City of Bellevue Leadership Team Statement of Ethical Principles

As a member of the City of Bellevue Leadership Team, I agree to exercise the following ethical principles in my work for the City:

I. Serve the Public Interest

1. Exercise discretionary authority to promote the public interest.
2. Oppose all forms of discrimination and harassment, and promote affirmative action.
3. Recognize and support the public's right to know the public's business.
4. Involve citizens in policy decision-making.
5. Exercise compassion, benevolence, fairness and optimism.
6. Respond to the public in ways that are complete, clear, and easy to understand.
7. Be prepared to make decisions that may not be popular.

II. Respect the Constitution and the Law

1. Understand and apply legislation and regulations relevant to our disciplines.
2. Work to improve and change laws and policies that are counterproductive or obsolete.
3. Eliminate unlawful discrimination.
4. Prevent all forms of mismanagement of public funds by establishing and maintaining strong fiscal and management controls, and by supporting audits and investigational activity.
5. Respect and protect privileged information.
6. Allow for legitimate dissent activities in government and protect whistle-blowing rights of public employees.
7. Promote constitutional principles of equality, fairness, representativeness, responsiveness and due process in protecting citizens' rights.

III. Demonstrate Personal Integrity

1. Maintain truthfulness and honesty and do not compromise them for advancement, honor or personal gain.
2. Ensure that others receive credit for their work and contributions.
3. Zealously guard against conflict of interest or its appearance: e.g., nepotism, improper outside employment, misuse of public resources, or the acceptance of gratuities.
4. Never disclose confidential information or secrets gained as a public servant, nor otherwise use such information for personal gain.
5. Respect superiors, subordinates, colleagues and the public.
6. Take responsibility for errors.
7. Conduct official acts without partisanship.
8. Decline invitations to participate in political campaigns of Bellevue City Council members.
9. Avoid ownership of investment real properties or businesses located within the City of Bellevue and its service areas. Delegate decision or policy-making authority that could directly impact the valuation of such properties or businesses.

IV. Promote Ethical Organizations

1. Enhance organizational capacity for open communication, creativity, and dedication.
2. Subordinate institutional loyalties to the public good.
3. Establish procedures that promote ethical behavior and hold individuals and organizations accountable for their conduct.
4. Provide employees with an administrative means for dissent, assurance of due process and safeguards against reprisal.
5. Promote merit principles that protect against arbitrary and capricious actions.
6. Promote organizational accountability through appropriate controls and procedures.
7. Adopt, distribute and periodically review a code of ethics as a living document.

V. Strive for Professional Excellence

1. Provide support and encouragement to upgrade competence.

Originally adopted and signed by Leadership Team members in October of 2007.

Leadership Team members as of April 13, 2011:

Steve Sarkozy

Brad Miyake

Myrna Basich

Diane Carlson

Dan Stroh

Patrick Foran

Toni Cramer

Nav Otal

David Grant

Mike Brennan

Mike Eisner

Linda Pillo

Yvonne Tate

Lori Riordan

Jan Hawn

Nora Johnson

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