

Navigating Ethical Crossroads: Advice from a Panel of Experts

Tanya Ange, County Administrator, Washington County, Oregon and ICMA President
Brian Staley, Public Works Director, Adams County, Colorado
Melissa Wiley, Deputy Town Manager, Erie, Colorado
Moderator: Jessica Cowles, ICMA Ethics Director



ICMA

| ethics

Session Agenda

The Code of Ethics as the profession's foundation

Panel perspectives

Ground Rule: Safe space to contribute and learn

Time for audience Q&A

Leave with key takeaways

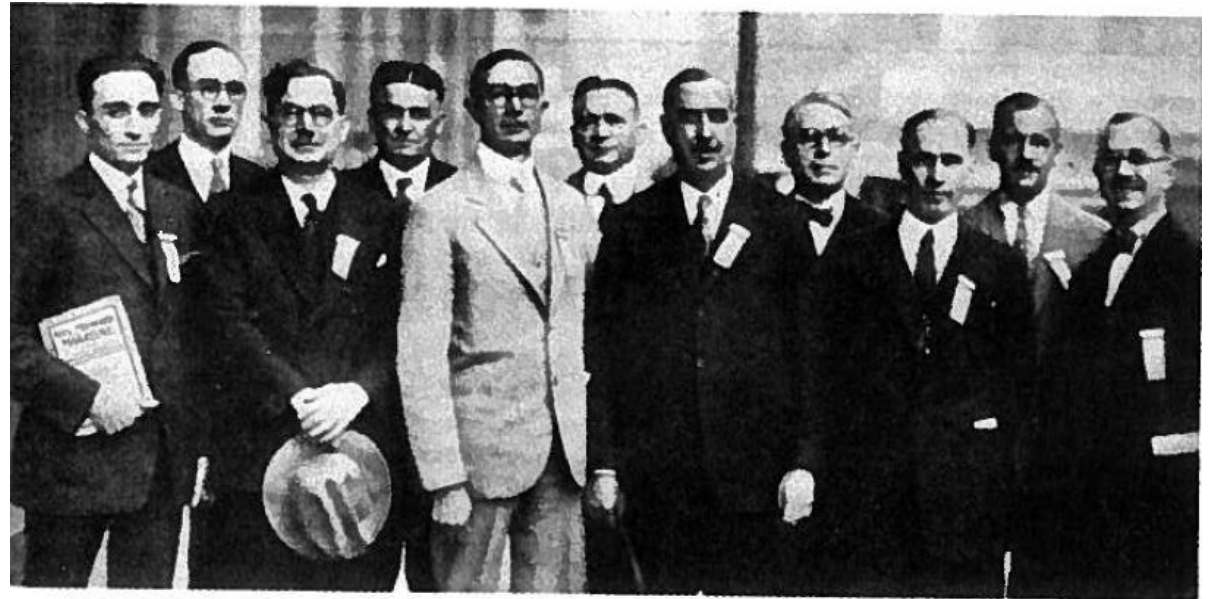


ICMA

| ethics

ICMA's Mission

To advance professional
local government through
leadership, management,
innovation, and ethics.



1924 Montreal Annual Conference

From right to left: H.G. Otis, C.A. Bingham, Clarence E. Ridley, John N. Edy, George W. Thompson, Fred H. Locke, C. Wellington Koiner, O.E. Carr, C.M. Osborn, Charles A. Carran, and John G. Stutz



ICMA

| ethics

ICMA Code of Ethics



**Defines the local
government
management
profession's principles
and expectations**



**12 tenets address
personal and
professional conduct**



**Accountability: the Code
builds and maintains
public trust with peers
and the community**



ICMA

| ethics

Questions for Panelists: the Warm-up!

- For the zombie apocalypse, who are 3 people from work you would want on your team?
- If you could add anyone to Mount Rushmore, who would it be and why?
- What is the best professional development book you have ever read?
- What advice would you give to yourself just starting out in local government?



Questions for Panelists

What does the Code of Ethics mean to you?

How does your moral compass serve as a personal guide? How does this help serve your role within the organization and the community?



ICMA

| ethics

Question for Panelists

What ethical challenges have you experienced in your career? How was it resolved? Did it positively or negatively change the relationship?

How do you set your own ethical boundaries? Does your governing body respect the boundaries on political activity?



Question for Panelists

It is necessary for you to reject interference on areas of your responsibility from the governing body or community? How do you accomplish it?

How do you navigate divisive issues in your community? Do you engage on them professionally and personally?



Considerations Before Engaging on Issues of Personal Interest

Does this decision align with my personal values?

Does the decision align with my professional values?

Does the decision align with my community values?

What is the risk to me personally?

How does this decision affect my family?

What is the risk to me professionally?

What is the risk to my community?

How will elected policy makers be affected?

What am I willing to be fired for?

How would I feel if someone with opposing views took this action?

How will my action impact the profession as a whole?

Source: "What if I Want to March?" – March 2020 *Public Management* based on Athenian Project of Kate Fitzpatrick, Bill Fraser, Opal Mauldin-Jones, and Martha Perego

Ethics Resources

Advice

- Neutral, third-party to the situation
- Ask questions and understand the issue
- Offer guidance
- Rules III. Responsibilities, D.1.

“The executive director/CEO may confidentially advise members on the ethical implications of their conduct under the Code; however, the opinion or advice of the executive director/CEO shall not be binding on the Board, the CPC, or any fact-finding committee.”

- Monthly Ethics Matter! column in *PM Magazine*
- Frequent issues and advice on [ICMA.org/ethics](https://www.icma.org/ethics)



Thank You!



Links to frequent issues and advice on
[ICMA.org/ethics](https://www.icma.org/ethics)

Contacts:

Tanya Ange, Tanya_Ange@washingtoncountyor.gov

Brian Staley, BStaley@adcogov.org

Melissa Wiley, mwiley@erieco.gov

Jessica Cowles, JCowles@ICMA.org



ICMA

| ethics