

City of Bell Ethics Requirements: General Employees

City Employee Code of Ethics:

The Code of Ethics requires all City Employees to:¹

- make unbiased decisions
- use their authority fairly
- refrain from using City of Bell resources or their position for personal gain
- be mindful of how their actions may be perceived by others.

Conflicts of interest:

Employees are prohibited from:

- influencing decisions where they have an organizational/personal relationship or a financial relationship unless legally required.²

Disclosures:

Certain employees are required to:

- disclose investments, interests in real estate, and sources of income upon assuming office, upon leaving office, and before April 1 of each year while in office.³

Gifts:

Officials are prohibited from:

- accepting gifts from any single source during any calendar year that total more than \$460.⁴

The following categories may exceed \$460 in value:

- Reimbursements for travel
- Wedding gifts and gifts exchanged for birthdays, holidays and similar occasions, provided that the gifts exchanged are not substantially disproportionate in value.⁵

Valuation of gifts is generally determined by the fair market value of the gift at the time the gift was received.^{6 7}

Post-government employment:

Employees are prohibited from:

- influencing a governmental decision directly relating to a prospective employer with whom they are negotiating or have arranged prospective employment.⁸

¹ City of Bell Employee Code of Ethics.

² Cal. Gov. Code Section 87100.

³ Code of Ethics.

⁴ This amount is adjusted annually, current amount set by California Regulatory Code 18940.2.

⁵ Cal. Gov. Code Section 89503.

⁶ Cal. Regulatory Code Section 18942.

⁷ California Regulatory Code Section 18946.3.

⁸ California Regulatory Code Section 18747.