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June 21, 2007

Tennessee Ethics Committee
SunTrust Bank Building
201 4th Avenue N., 18th Floor
Nashville, Tennessee 37219

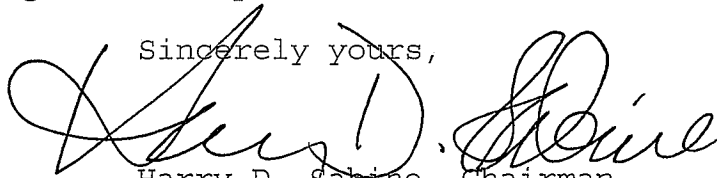
Re: Code of Ethics, Cumberland County, Tennessee

Dear Sir or Madam:

Enclosed is the Code of Ethics as adopted by the Board of Commissioners of Cumberland County, Tennessee, at our meeting on June 18, 2007.

If you need anything further, please let me know.

Sincerely yours,



Harry D. Sabine, Chairman
Rules and Nominations Committee

HDS:vw
cc: Mayor Brock Hill
hds

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TENNESSEE
ETHICS COMMISSION

CODE OF ETHICS

CUMBERLAND COUNTY, TENNESSEE

SECTION 1

Definitions

1.01 "County" means Cumberland County, which includes all boards, committees, commissions, authorities, corporations or other instrumentalities appointed or created by the county or an official of the county, and specifically including the county school board, the county election commission, the county health department, and utility districts in the county.

1.02 "Officials and employees" means and includes any official, whether elected or appointed, officer, employee or servant, or any member of any board, agency, commission, authority or corporation (whether compensated or not), or any officer, employee or servant thereof, of the county.

1.03 "Personal interest" means, for the purpose of disclosure of personal interests in accordance with this Code of Ethics, a financial interest of the official or employee, or a financial interest of the official's or employee's spouse or child living in the same household, in the matter to be voted upon, regulated, supervised, or otherwise acted upon in an official capacity.

SECTION 2

Disclosure of Personal Interest in Voting Matters

2.01 An official or employee with the responsibility to vote on a measure shall disclose during the meeting at which the vote takes place, before the vote and to be included in the minutes, any personal interest that affects or that would lead to a reasonable person to infer that it affects the official's vote on the measure. In addition, the official or employee may, to the extent allowed by law, recuse himself or herself from voting on the measure.

SECTION 3

Disclosure of Personal Interest in Non-voting Matters

3.01 An official or employee who must exercise discretion relative to any matter other than casting a vote and who has a personal interest in the matter that affects or that would lead a reasonable person to infer that it affects the exercise of the discretion shall disclose, before the exercise of the discretion when possible, the interest on a disclosure form and file the

disclosure form with the county Mayor. In addition, the official or employee may, to the extent allowed by law, recuse himself or herself from the exercise of discretion in the matter.

SECTION 4

Acceptance of Gifts and Other Things of Value

4.01 An official or employee, or an official's or employee's spouse or child living in the same household, may not accept, directly or indirectly, any gift, money, gratuity, or other consideration or favor of any kind from anyone other than the county:

4.011 For the performance of an act, or refraining from performance of an act, that he or she would be expected to perform, or refrain from performing, in the regular course of his or her duties; or

4.012 That a reasonable person would understand was intended to influence the vote, official action, or judgment of the official or employee in executing county business.

4.02 The following are not subject to the prohibition in section 4.01:

4.021 Benefits resulting from business, employment, or other outside activities of an official or employee, or their immediate family, if such benefits are customarily provided to others in similar circumstances and are not enhanced due to the status of the official or employee.

4.022 Informational materials in the form of books, articles, periodicals, other written materials, audiotapes, videotapes, or other forms of communications.

4.023 Gifts that are given for a nonbusiness purpose and motivated by close personal friendship.

4.024 Sample merchandise, promotional items, and appreciation tokens, if such merchandise, items and tokens are routinely given to customers, suppliers or potential customers or suppliers in the ordinary course of business.

4.025 Unsolicited tokens or awards of appreciation, honorary degrees, or bona fide awards in recognition of public service in the form of a plaque, trophy, desk item, wall memento and similar items.

4.026 Expenses for travel, if such expenses are paid for or reimbursed by a governmental entity or an established and recognized organization of elected or appointed state or county

officials, or by an association of utility districts or an association of utility service providers.

4.027 Entertainment, food, refreshments, meals, beverages, amenities, health screenings, lodging, or admission tickets that are provided in connection with, and are arranged or coordinated through the employees or designated agents of, a conference, if the conference is sponsored by an established and recognized organization of elected or appointed state or county government officials, or any other established and recognized organization that is an umbrella organization for such officials, or by an association of utility districts or an association of utility service providers, or by community organizations when offered in conjunction with the group's efforts to meet and/or educate the official or employee concerning public issues.

4.028 Meals provided by vendors or suppliers to officials or employees as long as the amount does not exceed \$25.00 per meal.

SECTION 5

Ethics Complaints

5.01 A County Ethics Committee (the "Ethics Committee") consisting of five members shall be nominated for one-year terms by the County Mayor with appointment by the county legislative body, to be appointed each year at the same time as internal committees of the county legislative body.

5.02 One member of the committee shall be a member of the county legislative body; one member shall be a county employee; one member shall be a member of the board of education; one member shall be an employee or member of the board of a utility district; and one member shall be a member of the general public who is not covered by this Code of Ethics.

5.03 The Ethics Committee shall convene as soon as practicable after their appointment and elect a chair and a secretary. The records of the Ethics Committee shall be maintained by the secretary and shall be filed in the office of the county Mayor, where they shall be open to public inspection.

5.04 Questions and complaints regarding violations of this Code of Ethics or of any violation of state law governing ethical conduct should be directed to the chair of the Ethics Committee. Complaints shall be in writing and signed by the person making the complaint, and shall set forth in reasonable detail the facts upon which the complaint is based.

5.05 The Ethics Committee shall investigate any credible complaint against an official or employee charging any violation of

this Code of Ethics, or may undertake an investigation on its own initiative when it acquires information indicating a possible violation, and make recommendations for action to end or seek retribution for any activity that, in the Committee's judgment, constitutes a violation of this Code of Ethics. The official or employee against whom the complaint is made shall be accorded reasonable due process during the investigation of the complaint. If a member of the Committee is the subject of a complaint, such member shall recuse himself or herself from all proceedings involving such complaint.

5.06 The Ethics Committee may:

5.061 refer the matter to the County Attorney for a legal opinion and/or recommendations for action;

5.062 in the case of an official, refer the matter to the county legislative body for possible public censure if the county legislative body finds such action warranted;

5.063 in the case of an employee, refer the matter to the official responsible for supervision of the employee for possible disciplinary action if the official finds discipline warranted;

5.064 in a case involving possible violation of state statutes, refer the matter to the district attorney for possible ouster or criminal prosecution;

5.07 The interpretation that a reasonable person in the circumstances would apply shall be used in interpreting and enforcing this Code of Ethics. When a violation of this code of ethics also constitutes a violation of a personnel policy or a civil service policy, the violation shall be dealt with as a violation of the personnel or civil service provisions rather than as a violation of this Code of Ethics.

SECTION 6

Applicable State Laws

6.01 In addition to the ethical principles set out in this Code of Ethics, state laws also provide a framework for the ethical behavior of county officials and employees in the performance of their duties. Officials and employees should familiarize themselves with the state laws applicable to their office or position and the performance of their duties. To the extent that an issue is addressed by state law (law of general application, public law of local application, local option law, or private act), the provisions of that state law, to the extent they are more restrictive, shall control.

6.02 Following is a brief summary of selected state laws concerning ethics in county government. For the full text of these statutes, see the Tennessee Code Annotated (T.C.A.) sections indicated.

6.03 Campaign finance - Tennessee Code Annotated, Title 2, Chapter 20. Part One (campaign financial disclosure) requires candidates for public office to disclose contributions and contributors to their campaigns. Part Three (campaign contribution limits) limits the total amount of campaign contributions a candidate may receive from an individual and sets limits on the amount a candidate may receive in cash.

6.04 Conflict of interest - Tennessee Code Annotated, Section 12-4-101, is the general conflict of interest statute that applies in all counties. It prohibits anyone who votes for, lets out, or in any matter supervises any work or contract from having a direct financial interest in that contract, purchase or work, and it requires disclosure of indirect financial interests by public acknowledgment.

6.05 Conflict of interest - Tennessee Code annotated, Section 49-6-2003, applies to the department of education in all counties and prohibits direct and indirect conflicts of interest in the sale of supplies for use in public schools.

6.06 Conflict of interest - Tennessee Code Annotated, Section 5-1-125, applies in all counties and prohibits county officials and employees from purchasing surplus county property except where it is sold by public bid.

6.07 Conflict of interest - Tennessee Code Annotated, Section 54-7-203, applies in all counties that are governed by the County Uniform Highway Law. It prohibits officials and employees in the highway department and members of the county legislative body from having any personal interest in purchases of supplies, materials, machinery, and equipment for the highway department.

6.08 Conflict of interest - Tennessee Code Annotated, Section 5-21-121, applies in counties that have adopted the County Financial Management System of 1981. It prohibits all county officials and employees from having any financial or other personal beneficial interest in the purchase of any supplies, materials or equipment for the county.

6.09 Conflict of interest - Tennessee Code Annotated, Sections 5-5-102 and 12-4-101, govern disclosures and abstentions from voting due to conflicts of interest of members of county legislative bodies.

6.10 Conflict of interest disclosure statements - Tennessee Code Annotated, Section 8-50-501, and the following sections require candidates and appointees to local public offices to file a disclosure statement with the state ethics commission listing major sources of income, investments, lobbying activities, professional services provided, bankruptcies, certain loans, and other information, and to keep these statements up to date.

6.11 Gifts - Tennessee Code Annotated, Section 5-21-121, applies in counties that have adopted the County Financial Management System of 1981. It prohibits the finance director, purchasing agent, and employees in those departments from accepting anything of value, directly or indirectly, from anyone who furnishes supplies, materials or equipment to the county.

6.12 Honoraria - Tennessee Code Annotated, Section 2-10-116, prohibits elected officials from accepting an honorarium (including money or anything of value, but not including reimbursement for actual expenses) for an appearance, speech, or article in their official capacity.

6.13 Private use of public property - Tennessee Code Annotated, Section 54-7-202, applies in counties that are governed by the County Uniform Highway Law. It prohibits the private use of equipment, rock, and other highway materials.

6.14 Court sales - Tennessee Code Annotated, Section 39-16-405, prohibits judges, clerks of court, court officers, and employees of the court, from bidding on or purchasing any property sold through the court for which such person discharges official duties.

6.15 Rules of the Supreme Court - Rule 10, Cannon 5 (Code of Judicial Conduct) establishes ethical rules for judges and other court personnel when exercising judicial functions.

6.16 Fee statutes - Tennessee Code Annotated, Sections 8-21-101, 8-21-102, and 8-21-103, set out circumstances where fees are authorized, prohibit officials from requiring payment of fees in advance of performance of services except where specifically authorized, and set penalties for charging excessive or unauthorized fees.

6.17 Consulting fee prohibition for elected county officials - Tennessee Code Annotated, Sections 2-10-122 and 2-10-124, prohibit officials from receiving compensation for advising or assisting a person or entity in influencing county legislative or administrative action.

6.18 Crimes involving public officials - Tennessee Code Annotated, Section 39-16-101, and the following sections prohibit bribery, soliciting unlawful compensation, and buying and selling in regard to offices.

6.19 Official misconduct - Tennessee Code Annotated, Section 39-16-402, applies to public servants and candidates for office and prohibits unauthorized exercise of official power, acting in an official capacity exceeding the servant's power, refusal to perform a duty imposed by law, violating a law relating to the servant's office or employment, and receiving a benefit not provided by law.

6.20 Official oppression - Tennessee Code Annotated, Section 39-16-403, prohibits abuse of power by a public servant.

6.21 Bribery for votes - Tennessee Code Annotated, Sections 2-19-121, 2-19-126, and 2-19-127, prohibit bribery of voters in elections.

6.22 Misuse of official information - Tennessee Code Annotated, Section 39-16-404, prohibits a public servant from attaining a benefit or aiding another person in attaining a benefit from information which was obtained in an official capacity and is not available to the public.

6.23 Ouster law - Tennessee Code Annotated, Section 8-47-101, sets out conduct which is punishable by ouster from office, including misconduct in office and neglect of duty.

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