Fall 2010 Elections are coming soon. The Fall Primary is on Tuesday, September 14, 2010. The Fall General Election is on Tuesday, November 2, 2010. **Did you know that Sections 9.05 and 9.06 of the Ethics Code address campaign-related issues?**

- **Campaign Contributions**
  If you have a contract or proposal under consideration, *don’t* give a campaign contribution to an elective official that has approval authority over your contract or proposal. This restriction is in place from the time you submit your contract or proposal through its final disposition. (*M.C.G.O. § 9.05(2)(k)*)
  
  **Exception:** This does not apply to gifts, honorariums, and fees. (*M.C.G.O. § 9.14*)

- **Non-Solicitation**
  If you are an elective County official, *don’t* knowingly solicit a campaign contribution from “at-will” employees. An “at-will” employee 1) is not represented by a union or labor contract; 2) is hired for an indefinite term; 3) works under an independent contract with the County; or 4) can be terminated from employment at any time for any non-discriminatory reason. (*M.C.G.O. § 9.05(2)(j)*)

- **Campaigning at Work**
  Whether campaigning for an incumbent of or a candidate for elective office, *don’t* do it at work while you are engaged in your official duties. This includes - but is not limited to – wearing or displaying campaign material; handing out campaign literature; asking others to contribute to the campaign; and circulating nomination papers. (*M.C.G.O. § 9.06(2)*)

- **Non-coercion**
  This section of the code prohibits efforts to coerce, i.e., force, others to contribute money or services to a political party, candidate for elective office, or referendum position. In other words, *don’t* retaliate against or threaten an employee for choosing not to participate in political activity, and *don’t* bribe an employee to participate in political activity. (*M.C.G.O. § 9.06(2)*)

- **Rewards Prohibited**
  If you are a County Elective Official or Candidate for County Elective Office, *don’t* promise to give an individual a job in exchange for political activity. (*M.C.G.O. § 9.06(2)*)

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**Can I campaign on County grounds?** Generally speaking, with the exception of campaigning at work as mentioned above, campaigning on Milwaukee County grounds is allowed. Contact the Ethics Board for answers about your specific situation.

Additional election information, as well as campaign finance reports, can be found on the Milwaukee County Election Commission’s website at [http://www.county.milwaukee.gov/CountyElectionCommission](http://www.county.milwaukee.gov/CountyElectionCommission).

Advisory opinions are confidential! When in doubt, ask, ask, ask! Contact the office of the Ethics Board by phone, email, letter or in person.
FROM THE EXECUTIVE DIRECTOR

Milwaukee County Ethics Board

It is declared that high moral and ethical standards among County public officials and County employees are essential to the conduct of free government; that the County believes that a Code of Ethics for the guidance of County public officials and County employees will help them avoid conflicts between their personal interests and their public responsibilities, will improve standards of public service and will promote and strengthen the faith and confidence of the people of this County in their County public officials and County employees. It is the intent of the County that in its operations the Board shall protect to the fullest extent possible the rights of individuals affected. (M.C.G.,O. § 9.01(1)).

www.county.milwaukee.gov/ETHICSBOARD8460.htm

Bridging Gaps to Meet Our Goals

In our June Newsletter, we touched on the fact that all employees and officials of Milwaukee County Government are subject to its Ethics Code. In addition, aspects of the Code dictate the ethical behavior of individuals that are not employed by Milwaukee County. These include vendors and business partners, lobbyists, candidates for elective office, and even former employees. In support of the Milwaukee County Ethics Board’s commitment to promoting ethical behavior through voluntary compliance with the Ethics Code, we introduce two new brochures with this newsletter.

Our first brochure, Welcome Milwaukee County Officials and Employees, is designed to provide a general overview of some key aspects of the Ethics Board and the Ethics Code. The brochure is publicly available on our website, with the intent of allowing us to partner with Milwaukee County departments to ensure that incoming employees and officials: 1) are aware that a code exists; 2) understand the general purpose and basic content of the code; and 3) feel a freedom to contact us with comments, concerns, and questions.

Our second brochure, Former Milwaukee County Officials and Employees, is designed to remind individuals no longer employed by Milwaukee County that they may still be subject to aspects of its Ethics Code. With the same aim of department partnership in mind, we have also made this brochure available on our website.

Won’t you take some time to review each brochure online and let us know what you think? Our website is www.county.milwaukee.gov/ETHICSBOARD8460.htm. Do you have ideas for other topics that you would like to see us cover? Contact us with your comments by calling us, sending us an email, visiting our office, or leaving a post on our Facebook page. This is a great way to partner with us and help spread the word about the County Ethics Code. If you are not already doing so, consider viewing this newsletter online so that you can quickly and easily link to all of the recited documents.

A new feature of our website is “In the News.” Our first item is a link to the fifth annual Ethics & Workplace Survey presentation of Deloitte LLP. This interesting survey highlights the positive correlation between employee retention and trust in the workplace.