

Keep Austin Ethical

Late Backup

12/13/07
#82

Integrity Office

- The Integrity Office was created in FY 2005 as part of the City manager's Unquestionable Integrity initiative



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A Values-Based Program

- The Integrity Seeks to Create an Effective Values-Based Compliance and Ethics Program
 - Educating the Workforce
 - To recognize
 - To inquire
 - To report
 - Promoting an organizational culture that encourages and protects ethical conduct



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City Ethics Structure

- The Integrity Office is One Part of a Comprehensive Structure
 - The City Council
 - The Ethics Review Commission
 - The City Manager
 - ACMs, Dept. Heads, managers and supervisors, and employees
 - The Integrity Office
 - The City Attorney
 - The Human Resources Department
 - APD
 - The City Auditor
 - The City Clerk
 - The Management Integrity Committee





The Management Integrity Committee

- The Management Integrity Committee is
 - the City Auditor,
 - a designated assistant city manager,
 - the City Attorney
 - With participation by
 - The Director of Human Resources
 - The Integrity Officer
 - The APD Integrity Crimes Unit
- It serves to share information about City investigations involving integrity violations in City departments





Integrity Office

- **The Integrity Office is a central resource on ethics.**
 - Serves the City Council, City staff, and City board and commission members
 - Answers questions on matters of government ethics and public integrity
 - Consults on ethics issues and to provides training to City work groups on request
 - Works with City departments to create and implement process improvements





Developing Best Practices

- Formalized Ethics Structure is a Growing Trend in Local Government
 - Austin is a major city and faces many of the same issues as state government
- The City is a member of the Council on Governmental Ethics Laws
 - a member of the Steering Committee
- Best practices are evolving
- Austin is a leader





Training

- Employees receiving in-person training from the Integrity Office
 - FY 2005 - 1291
 - FY 2006 - 1827
 - FY 2007 - 2836
- This year 200 professionals have attended the Public Works/Integrity Office “Ethics in Consultant Selection” course.
 - Required for service on a selection panel
- Employees also have Web-based resources.





Training Results

- Ethics awareness has steadily improved
 - Employee familiarity with the City's Ethics Code is up 7%
 - Familiarity with the Fraud, Waste and Abuse prevention measures is up 9%
 - Participation in ethics awareness training is up 12%
- More employees feel they can report unethical behavior without retaliation
 - Up 4% to 52% overall
- Compliance on Financial Disclosure among City executives nears 100%





Process Improvements

- Fraud, Waste, and Abuse Reporting Investigation and Prevention
- Non-City use of City Hall
- Complementary tickets policies
- Public Works RFQ conflicts of interest policies
- Guidelines for Council office expenditures
- Guidelines for Council compliance with HB 914 (conflicts disclosure)
- Internet linking and content guidelines
- Ethics Guidelines for Code Enforcement inspectors
- New recusal and disclosure requirements for Board and Commission members
- Anti-lobbying provision for City procurements





Process Improvements

- Guidelines for the Use of Internal Communications Systems
- Guidelines for employees serving on City boards
- Guidelines for employee recognition events
- Guidelines for the Combined Charities Campaign
- Guidelines for soliciting donations to fund City programs
- Guidelines for Co-sponsorships
- Council term limits
- Campaign finance limits





Goals for 2008

- To leverage resources through use of
 - Publications
 - the Web
 - Video and DVDs
- To recommend improvements to the City's lobby regulation structure
- To implement the process improvements of 2007
- Continue working with procurement departments



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If you have questions

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