**Ethics Complaints and Case Results**

**2008**

The ICMA Committee on Professional Conduct reviewed 22 ethics complaints filed against ICMA members. The review resulted in:

* 3 public censures and membership bars
* 4 public censures
* 1 private censure and membership bar
* 8 private censures
* 6 closed cases

**Conduct that resulted in public censure and membership bar:**

► **Inappropriate conduct in the work place:**

* + A manager downloaded pornography onto his city laptop which was later viewed by another employee, used foul language, and told off-color jokes at the work place. Member failed to set the appropriate tone for the organization, model good conduct, and address the inappropriate behavior of other employees. (Tenets 2 and 3)

►**Inappropriate conduct outside the work place:**

* + A manager pled no-contest to a misdemeanor charge of attempting to capture an image of nudity after he was charged with placing a video camera outside the bedroom window of a neighbor’s daughter. (Tenets 2 and 3)
	+ A manager pled guilty to charges of driving with a revoked license and resisting arrest. (Tenet 3)

**Conduct that resulted in public censure:**

► **Misuse of city funds and improper gain:**

* + A member applied for and accepted duplicate reimbursements for travel expenses and reimbursed the city only after the discrepancy was discovered. (Tenets 3 and 12)

►**Driving under the influence:**

* + A manager was found guilty of DUI, causing an accident involving bodily injury, and failing to render aid to the accident victim stemming from an incident with a township vehicle (Tenets 2 and 3)

►**Failure to honor commitment (Tenet 3):**

* + A member accepted an offer to become a county manager and then withdrew the acceptance 5 days later after the county had made a formal announcement of his appointment.
	+ Two months after accepting a position, a manager withdrew his acceptance after his governing body offered additional compensation to remain with the organization.

**Conduct that resulted in private censure and membership bar:**

►**Running for office (Tenet 7):**

* A town manager held an elected position on a school board.

**Conduct that resulted in private censure:**

►**Running for office (Tenet 7):**

* The manager ran for an elected position on the employing governing body.

**►Political Activity (Tenet 7):**

* A member endorsed a candidate for county wide office by making a financial contribution to the campaign.

►**Relationship with subordinate employee:**

* A manager had a personal relationship with a subordinate employee and failed to address the conflict of interest by disclosing the relationship in a timely manner. (Tenets 3 and 12)

►**Undermining a colleague**

* A member failed to disclose to a colleague that he met with his colleague’s elected officials shortly before the colleague was terminated from his position. The member acknowledged that he knew governing body members had expressed their dissatisfaction with the colleague’s performance. (Tenets 2 and 3)

►**Short tenure (Tenet 4):**

* Two members left their positions after serving for only a year to take a preferred position in another community.

►**Driving under the influence:**

* Two managers pled guilty to charges that they violated the law by driving while intoxicated. (Tenets 2 and 3)