City of Bell Ethics Requirements:
General Employees

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:
Employees are prohibited from:

- influencing decisions where they have an organizational/personal relationship or a financial relationship unless legally required.

Disclosures:
Certain employees are required to:

- disclose investments, interests in real estate, and sources of income upon assuming office, upon leaving office, and before April 1 of each year while in office.

Gifts:
Officials are prohibited from:

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

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:
Employees are prohibited from:

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

---

1 City of Bell Employee Code of Ethics.
3 Code of Ethics.
4 This amount is adjusted annually, current amount set by California Regulatory Code 18940.2.
6 Cal. Regulatory Code Section 18942.
7 California Regulatory Code Section 18946.3.
8 California Regulatory Code Section 18747.