



2022 Highlights from the Chief Integrity Office

January

- Convened the City's several dozen Integrity Officers to discuss best practices for the program.
- Implemented a process where City-wide HR managers provide ethics guidance to City leadership upon hiring.

February

- Participated in a Continuing Legal Education (CLE) program organized by the Board of Ethics that focused on ethical news stories from across the country and how state and City law would apply to those scenarios.

March

- Partnered with the Board of Ethics and Records Department to post a reminder about the City's resign-to-run rules near the location where nominating petitions are filed.
- Provided training to new inspectors at the Department of Licenses and Inspections.

April

- Sent targeted communication to the City workforce encouraging timely filing of annual financial disclosure forms.

May

- Ensured that the Mayor's nominees to the Board of Education completed their required financial disclosures forms, which were filed with the Records Department and City Council.
- Developed and shared internal guidance on endorsements made by the City.

June

- Achieved 100% compliance for City leadership filing financial disclosure forms.
- Worked with the Board of Ethics to continue to improve the financial disclosure filing system and process.

July

- Coordinated ethics training for the City's social media managers.
- With the assistance of the Chief Administrative Office, Procurement, and other City partners, developed guidance documents for embedded contractors and the use of non-City employees on contract and grant selection committees.

August

- Implemented updates to vetting questionnaires for candidates being considered for City leadership positions and City boards and commissions.



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CHIEF INTEGRITY OFFICER

September

- Organized annual ethics training for City leadership hosted by the Board of Ethics.

October

- Provided support to the Mayor's nomination of Ellen Mattleman Kaplan to the Board of Ethics.
- Developed and shared guidance for City employees wishing to engage in issue and/or political candidate advocacy.
- Continued ongoing support to prepare for and administer the November election.

November

- Issued reminders to the City workforce on the rules around outside employment and gifts.
- Trained City contracting professionals on the City's gift rules.

December

- Attended the 2022 Council on Governmental Ethics Laws (COGEL) Conference and moderated a panel entitled "Beyond Ethics: Offices Empowered to Focus on Integrity & Culture."
- Joined a steering committee dedicated to employee safety and workplace trauma response.