

Village of Bonduel
Shawano County
117 W. Green Bay Street
Bonduel, WI 54107

ORDINANCE NO.: 2019-14

SPONSORED BY: Administrative Committee

INTRODUCED BY: Barbara Wickman

SECONDED BY: Renell Bartlett

THE VILLAGE BOARD OF THE VILLAGE OF BONDUEL, SHAWANO COUNTY, WISCONSIN, DO ORDAIN that the Municipal Code of Bonduel, Wisconsin, Chapter 2 ADMINISTRATION, Article IV Code of Ethics, Section 2-83(i-l) Ethical Standards and Regulations, is hereby repealed and recreated as follows:

Sec. 2-83 (i-l). – Ethical Standards and regulations

- (i) *Jurisdiction and application.* The policy and administrative committee shall have the administrative jurisdiction over this code of ethics.
 - (1) The committee may make recommendations with respect to amendments to this code of ethics.
- (j) *Ethics Board.* The ethics board shall be appointed by the Village President at the time of the complaint. If the Village President is named in the complaint, the Administrative Committee shall appoint the ethics board. Appointments shall be subject to approval by the village board members. Membership shall consist of three (3) citizen members from the private sector and shall not be affiliated with village government in any capacity, including, but not limited to, employment (including employment for which the salary is in any way funded by or through the village, appointment, or election). Term of the office shall be the duration of completion of the complaint on file. The ethics board shall elect its own chairperson and the village attorney shall furnish the board whatever legal assistance it deems is necessary to carry out its functions. (1) The committee may make recommendations with respect to amendments to this code of ethics.
 - (1) Upon the sworn complaint of any person alleging facts which, if true, would constitute improper conduct under the provisions of this section, the committee shall conduct an investigation of the facts of the complaint. If the investigation indicates there may be a reasonable basis for the complaint justifying further investigation, the committee shall conduct a public hearing in accordance with the common law requirements of due process, including notice, an opportunity to be heard, an opportunity to cross examine witnesses and to present testimony and other evidence in support of the accused's position and an opportunity to be represented by counsel or other representative at the expense of the accused. The committee shall make written findings of fact and issue a written decision concerning the propriety of the conduct of the subject official or employee and shall refer the matter to the village board for final disposition.
 - (2) In the event an employee, covered under a collective bargaining agreement, is allegedly involved in an ethics code violation, the terms and conditions set forth in the applicable collective bargaining agreement shall prevail in the administration and interpretation of this ethics code.

- (k) *Sanctions.* A determination that an official's or employee's actions constitute improper conduct under the provisions of this section may constitute a cause for suspension, removal from office or employment, or other disciplinary action.
- (l) *Distribution of code of ethics.* The clerk-treasurer shall cause a copy of the code of ethics to be distributed to every public official and employee of the village within 30 days after enactment of this Code and to each public official and employee elected, entering upon his duties. Each public official, the village president, the chairman of each board, commission or committee and, through the clerk-treasurer, the head of each department shall, between May 1 and May 31 of each year, review the provisions of this Code with his fellow board, commission, committee members or subordinates as the case may be and certify to the clerk-treasurer by June 15 that such annual review has been undertaken. A copy of this Code shall be continuously posted on each department bulletin board, wherever situated. Sanctions, including any disciplinary action, that may affect employees covered under a labor agreement will be consistent with the terms and conditions set forth in the applicable labor agreement.

This ordinance shall take effect upon passage and publication and/or posting as provided by law.

Adopted: September 11, 2019
Published: September 25, 2019

Russ Gehm, Village President

Attest:

Michelle Maroszek, Village Clerk