Did you know that we received 1001 inquiries in Fiscal Year 2018? During that time, the most frequently asked question was about gifts because the Chief Integrity Office provides oversight of the Executive Order on Gifts #10-16, which regulates the solicitation and acceptance of gifts by City officers and employees in the Executive Branch. We always recommend asking before accepting a gift.

WHAT IS A GIFT:
A gift can include items such as an invitation, food, drink, travel, or lodging given to or for the benefit of a City employee unless the employee pays the full value of the gift. Political contributions, commercially reasonable loans (e.g., mortgages), and gifts received from close family members are not considered gifts.

WHY ASK FOR ADVICE:
If the gift-giver has transactions with your department or is a registered City lobbyist, you may not be able to accept a gift of any value. There are some exceptions. But those exceptions are very limited. Seeking advice helps prevent easily avoidable mistakes or the appearance of impropriety.

TELL US THE KIND OF QUESTIONS YOUR OFFICE GETS:

<table>
<thead>
<tr>
<th>QUESTION</th>
<th>ANSWER</th>
</tr>
</thead>
<tbody>
<tr>
<td>The bagel and coffee served at a work meeting look tempting. Can I eat or drink items at a work meeting?</td>
<td>YES. It’s fine to have light refreshments or snacks provided during a meeting that is held at a place of business where necessary to continue the work meeting.</td>
</tr>
<tr>
<td>Can I accept a tip for providing excellent customer service?</td>
<td>NO. While it’s great to be appreciated, we are expected to provide great service. That’s what the taxpayers deserve from us! No one should believe that how we do our jobs is affected by a reward.</td>
</tr>
<tr>
<td>I am getting married. Not that I’m begging for gifts, but can I invite my work colleagues?</td>
<td>YES. You are welcome to invite work colleagues to your wedding, but they may have some restrictions if they want to give you a gift. They should contact us before they check your registry!</td>
</tr>
</tbody>
</table>

Meet the New Deputy Chief Integrity Officer

For seven years, I worked as an investigator with the City’s Office of the Inspector General where I gained great knowledge of the City’s policies and procedures. From outside employment rules to contracting procedures, I worked on a variety of cases, but my ultimate goal was to identify and report wrongdoing.

Occasionally, I had the opportunity to educate City employees on preventing wrongdoing and work with departments to update procedures to prevent further misconduct. Through this work, I developed a passion for helping City employees understand how to make the right choices. These brief exposures to compliance permitted me opportunities to impact the City beyond investigations, and create solutions to make the City a better place to live and work.

In my new position as Deputy Chief Integrity Officer, I look forward to spending my time guiding City employees through ethics and compliance related issues. Should you have any questions or concerns, I stand by waiting to assist you.

And a special thank you to Ellen Kaplan for the opportunity to contribute to the strong ethical foundation laid by some amazing predecessors in this position.
Welcome COGEL to Philadelphia this December

The Council on Governmental Ethics Laws (COGEL) is the preeminent organization of government ethics administrators. Each year, COGEL holds a conference where participants can learn what’s new in the fields of governmental ethics, freedom of information, elections, lobbying, and campaign finance. This year, COGEL celebrates its 40th anniversary and plans to hold its annual conference in the City of Philadelphia from December 9 – 12, 2018.

As part of this event, representatives from the Chief Integrity Office, the Office of Inspector General, and the Board of Ethics will take part in several educational breakout sessions, learn best practices from other participants, and showcase our local ethics efforts. The COGEL conference provides an exciting opportunity for professional growth, and we, at the Chief Integrity Office, are looking forward to attending and returning to our office inspired with new ideas and innovations.

For more information on COGEL, please visit www.cogel.org.

OTHER NEWS

Integrity Office Road Show

In June 2018, the Department of Planning and Development and Department of Behavioral Health and Intellectual disAbility Services asked the Chief Integrity Office to speak to their employees on a variety of matters ranging from gifts to whistleblower protections.

Why hasn’t your department called us yet?

Make your staff meetings more exciting by inviting us to discuss ethics topics that affect your team. For more information, contact us at integrity@phila.gov or (215) 686-2178/2120.

The City’s New Board of Education Gets Underway

As most of you are aware, Mayor Kenney appointed nine members to the Philadelphia Board of Education in April 2018. Beginning at its first public meeting on July 9, 2018, the Board will oversee the School District of Philadelphia and govern all City public schools, both district-managed and charters. The Chief Integrity Office acted as an ethics advisor to the Mayor and incoming Board members during the nomination and selection process. Since the District does not have an official ethics office, we hope to continue to be a resource to the Board as it begins to shape the future of public education here in Philadelphia.

Stay tuned!