



## CITY OF BRENTWOOD

ROGER A. HORNER  
CITY ATTORNEY

March 13, 2007

Mr. Bruce A. Androphy, Executive Director  
Tennessee Ethics Commission  
312 8<sup>th</sup> Avenue, North  
8<sup>th</sup> Floor, Snodgrass Tower  
Nashville, Tennessee 37243

Dear Mr. Androphy:

Pursuant to T.C.A. section 8-17-103, the Board of Commissioners of the City of Brentwood has adopted a code of ethics by ordinance. A certified copy of the ordinance accompanies this letter. Please let us know if you or the Ethics Commission desire any further information.

Sincerely,

Roger A. Horner

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TENNESSEE  
ETHICS COMMISSION

STATE OF TENNESSEE            )  
COUNTY OF WILLIAMSON        )

I, Deborah Hedgepath, hereby certify that I am the duly qualified and acting City Recorder of the City of Brentwood, Tennessee, and as such official I further certify that attached hereto is a copy of ORDINANCE 2007-09, as passed by the Board of Commissioners of the City of Brentwood on final reading at its meeting on March 12, 2007, same being captioned "AN ORDINANCE OF THE CITY OF BRENTWOOD, TENNESSEE TO AMEND THE MUNICIPAL CODE TO ESTABLISH A CODE OF ETHICS"; that I have compared said copy with the original ordinance in my official custody; and that said copy is a true, correct and complete copy of said ordinance. I further certify that Ordinance 2007-09 took effect on March 12, 2007.

WITNESS my official signature and seal of said Municipality on this 13<sup>th</sup> day of March, 2007.

Deborah Hedgepath  
Deborah Hedgepath, City Recorder

(SEAL)

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ETHICS COMMISSION

**ORDINANCE 2007-09**

**AN ORDINANCE OF THE CITY OF BRENTWOOD, TENNESSEE,  
PROVIDING THAT THE CODE OF ORDINANCES OF THE CITY OF  
BRENTWOOD BE AMENDED BY ADDING A NEW ARTICLE TO  
CHAPTER 2, ESTABLISHING A CODE OF ETHICS**

**WHEREAS**, the Comprehensive Governmental Ethics Reform Act of 2006 (Public Chapter No. 1 of the Extraordinary Session of the 2006 General Assembly), requires municipalities to adopt a Code of Ethics by Ordinance, and

**WHEREAS**, the Act provides that such Code of Ethics shall apply to all boards, commissions, authorities, corporations, and other entities created or appointed by the municipality, as well as employees.

**NOW THEREFORE, BE IT ORDAINED BY THE CITY OF BRENTWOOD, TENNESSEE, AS FOLLOWS:**

**SECTION I:** That Chapter 2 of the Code of Ordinances of the City of Brentwood, Tennessee be amended by adding a new article, to be designated as Article VI, said new article to read as follows:

**ARTICLE VI. CODE OF ETHICS**

**Sec. 2-226. Applicability and interpretation.**

(a) This article establishes the code of ethics for the city and applies to all full-time and part-time elected or appointed officials and employees, whether compensated or not, including those of any separate board, commission, committee, authority, corporation or other instrumentality appointed or created by the city. The words "city" and "municipal" include these separate entities. When a violation of this code of ethics also constitutes a violation of a personnel policy, rule, or regulation, the violation shall be dealt with as a violation of the personnel provisions. In any situation in which a personal interest is also a conflict of interest under state law, the more restrictive provision shall apply.

(b) The interpretation that a reasonable person in the circumstances would apply shall be used in interpreting and enforcing this code of ethics.

**Sec. 2-227. Definitions.**

The following words, terms and phrases, when used in this article, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

*Censure* means an expression of severe criticism or reproach.

*Credible*, for the purposes of complaints alleging that any official or employee has violated any provision of this article, means that the complaint is not:

- (1) Submitted anonymously.
- (2) Clearly unbelievable.
- (3) From a source not considered to be trustworthy under the circumstances.

*Employment interest* includes a situation in which an official or employee or a designated family member is employed with or negotiating possible employment with a person or organization that is the subject of a vote or that is to be regulated or supervised.

*Gift* means the transfer of anything of economic value, regardless of form, without reasonable consideration. "Gift" may include a subscription, membership, loan, forgiveness of debt, advance or deposit of money or anything of value, conveyed or transferred. "Gift" does not include political campaign contributions which are solicited or accepted in accordance with applicable laws and regulations.

*Official* means the members of the board of commissioners, as well as members appointed thereby to city boards, commissions, committees, authorities, corporations or instrumentalities established by law or by this Code. "Official" also includes the city judge.

*Personal interest* means:

- (1) Any financial, ownership or employment interest in the subject of a vote by a municipal board not otherwise regulated by state statutes on conflicts of interests; or
- (2) Any financial, ownership or employment interest in a matter to be regulated or supervised; or
- (3) Any such financial, ownership or employment interest of the official's or employee's immediate family. For the purposes of this article, "immediate family" includes spouse, children (including natural, step and adoptive), parents (including natural, step and adoptive), siblings, parents-in-law, siblings-in-law, grandparents and grandchildren, and any other individual residing within the employee's household who is a legal dependent of the employee for income tax purposes.

**Sec. 2-228. Disclosure of personal interest by official with vote.**

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

**Sec. 2-229. Disclosure of personal interest in nonvoting matters.**

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 discretion shall disclose the interest, before the exercise of the discretion when possible, on a form provided by and filed with the city recorder. Copies of such forms filed with the city recorder shall be provided to the city manager and, in the case of an employee, filed in the employee's personnel file. In addition, the official or employee may, to the extent allowed by law, charter, ordinance, or policy, recuse himself from the exercise of discretion in the matter.

**Sec. 2-230. Acceptance of gifts, gratuities, etc.**

(a) An official or employee may not accept, directly or indirectly, any money, gift, gratuity, or other consideration or favor of any kind from anyone other than the city:

- (1) For the performance of an act, or refraining from performance of an act, that the individual would be expected to perform, or refrain from performing, in the regular course of the individual's duties; or
- (2) That might reasonably be interpreted as an attempt to influence the individual's action, or reward the individual for past action, in executing municipal business.

(b) Unless impartiality and independent judgment of an official or employee would be compromised, this section shall not apply to meals provided to officials or employees or gifts of food, candy or other consumable items.

**Sec. 2-231. Use of information.**

(a) An official or employee may not disclose any information obtained in his official capacity or position of employment that is made confidential under state or federal law except as authorized by law.

(b) An official or employee may not use or disclose information obtained in his official capacity or position of employment and not available to the general public with the intent to result in financial gain for himself or any other person or entity.

**Sec. 2-232. Use of municipal time, facilities, etc.**

An official or employee may not use or authorize the use of municipal time, facilities, equipment, supplies or other resources for private gain or advantage to himself or to any private person or entity, except as authorized by legitimate contract or lease that is determined by the board of commissioners to be in the best interests of the city. This prohibition shall not apply when the board of commissioners or other appropriate board, commission or committee has authorized the use of such resources and established policies governing such use.

**Sec. 2-233. Use of position or authority.**

(a) An official or employee may not make or attempt to make private purchases, for cash or otherwise, in the name of the city; provided, however, that this section shall not apply to reasonable amounts paid for:

- (1) Food, transportation, lodging and other travel expenses incurred in accordance with the city's adopted travel policy.
- (2) Dues, registrations, meals and similar expenses incurred in conjunction with membership or participation in a professional or community organization to which the official or employee belongs in his official capacity.
- (3) Meals purchased in the course of an official business meeting conducted on the city's behalf.

(b) An official or employee may not use or attempt to use his position to secure any privilege or exemption for himself or others that is not authorized in this article or by the charter, general law, or ordinance or policy of the city.

(c) No official or employee shall provide commercial or advertising endorsements in such a manner as to convey the city's approval of any private for-profit enterprise; provided, however, that an official or employee may respond to inquiries seeking information as to the city's experience with a vendor or other private enterprise.

**Sec. 2-234. Ethics opinions; complaints; investigations.**

(a) *Ethics officer.* The city attorney is designated as the ethics officer of the city. The city attorney, in his discretion, may request that the city manager or board of commissioners appoint another attorney, individual or entity to act as ethics officer for the purposes of any specific investigation. For complaints considered by the board of commissioners under the provisions of this section, the board of commissioners may choose an individual or entity other than the city attorney to act as the ethics officer for the purposes of investigating the complaint.

(b) *Ethics opinions.* Upon the written request of an official or employee potentially affected by a provision of this article, the ethics officer may render an oral or written advisory ethics opinion based upon this article and other applicable law.

(c) *Ethics complaints and investigations.* Allegations that any official or employee has violated any provision of this article will be processed and handled as follows:

- (1) A complaint will be acted upon only if the complaint is in writing, signed by the person making the complaint and submitted to:

- a. The ethics officer, if the complaint is against any employee other than the city manager or the ethics officer.
  - b. The city manager, if the complaint is against the ethics officer or any official.
  - c. The mayor, if the complaint is against the city manager.
- (2) The ethics officer shall investigate any credible written complaint against an employee, other than the city manager or the ethics officer.
- (3) When a complaint is filed against the city manager, the ethics officer, an appointed official or a member of the board of commissioners, the complaint shall be referred to the board of commissioners. For any such complaint, other than a complaint against the city manager, the city manager may gather information and present pertinent facts to assist the board of commissioners in its determination. The board of commissioners, by majority vote of its entire membership, shall determine that the complaint is credible and that a violation of this article has occurred, that the complaint is not credible or does not have merit, or that the complaint has sufficient merit to warrant further investigation; except that if the complaint is filed against a member of the board of commissioners, the disposition of the complaint shall be determined by a majority vote of the remaining members of the board of commissioners. If the board of commissioners determines that a complaint warrants further investigation, it shall authorize an investigation by the ethics officer, provided that the board of commissioners may choose an individual or entity other than the city attorney to act as the ethics officer for the purposes of the investigation.
- (4) The ethics officer may also undertake an investigation on his own initiative when he acquires information indicating reasonable suspicion of a violation.
- (5) Any person who is the subject of an investigation by the ethics officer shall be notified in writing at the beginning of the investigation and allowed the opportunity to respond to all allegations in person and/or in writing during the course of the investigation.
- (6) In the course of an investigation, the ethics officer, at his discretion, may hold meetings and conduct interviews in person or by telephone, involving officials and employees of the city, as well as other individuals. The ethics officer may also request any information that he believes may be pertinent to the investigation. An employee's failure to cooperate in any investigation by the ethics officer shall be considered an act of insubordination and treated as such under the city's personnel rules and regulations.
- (7) At the conclusion of an investigation, the ethics officer may issue written findings and make recommendations for action to end or seek remedies for any

activity that, in the ethics officer's judgment, constitutes a violation of this code of ethics. For an investigation of any employee other than the city manager, copies of such findings and recommendations shall be provided to the employee, the city manager, the human resources director and the employee's department head. For an investigation of any other individual, copies of such findings and recommendations shall be provided to the city manager, the board of commissioners and the individual who is the subject of the investigation.

**Sec. 2-235. Violations.**

(a) A member of the board of commissioners who violates any provision of this article is subject to punishment as provided by the city's charter and/or other applicable law, and in addition is subject to censure by the board of commissioners. Any action taken by the board of commissioners against a member of the board of commissioners shall be determined by a majority vote of the remaining members of the board of commissioners.

(b) An official other than a member of the board of commissioners who violates any provision of this article is subject to punishment as provided by the city's charter and/or other applicable law. In addition, the board of commissioners may, by majority vote of its entire membership, censure the official or remove the official from office in such manner as may be permitted by law.

(c) In addition to any other remedy provided by law, an employee who violates any provision of this article is subject to disciplinary action, in accordance with the city's personnel rules and regulations, including but not limited to dismissal.

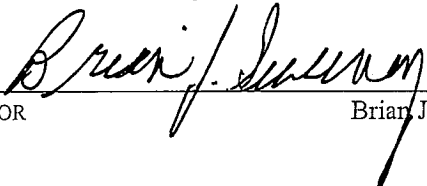


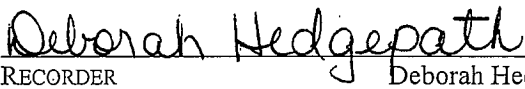
**SECTION 2.** In case of conflict between this ordinance or any part hereof, and the whole or part of any existing ordinance of the City, the provision that establishes the higher standard shall prevail.

**SECTION 3.** If any section, subsection, clause, provision or portion of this ordinance is held to be invalid or unconstitutional by any court of competent jurisdiction, such holding shall not affect any other section, subsection, clause, provision or portion of this ordinance.

**SECTION 4.** That this ordinance shall take effect from and after its final passage, or fifteen days after its first passage, whichever occurs later, the general welfare of the City of Brentwood, Williamson County, Tennessee, requiring it.

PASSED:	1st reading	<u>2/26/2007</u>	PLANNING COMMISSION	<u>n/a</u>
	2nd reading	<u>3/12/2007</u>	NOTICE OF PASSAGE	
			Notice published in:	<u>n/a</u>
			Date of publication:	<u>                    </u>
PUBLIC HEARING			EFFECTIVE DATE	<u>3/12/2007</u>
	Notice published in:	<u>n/a</u>		
	Date of publication:	<u>                    </u>		
	Date of hearing:	<u>                    </u>		

  
MAYOR Brian J. Sweeney

  
RECORDER Deborah Hedgepath

Approved as to form:

  
CITY ATTORNEY Roger A. Horner