City Employee Code of Ethics:
The Code of Ethics requires all City Employees to:

1. make unbiased decisions
2. use their authority fairly
3. refrain from using City of Bell resources or their position for personal gain
4. be mindful of how their actions may be perceived by others.

Conflicts of interest:
Officials are required to:

1. identify their financial interests publicly
2. leave the room during deliberations and voting on matters in which they hold a financial interest, though they may speak during the public comment period as an interested citizen.

Officials are prohibited from:

1. influencing decisions where they have an organizational/personal relationship or financial interest unless legally required (does not include breaking a tie vote).

Disclosures:
Officials are required to:

1. disclose investments, interests in real estate, and sources of income whenever they declare their candidacy for the office in question, assume office, or leave office, and on April 1 of every year while in office.

Gifts:
Officials are prohibited from:

1. accepting gifts from any single source during any calendar year that total more than $460.

The following categories may exceed $460 in value:

1. Reimbursements for travel
2. Wedding gifts and gifts exchanged for birthdays, holidays and similar occasions, provided that the gifts exchanged are not substantially disproportionate in value.

Valuation of gifts is generally determined by the fair market value of the gift at the time the gift was received.

Post-Government Employment:
City Managers are prohibited from:

1. representing any third-party before an agency of the City government, unless that third-party is another government agency, for one year after leaving their post.

Officials are prohibited from:

1. influencing a governmental decision directly relating to a prospective employer with whom they are negotiating or have arranged prospective employment.

Nepotism:
Officials are prohibited from:

1. appointing anyone to a full-time salaried position who is a relative of that official, by blood or marriage.

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1. City of Bell Employee Code of Ethics.
8. This amount is adjusted annually, current amount set by California Regulatory Code 18940.2.
11. California Regulatory Code Section 18946.3.