City Employee Code of Ethics:
The Code of Ethics requires all City employees to:  
- make unbiased decisions
- use their authority fairly
- refrain from using City of Bell resources or their position for personal gain
- be mindful of how their actions may be perceived by others.

Conflicts of interest:
Members of the City Council are encouraged to:
- minimize extra-meeting contacts with people or groups who will be the subject of a public hearing before the council and prohibited from expressing viewpoints at any such meeting.

Members are required to:
- disclose any extra-meeting contacts.
- identify their financial interests publicly
- leave the room during deliberations and voting on any matter in which they have a financial interest, though they may speak during the public comment period as an interested citizen.

Members are prohibited from:
- influencing decisions where they have an organizational/personal relationship or financial interest unless legally required (does not include breaking a tie vote).
- having a financial interest in a contract made in their official capacity.
- representing a third-party before the Council.

Nepotism:
Members are prohibited from:
- appointing anyone to a full-time salaried position who is a relative of any council member, by blood or marriage.

Disclosures:
Members are required to:
- 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:
Members are prohibited from:
- taking advantage of services or opportunities not available to the general public.
- accepting gifts that might compromise or appear to compromise their judgment.
- accepting gifts from any single source during any calendar year that total more than $460 in value.

The following categories may exceed $460 in value:
- Reimbursements for travel
- 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:
Members are prohibited from:
- representing any third-party before the council for the purpose of influencing administrative or legislative action, unless the third-party is another government agency for one year after leaving office.
- influencing a governmental decision directly relating to any prospective employer with whom the council member is negotiating or has arranged prospective employment.

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1 City of Bell Employee Code of Ethics.
7 Cal. Gov. Code Section 87100.
9 City of Bell Personal Code of Conduct for Members of the City Council 14.
10 City of Bell Charter Section 710.
15 Code of Conduct 11.
16 This amount is adjusted annually, current amount set by California Regulatory Code 18940.2.
18 California Regulatory Code Section 18946.3.
19 Cal. Gov. Code Section 87406.3.
20 California Regulatory Code Section 18747.