

**Town of Hebron**  
**Ethics Study Committee**  
March 3, 2010  
Regular Meeting  
Meeting Room – Town Office Building

**RECEIVED**

2010 MAR 10 A 8:11  
*Ann E. Hughes*  
HEBRON TOWN CLERK

**Members Present:** Stan Marchut, Glenn McGrath, Robert Zamojcin, Charles Redfern, Ann Hughes, Elaine Griffin, Linda Blakely, Peter Moon, Donna Ferree

Chairman, R. Zamojcin called the meeting to order at 7:04 p.m.

**Public Comment:** None

**Approval of Minutes:** E. Griffin motioned to approve the minutes from the February 17, 2010 meeting without changes. L. Blakely seconded the motion. The motion passed unanimously with one member, D. Ferree, abstaining.

**Continued Draft Code:**

G. McGrath made an oral presentation of his proposed revisions, based partly on Durham's Code, to the language outlined in Sections 15, 16 and 18 of the model code that would combine Disclosure & Recusal with Private Interests with specific additions including: establishing a time frame of six months to one year before any public official can be retained by a private interest. While the commission was amenable to the revisions, S. Marchut requested they be typed and distributed to members to review. Further discussion has been tabled to the next meeting.

**Discuss Durham Code for Suitability:**

In discussing the suitability of other town's Code of Ethical Conduct ordinances, L. Blakely read an Applicability Clause from the Town of East Haddam that identified individuals the code applies to as "persons governed by this code". R. Zamojcin endorsed the idea of having a clause such as this appear in the beginning of the Hebron code with the intent of eliminating redundant references throughout. S. Marchut raised a concern with the concept of a labor agreement superceding an ethics code once it becomes an ordinance. Discussion ensued with the outcome resulting that any existing labor agreement expiring after the establishment of an ethical conduct code would be structured around the adherence to it going forward.

R. Zamojcin expressed concern that the definition of "private interest" could hurt volunteerism. G. McGrath agreed that family associations could impact volunteerism as well, and that the language of the code itself could discourage volunteers if it is too complex.

**New Business:**

R. Zamojcin introduced the model code's section regarding Gifts for discussion. S. Marchut noted that the language in the model code is cumbersome and has many facets. He cited item #11 in particular as possibly being able to encompass an acceptable position. R. Zamojcin agreed in principal but suggested putting a dollar level limit of \$100 per calendar year. G. McGrath noted that the language should tie the gift to the intent of inappropriate expectation, and suggested including a clause about what to do if one receives a gift that cannot be easily returned. A. Hughes noted that the state code defines what gifts *do not* include. R. Zamojcin suggested using the language in the model code on page seven under the heading IV. Gifts, with the addition of a \$100 limit. S. Marchut agreed and suggested adding "immediate family members and business associates", and including Section 2b. on page seven, with the addition of "immediate family members" as well. G. McGrath noted that the town policy set a dollar value limit on gifts at \$50. The commission elected to proceed with the changes outlined above and a \$50 limit.

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R. Zamojcin introduced the model code's section regarding Town Property & Information for discussion. D. Ferree noted that Durham's code included contractors and vendors, and suggested incorporating them into #7. A. Hughes suggested combining #6 and #7 to address Public Officials and Former Public Officials. A. Hughes further suggested that #9 can be eliminated and covered under Conflicts and Interests. A discussion ensued involving splitting Town Property and Information. D. Ferree noted that Durham's code includes the use of town funds and services. E. Griffin suggested adding language at the end of the model code's #7 to include town funds and services. In reviewing the Durham code's section addressing "Assets", the committee agreed to substitute that language for the model code's section concerning Town Property and Information.

R. Zamojcin introduced the model code's section regarding Professional, Political Activity and Solicitation for discussion. C. Redfern questioned if the topic covered in this section is an ethical issue. L. Blakely noted that some of the codes from other towns do include this topic. D. Ferree expressed that she believes it is important for persons governed by the code. R. Zamojcin indicated that he was also struggling with whether or not it was an ethical issue. He noted that once a code is established, a commission to enforce code would presumably be established. This code may negatively impact their ability to enforce it (citing the issue of having to interpret "What is professional?"). L. Blakely noted that East Haddam's Statement of Purpose seemed to adequately cover the topic. C. Redfern agreed that including this language in the Preamble would include it in the code without drawing specific behavioral demands. G. McGrath agreed that issues could arise by codifying behavior too much. Several members questioned if "codifying" was a word. R. Zamojcin suggested including East Haddam's language in the Preamble to address this topic.

R. Zamojcin suggested S. Marchut put together a draft with the guidelines set to date and the understanding that definitions are clean; charter language addressing He and She is addressed; and that family members is modified to include "persons living in the household".

In closing, G. McGrath reiterated that he was sending the proposed revisions addressing model code sections 15, 16 and 18 to S. Marchut to include in the draft. R. Zamojcin confirmed that he was sending definitions to S. Marchut to include in the draft. S. Marchut requested the commission spend a session reviewing definitions to verify that all are included.

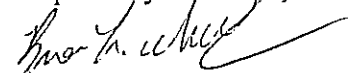
**Adjourn**

A. Hughes motioned to adjourn the meeting. L. Blakely seconded and the motion passed unanimously.

The meeting adjourned at 8:53 p.m.

The next meeting is scheduled for March 17, 2010 at 7:00 p.m.

Respectfully submitted,



Brian Whalen  
Board Clerk