to express their ideas and work to their full potential;
- Conduct my personal and public affairs with honesty, integrity, fairness and respect for others;
- Respect the dignity of individuals and organizations;
- Keep the common good as my highest purpose and focus on achieving constructive solutions for the public benefit;
- Avoid and discourage conduct which is divisive or harmful to the best interests of Pewamo;
- Treat all people with whom I come in contact in the way I wish to be treated.

Implementation

The Village council shall implement the principles of ethical conduct contained in this document. The Village Council shall have the authority to repeal, replace or amend this document from time to time as circumstances warrant. This policy took effect at a regular meeting on February 13, 2012. Reviewed and approved by current Village Council & DPW employees listed at a regular meeting on February 11, 2019.


Signed: Randy Zenk
Village of Pewamo/President

Date signed: 2/11/19


Signed: Sandy Wolniakowski
Village of Pewamo/Clerk

Date signed: 2-11-19