

CITY	PROCESS	SANCTIONS
Bremerton (Mayor-Council)	Complaint filed with City Clerk. Mayor refers to City Auditor. City Auditor makes preliminary investigation to determine whether reasonable cause exists to believe violation of Code of Ethics has occurred. If so, City Auditor presents matter to Hearing Examiner at public hearing. City Auditor is represented by City Attorney. Civil penalties may be appealed to Municipal Court. For other sanctions, challenges may be pursued through applicable labor agreement provisions, Civil Service Rules, or whatever remedies exist at law or equity.	Hearing Examiner may order: civil penalty, cease and desist, discipline, or removal from employment (elected official excluded from removal). For contractors, Hearing Examiner may recommend debarment (exclusion from bidding) or termination of contract.
Federal Way (Mayor-Council)	Complaint filed with City Clerk. Clerk submits to three-member Ethics Board for determination of sufficiency. If a finding of sufficiency is made, the complaint is investigated by the Board. The City Council may issue subpoenas at the Board's request. The Board issues a written opinion and delivers to the City Council. If the Board concludes the Code of Ethics has been violated and the City Council adopts the opinion by majority vote, the City Council may take action to sanction, also by majority vote. (Complaints against employees are handled under Personnel Policy Manual.)	<i>Admonition</i> – a verbal non-public statement made by the Mayor to the individual. <i>Reprimand</i> – administered to the individual by letter. <i>Censure</i> – written statement administered personally to the individual. <i>Removal</i> – if the individual is a member of a City board, commission, committee, or multi-member body, appointed by the City Council, the City Council, by majority vote, may remove.
Fircrest (Council-Manager)	None.	Contract made in violation of Code of Ethics is void and any officer violating the provisions of the Code of Ethics is liable to City for \$500.00 penalty. Violation by any public officer may result in forfeiture of office.

Grandview (Mayor-Council)	<p>Complaint filed with three-member Ethics Board. If, the complaint is not dismissed after preliminary investigation, the Ethics Board holds a hearing and issues a written determination. If the Board determines that a City employee has violated the Ethics Code, the Board may recommend to the City Council that the employee be subject to disciplinary action.</p> <p>(Silent as to what happens if elected official determined to have violated Ethics Code.)</p>	<p>In addition to any other penalty provided by law, violation of the Ethics Code is cause for suspension, discharge or removal from office, or such other disciplinary action as consistent with City Personnel Manual. Violation of the Ethics Code is an infraction. A knowing violation is punishable by a fine not to exceed \$1,000.</p>
Lynnwood (Mayor-Council)	<p>Complaint filed with Finance Director. Counsel for the three-member Ethics Board makes a determination of sufficiency. If appropriate, the complaint is investigated by a third party. After investigation, the Board Counsel may attempt to settle and enter an appropriate administrative order or enter an administrative order that dismisses or determines sufficiency. A determination of sufficiency may be appealed to the Ethics Board for hearing. If the Board's administrative order determines that Ethics Code has been violated, the City Council may take action to sanction by majority vote.</p> <p>(Complaints against employees shall be brought to the employee's supervisor or the Mayor. The supervisor or appropriate individual shall investigate and recommend appropriate action to the Mayor.)</p>	<p><i>Admonition</i> – a verbal non-public statement made by the City Council President to the individual.</p> <p><i>Reprimand</i> – administered to the individual by a resolution of reprimand by the City Council.</p> <p><i>Censure</i> – a resolution of censure read personally to the individual in public.</p> <p><i>Removal</i> – if the individual is a member of a City board, commission, committee, or multi-member body, nominated by the Mayor and confirmed by the City Council, the City Council, by majority vote, may remove.</p>
Marysville (Mayor-Council)	<p>Complaints filed with the three-member Board of Ethics which investigates complaint and, if it deems necessary, conducts a hearing. Upon its own motion, the Board may investigate any suspected or alleged violation of the Ethics Code and, if it deems necessary, conduct a hearing. At the conclusion of each</p>	<p>Any person willfully violating the Code of Ethics is guilty of a misdemeanor and subject to civil penalties. Any employee found guilty of a negligent violation of the Code of Ethics is subject to</p>

<i>Marysville (Mayor-Council) cont.</i>	investigation, the Board renders written findings of fact and recommendations for review by the City Council.	civil penalties up to and including termination from employment and/or loss of pay not to exceed one month's salary. Any elected official found guilty of violating the Code of Ethics is subject to a civil penalty of loss of pay not to exceed one month's salary. Contracts may be cancelled and city contractors unable to bid for two years.
Pacific (Mayor –Council)	None.	Any person violating the Code of Ethics shall be guilty of a misdemeanor and punished by a fine of not more than \$1,000, or by imprisonment not to exceed 90 days, or both. The City may initiate appropriate civil actions. Any employee whose conduct is determined by the Mayor to be in violation of the Code of Ethics may be terminated from employment and/or temporarily suspended with a loss of pay up to 30 days. Any contract in violation of the Code of Ethics is voidable.
Renton (Mayor-Council)	None.	Any person who willfully, knowingly and intentionally violates any provisions of the Code of Ethics, shall be guilty of a misdemeanor and upon

<i>Renton (Mayor-Council) cont.</i>		conviction, fined a sum not to exceed \$500 or jailed for a period not to exceed 90 days, or both. In addition, any public official found guilty of violating the Code of Ethics shall forfeit right to office, whether elective or appointive, as may be determined by the court at the time of sentencing.
Richland (Council-Manager)	Any Council Member who believes another Council Member or member of Council-appointed board, commission, or committee, has violated the Code of Ethics, or any member of a board, commission or committee who believes another member has violated the Code of Ethics submits a written statement to the Council Ethics and Administration Committee. The Committee reviews the violation to determine whether adequate reason exists to bring formal charges. The Committee concludes one of the following: 1) there is insufficient evidence and the records are kept confidential; 2) there may have been a violation and the Committee may call for full review by the Council in executive session. If the Committee concludes there may have been a violation, the Council shall classify as major or minor in executive session. If the Council concludes a minor violation has occurred, it passes an appropriate motion of censure at a public meeting. A major violation results in a public hearing by the Council. The Council selects a member to present its findings at the hearing. The Council gives the accused Council Member or board, commission or committee member adequate time to prepare and present the case at the public hearing. Both Council and accused present their own cases, but they may be accompanied	<p>The Council establishes a commensurate penalty. May remove the violator from the positions of Mayor or Mayor Pro Tem.</p> <p>If findings of the committee disclose a violation of the Code of Ethics, the City Attorney initiates appropriate action unless violation is by City Manager or City Attorney. In this case Mayor initiates appropriate action and the Council may convene an ad hoc citizen's committee to advise the City Council.</p> <p>Any public official or employee who knowingly and violates any provision of the Code of Ethics, except disclosure of confidential information, is guilty of a misdemeanor. In addition, violation may constitute a cause</p>

<i>Richland (Council-Manager) cont.</i>	by counsel. Witnesses may be presented. After hearing, the Council determines whether a violation occurred and whether major or minor.	for suspension, removal from office or employment, or other disciplinary action, which may include restitution or judicial action for recovery of any loss to the City that resulted from violation. [It is unclear how these penalties relate to the Council establishing commensurate penalties as first listed above.]
Seattle (Mayor-Council)	The Seattle Ethics and Elections Commission, an independent seven-member commission, administers and enforces four codes covering Ethics, Elections, Whistleblower Protection, and Lobbying. The Commission is aided by a six-member staff which investigates all allegations of wrongdoing. The Mayor and City Council each appoint three Commissioners, and the Commissioners select the seventh. All are confirmed by the City Council. The Commission and its Executive Director may initiate and investigation. An investigation may also be initiated by filing a complaint with the Executive Director. The Executive Director reviews the complaint to determine whether, if true, it would constitute a violation of the Code of Ethics. The Executive Director may dismiss the complaint or ask the Commission to do so. Otherwise a hearing is conducted by the Commission.	The Commission has authority to impose fines for violations of the Ethics, Elections, and Lobbying Disclosure Codes. For violations of the Code of Ethics, the Commission may: recommend prosecution; impose a fine up to \$5,000; require reimbursement for damages up to \$10,000; require reimbursement for costs; recommend to the Mayor and the appropriate agency that they request City Attorney bring an action to cancel or rescind the result of the action taken by the violator; and, in the case of the member of an advisory committee, the Commission may recommend that the advisory committee member be censured or removed from his or her

<i>Seattle (Mayor-Council) cont.</i>		position. Fines may be appealed to the Seattle Municipal Court.
Sumner (Mayor-Council)	None.	If employment or service performed outside the City is deemed by the department director to pose a conflict of interest, failure of the employee to immediately stop is grounds for dismissal.
Tacoma (Council-Manager)	<p>Complaint filed with five-member Board of Ethics. The Board reviews the complaint and, if necessary, designates an individual to conduct an investigation. The investigator provides the Board with written findings, conclusions, and recommended disposition. The Board reviews and: dismisses the complaint; determines no violation occurred; determines that the complaint alleges fact sufficient; or determines more information needed. After the Board makes its final determination, the Board issues written findings of fact, conclusions, and recommended disposition.</p> <p>The Hearing Examiner hears appeals of decisions of the City Council to remove a member of a City board, commission, committee, task force, or other multi-member body from office.</p>	<p>If the Boards determines that an existing contract is in violation of the Code of Ethics, the City may void or seek termination of the contract if legally permissible.</p> <p>The City Manager, Director of Public Utilities, Tacoma Public Utility Board, or City Council, as appropriate may impose any combination of the following penalties: a cease and desist order; any order to disclose any reports or other documents; discipline, up to and including termination or removal from position paid or unpaid, excluding elected positions; exclusion from bidding on City contracts for up to five years; and termination or invalidation of contract. In addition to other penalties, the City Council, by majority vote, may remove any</p>

<p><i>Tacoma (Council-Manager) cont.</i></p>		<p>member of a City board, commission, committee, task force or other multi-member body. Prior to removal, the City Council shall provide notice and a public hearing.</p> <p>In addition, upon majority vote of the City Council, any current or former City-elected official may be subject to one or more of the following:</p> <p><i>Admonition</i> – verbal statement approved by the City Council and made to the individual by the Mayor.</p> <p><i>Reprimand</i> – administered to the individual by a resolution of the City Council.</p> <p><i>Censure</i> – a resolution of censure shall be read personally to the individual in public.</p> <p>Other penalties for elected officials: budget reduction or restriction; loss of seniority; loss of a committee assignment; or loss of appointment as a representative of the City on any board, commission, committee, task force, or other multi-member bodies which require an appointment or confirmation by the City Council.</p>
<p>Yakima (Council-Manager)</p>	<p>Complaint filed with three-member Ethics Board. The</p>	<p>The Board may recommend to</p>

	<p>Ethics Board conducts a preliminary investigation. If the complaint is not dismissed, the Ethics Board holds hearing and issues a written determination stating whether the Code of Ethics has been violated and setting forth the facts and provisions of law upon which this determination is based.</p>	<p>the City Council that the employee, including elected officials, be subject to disciplinary action. In addition to any other penalty, a violation shall be cause for suspension, discharge or removal from office, consistent with the City personnel manual and state law. Violation of the Ethics Code is an infraction. Any person who knowingly violates any provision of the Ethics Code shall be punished by a fine not to exceed \$1,000.</p>
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