

# Ethics Committee SMART Goals for 2024

The Ethics Committee was created in the Town Charter to provide a process to assure the public that Salem's elected and appointed officials maintain the highest standards of personal integrity, truthfulness, honesty, and fairness in discharging their public duties, and never abuse their powers for improper or personal gain. We have established the following goals to guide our activities in performance of our mission.

## **Goal 1: Set up framework for processing ethics complaints**

- Post complaint and advisory opinion forms on town website within 15 days of publication of the updated Town Charter.
- Respond to requests for advisory opinions within not more than 30 days.

*We have developed forms that can be completed online and submitted confidentially to the Ethics Committee. They will not go live until the amended Charter is posted on the Town website.*

## **Goal 2: Provide ethics training and awareness to elected officials, boards, committees, and commissions**

- Make available Ethics training to all elected and appointed officials by September 2024
- Make training available by video or online for those unable to attend by September 2024

*We would like to present our ethics training program to individual boards and commissions at one of their regular meetings, as well as an in person session for elected officials. Since it is unlikely that everyone will be available on their scheduled date, training will be recorded for later viewing.*

## **Goal 3: Educate the public about the role of the Ethics Committee and scope of its authority**

- Explain the complaint process via social media (FB, What's Up Salem, Town Hall Times, Town website, Salem cable TV) by August 2024.
- Develop FAQs for website by July 2024.

*We would like to clear up any misconceptions about who is subject to the new ethics rules and what conduct constitutes a violation. Our jurisdiction extends only to elected and appointed officials and only for eleven specific types of conduct. Most town employees are covered by collective bargaining agreements and are therefore not within our purview.*

## **Goal 4: Collaborate with Town Council on integration of Chapter 33 of the Municipal Code with Article 6 of the Town Charter.**

- Form working group of Town Councilors, Ethics Committee, and staff by July 2024
- Prepare any necessary Charter amendments by December 2024.

*The current version of the Ethics chapter of Salem's Municipal Code applies only to members of town boards, commissions, and committees (not elected officials) and contains some provisions that conflict with or are absent from the Ethics section of the Charter. The two documents should be reconciled so there is a consistent set of rules. We are willing to participate in crafting appropriate revisions and submitting any proposed amendments to the Charter for consideration by the voters next March.*