

BEFORE THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN JOAQUIN  
STATE OF CALIFORNIA

RESOLUTION

R-21-15

**RESOLUTION ESTABLISHING THE SAN JOAQUIN COUNTY  
CODE OF ETHICS**

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**IT IS HEREBY RESOLVED AND ORDERED that the Board of Supervisors adopts the Code of Ethics to read as follows:**

**PREAMBLE**

This code establishes the core standards of ethical conduct required of elected and appointed County officials, including department heads, for the proper operation of County government. The purpose of these standards is to strengthen County public service and to maintain and promote faith and confidence of the people in their government.

**Article I  
CORE VALUES**

The attitudes, words, and actions of County officials should demonstrate, support, and reflect the following core values for the well-being of our County and to promote ethics in governance:

- 1) Integrity
- 2) Responsibility
- 3) Fairness and Accountability
- 4) Respect for Elected or Appointed Officials, Staff, and the Public
- 5) Appropriate and Efficient Use of Public Resources

**Article II  
RESPONSIBILITIES OF PUBLIC OFFICE**

County officials are agents of the public and serve for the benefit of their constituents and the public. They shall uphold the Constitution of the United States, the Constitution of the State of California, the rules, regulations and the policies of the County, and shall carry out impartially the laws of the Nation, State, and County. In their official acts, they shall discharge faithfully their duties, recognizing that the public interest is paramount.

County officials must demonstrate the highest standards of conduct and ethics consistent with the requirements of their position and consistent with law.

**Article III  
DEDICATED SERVICE**

In the performance of their duties, all County officials shall endeavor to support governmental objectives expressed by the electorate, as interpreted and implemented by the Board of Supervisors and the County programs developed to attain these objectives. The County expects all County officials to use good manners; to be considerate, respectful, and civil; to be accurate in statement;

and to exercise sound judgment in the performance of their work. The County also expects all County officials to act prudently in the use and distribution of County property and public resources. County officials shall neither exceed their authority nor breach the law nor ask others to do so. They shall strive at all times to cooperate with other public officials, employees, and the public, while also respecting the distinct roles that public officials and staff have in the organizational structure of the County's operations. To ensure communication of a consistent, unified message regarding County issues, the County expects all County officials to respect the authority of the Board of Supervisors and to abide by established protocols.

#### **Article IV CONFLICTS OF INTEREST**

To assure their independence and impartiality on behalf of the common good and compliance with conflict of interest laws, all County officials shall use their best efforts to refrain from creating an appearance of impropriety in their actions and decisions. No County official shall engage in any business, transaction or activity, or have a financial interest, which is in conflict with the proper discharge of official duties, which would tend to impair independence of judgment or action in the performance of official duties, which creates the appearance of such conflict, or which otherwise violates applicable County policies or state or federal law.

#### **Article V ETHICS VIOLATIONS**

If County officials or staff become aware of any improper behavior by a County official, they are encouraged to report such behavior to their immediate Supervisor, Department Head, the County Administrator, the Director of Human Resources, or County Counsel.

An allegation of violation of this Code of Ethics by a County official will be referred to an ad hoc committee composed of the Board Chair and Board Vice Chair (if one or both are subject to the allegation(s), then the next most senior Board member(s)), the County Administrator, County Counsel, and the Director of Human Resources, who will meet and determine if further fact-finding, process, and referral to the full Board of Supervisors is appropriate. Such initial inquiry by the ad hoc committee will include notifying the Board member subject to the allegation(s) of the allegation(s) and providing the Board member an opportunity to present information to the ad hoc committee.

Following completion of a fact-finding process resulting in sustained allegations against an elected official, Board action is limited to public censure, and such action shall require the affirmative vote of at least two-thirds of the Board members present. This provision does not restrict the authority of the Board of Supervisors in its role as the appointing authority for appointed County officials.

#### **Article VI RELATION TO OTHER POLICIES**

These standards shall not be construed as an exhaustive code of conduct for County officials, and the County may supplement these standards by such additional policies and provisions as the it deems appropriate, including but not limited to those set forth in Board policies, personnel rules, or employment contracts. Such other policies shall, to the extent possible, be interpreted consistently with the core values expressed herein.

PASSED AND ADOPTED February 9, 2021, by the following vote of the Board of Supervisors, to wit:

AYES: **Villapudua, Miller, Winn, Rickman, Patti**

NOES: **None**

ABSENT: **None**

ABSTAIN: **None**

**Tom Patti**

ATTEST: RACHÉL DeBORD  
Clerk of the Board of Supervisors  
County of San Joaquin  
State of California

**Rachél DeBord**



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TOM PATTI  
Chairman, Board of Supervisors  
County of San Joaquin  
State of California