

**STATE OF GEORGIA
HENRY COUNTY
CITY OF STOCKBRIDGE**

RESOLUTION R20-1161

WHEREAS the Board of Directors of the Georgia Municipal Association has established a Certified City of Ethics program; and,

WHEREAS the City of Stockbridge wishes to be certified as a Certified City of Ethics under the GMA Program; and,

WHEREAS part of the certification process requires the Mayor and Council to subscribe to the ethics principles approved by the GMA Board;

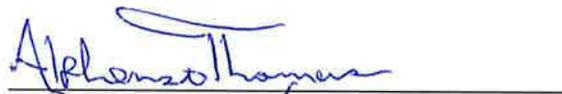
NOW THEREFORE BE IT RESOLVED by the governing authority of the City of Stockbridge, Georgia, that as a group and as individuals, the governing authority subscribes to the following ethics principles and pledges to conduct its affairs accordingly:

- * Serve Others, Not Ourselves
- * Use Resources With Efficiency and Economy
- * Treat All People Fairly
- * Use The Power of Our Position For The Well Being Of Our Constituents
- * Create An Environment Of Honesty, Openness And Integrity

RESOLVED this 28th day of April 2020.

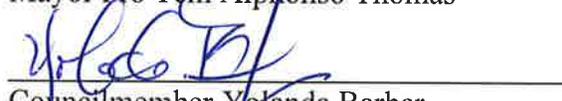


Mayor Anthony S. Ford

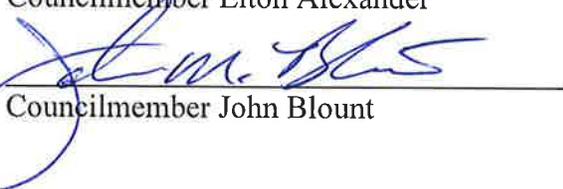


Mayor Pro Tem Alphonso Thomas

Councilmember Elton Alexander

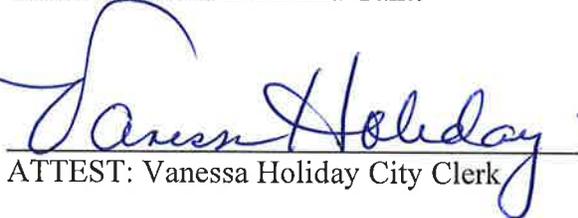


Councilmember Yolanda Barber



Councilmember John Blount

Councilmember LaKeisha Gantt



ATTEST: Vanessa Holiday City Clerk

Note: A copy of the approved resolution and ordinance by cities who desire to participate in the GMA "Certified City of Ethics" program should be submitted to GMA, Attention: Legal Department, 201 Pryor Street, SW, Atlanta, Georgia 30303

ORDINANCE NO. OR16-388

AN ORDINANCE AMENDING THE STOCKBRIDGE MUNICIPAL CODE WITH RESPECT TO INCLUDING A CODE OF CONDUCT WITHIN THE CODE OF ETHICS; TO REPEAL CONFLICTING ORDINANCES; TO PROVIDE AN EFFECTIVE DATE; AND FOR OTHER PURPOSES

WITNESSETH:

THE COUNCIL OF THE CITY OF STOCKBRIDGE HEREBY ORDAINS:

SECTION 1. That sub-section 2.40.04 of the Stockbridge Municipal Code is hereby amended by adding the following subsection:

"Q. No city official shall violate any provision of the Code of Conduct established by the City Council."

SECTION 2. Adoption of Code of Ethics. The Mayor and Council hereby approve and adopt the Code of Conduct attached hereto as Exhibit A and agree to be bound by its terms.

SECTION 3. Intention of the Governing Body. It is the intention of the governing body, and it is hereby ordained that the provisions of this ordinance shall become and be made a part of the Code of the City of Stockbridge, Georgia, and the sections of the ordinance may be renumbered to accomplish such intention.

SECTION 4. Approval of Execution. The Mayor is hereby authorized to sign all documents necessary to effectuate this Ordinance.

SECTION 5. Attestation. The City Clerk is authorized to execute, attest to, and seal any documents which may be necessary to effectuate this ordinance, subject to approval as to form by the City Attorney.

SECTION 6. Codification and Severability.

(a) It is hereby declared to be the intention of the City Council that all sections, paragraphs, sentences, clauses and phrases of this Ordinance are and were upon their enactment believed by the City Council to be fully valid, enforceable and constitutional.

(b) It is hereby declared to be the intention of the City Council that to the greatest extent allowed by law each and every section, paragraph, sentence, clause or phrase of this ordinance is severable from every other section, paragraph, sentence, clause or phrase of this ordinance. It is hereby further declared to be the intention of the City Council that to the greatest extent allowed by law no section, paragraph, sentence, clause or phrase of this ordinance is mutually dependent upon any other section, paragraph, sentence, clause or phrase of this ordinance.

(c) In the event that any section, paragraph, sentence, clause or phrase of this ordinance shall, for any reason whatsoever, be declared invalid, unconstitutional or otherwise unenforceable by

the valid judgment or decree of any court of competent jurisdiction, it is the express intent of the City Council that such invalidity, unconstitutionality or unenforceability shall, to the greatest extent allowed by law, not render invalid, unconstitutional or otherwise unenforceable any of the remaining sections, paragraphs, sentences, clauses, or phrases of the ordinance and that to the greatest extent allowed by law all remaining Sections, paragraphs, sentences, clauses, or phrases of the ordinance shall remain valid, constitutional, enforceable, and of full force and effect.

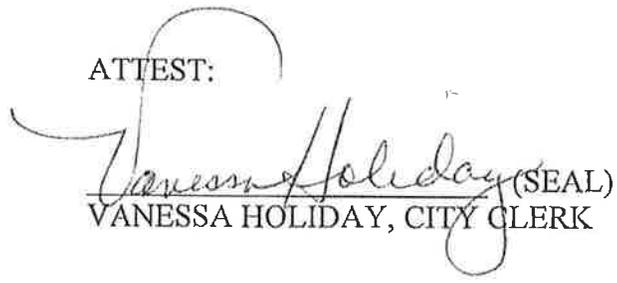
SECTION 7. Repeal of Conflicting Provisions. Except as otherwise provided herein, all ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 8. Effective Date. This ordinance shall become effective immediately upon its adoption by the Mayor and City Council of the City of Stockbridge as provided in the City Charter.

SO ORDAINED this 14th day of March, 2016.


ANTHONY S. FORD, MAYOR PRO TEM

ATTEST:


VANESSA HOLIDAY, CITY CLERK

APPROVED AS TO FORM:


MICHAEL WILLIAMS, CITY ATTORNEY

Date Presented to Mayor: 3/15/2016
Pro Tem

Date Received from Mayor: _____

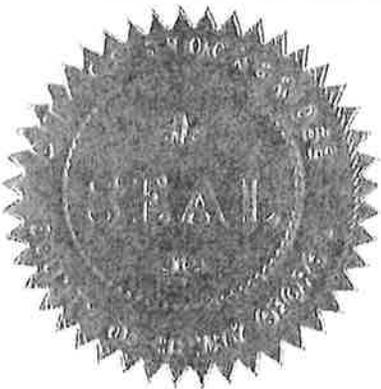


EXHIBIT A
CODE OF CONDUCT

CITY OF STOCKBRIDGE CODE OF CONDUCT

Council Member Conduct with One Another

This council is composed of individuals with a wide variety of backgrounds, personalities, values, opinions, and goals. Despite this diversity, each council member has chosen to serve in public office in order to preserve and protect the present and the future of the city of Stockbridge. This common goal should be acknowledged even as council members may "agree to disagree" on contentious issues.

In Public Meetings

1. Practice Civility and Decorum in Discussions and Debate. Difficult questions, tough challenges to a particular point of view, and criticism of ideas and information are legitimate elements of a free democracy in action. This does not allow, however, council members to make belligerent, personal, impertinent, slanderous, threatening, abusive, or disparaging comments. No shouting or physical actions that could be construed as threatening will be tolerated. Council members shall preserve order and decorum during council meetings, and shall not, by conversation or other action, delay or interrupt the proceedings or refuse to obey the orders of the Presiding Officer or this Code of Conduct. Council members shall, when addressing staff or members of the public, confine themselves to questions or issues then under discussion, shall not engage in personal attacks, shall not impugn the motives of any speaker, and shall at all times, while in session or otherwise, conduct themselves in a manner appropriate to the dignity of their office.

(Examples of misconduct include but are not limited to the following: yelling, shouting, fighting, making unwelcome physical contact, aggressive or bullying behavior, use of foul language, ignoring and/or interrupting the Presiding Officer.)

2. Honor the Role of the Mayor in Maintaining Order. It is the responsibility of the Mayor to keep the comments of the council members on track during all meetings. Council members should honor efforts by the Presiding Officer to focus discussion on current agenda items. If there is a disagreement about the agenda or the Presiding Officer's actions, those objections should be voiced politely and with reason, following procedures outlined in parliamentary procedures.

3. Avoid Personal Comments that Could Offend other Council Members. If a council member is personally offended by remarks of another council member, the offended council member should make notes of the actual words used and call for a "point of personal privilege" that challenges the other council member to justify or apologize for the language used. The right of a council member to address the council on a question of personal privilege shall be limited to cases in which his or her integrity, character or motives are assailed, questioned or impugned. The Mayor will maintain control of this discussion.

(Examples of misconduct include but are not limited to the following: making personal criticisms, singling out members for ridicule and/or mentioning the names of other council members in a negative light.)

4. Demonstrate Effective Problem Solving Approaches. Council members have a public stage to show how individuals with disparate points of view can find common ground and seek a compromise that benefits the community as a whole.

5. Code of Ethics. In addition to the requirements of the City's Ethics Ordinance, Council members shall conduct themselves so as to bring credit upon the city as a whole, and to set an example of good ethical conduct for all citizens of the community. Council members should constantly bear in mind these responsibilities to the entire electorate, and refrain from actions benefiting any individual or special interest group at the expense of the city as a whole. Council members should likewise do everything in their power to insure impartial application of the law to all citizens, and equal treatment of each citizen without regard to race, national origin, sex, social station, or economic position.

In Private Encounters

1. Continue Respectful Behavior in Private. The same level of respect and consideration of differing points of view that is deemed appropriate for public discussions should be maintained in private conversations.

2. Be Aware of the Insecurity (Non Confidentiality) of Written Notes, Voicemail, and Email. Technology allows words written or said without much forethought to be distributed wide and far. Would you feel comfortable to have this note faxed to others? How would you feel if this voicemail message was played on a speakerphone in a full office? What would happen if this Email message were forwarded to others? Written notes, voicemail messages and Email should be treated as potentially "public" communication!

(Examples of misconduct include but are not limited to the following: forwarding e-mails to others without the sender's knowledge or consent; allowing others to have access to official e-mail or voicemail messages; and/or blind copying messages to non-City persons without the recipient's knowledge.)

3. Even Private Conversations can have Public Presence. Elected officials are always on display — their actions, mannerisms, and language are monitored by people around them that they may not know. Lunch table conversations will be eavesdropped upon, parking lot debates will be watched, and casual comments between individuals before and after public meetings noticed.

4. Quick Tips:

- a. Preserve dignity and self-respect.
- b. Listen for the message even if you don't agree with it.
- c. Respect others as they are.
- d. Express your independent perspective.
- e. Participate intelligently.
- f. Be willing to delegate and let others make decisions.
- g. Lead from the front of the parade.

- h. Control all you should not all you can.
- i. Use few words after much thought rather than many words after little thought.
- j. Seek to create change and overcome the influence of conventional wisdom.
- k. Recognize when you need outside experts.
- l. Recognize the efforts of others.
- m. Continuously pursue excellence.

Council Member Conduct with City Staff

Governance of the city of Stockbridge relies on the cooperative efforts of all council members, who set policy, and city staff who implement and administer the council's policies. Therefore, every effort should be made to be cooperative and show mutual respect for the contributions made by each individual for the good of the community.

1. Treat all Staff as Professionals. Clear, honest communication that respects the abilities, experience, and dignity of each individual is expected. Poor behavior towards staff is not acceptable.

(Examples of misconduct include but are not limited to the following: yelling, shouting, fighting, making unwelcome physical contact, aggressive/bullying behavior and/or use of foul language against a staff member.)

2. Direct Administrative and Operational Questions to City Management. Questions of city staff and/or requests for additional information that would be of interest to all councilors should be directed to the City Manager or designee. The City Manager should be copied on any request. Materials supplied to a council member in response to a request will be made available to all members of the council so that all have equal access to information.

3. When Possible, Keep Communication with City Staff Short, to the Point and at the Best Possible Time. Every effort should be made to limit disruption to the work of city staff. Council members should avoid making requests to staff who are in meetings, on the phone, or engrossed in performing their job functions.

4. Never Publicly Criticize an Individual Employee. Council members should refrain from expressing concerns about the performance of a city employee in public or to the employee directly. Comments about staff performance should only be made to the City Manager through private correspondence or conversation.

5. Do Not Get Involved in Administrative Functions. Council members shall not attempt to unethically influence or coerce the City Manager or department heads concerning either their actions or recommendations to council about personnel, purchasing, awarding contracts, selection of consultants, processing of development applications, or the granting of city licenses and permits.

6. Check with City Staff on Correspondence Before Taking Action. Before sending correspondence, council members should check with the City Manager to see if an official city response has already been sent or is in progress.

7. Do not Attend City Staff Meetings Unless Requested by Staff. Even if the council member does not say anything, the council member's presence implies support, or may show partiality, intimidate staff, and hamper staff's ability to do their job objectively.

8. Legal Advice. Before requesting research or other action by the City Attorney, Council members are encouraged to consider consulting with the City Manager or obtain the concurrence of Council to ascertain whether the request or action can be accomplished more cost-effectively by alternative means.

Council Member Conduct with the Public

Making the public feel welcome is an important part of the democratic process. No signs of partiality, prejudice, or disrespect should be evident on the part of individual council members toward an individual participating in a public forum. Every effort should be made to be fair and impartial in listening to public testimony.

In Public Meetings

1. Be Welcoming to Speakers and Treat Them with Care and Gentleness. Because personal concerns are often the issue of those who come to present to the council, council members should remember that how they treat the speaker will either help them relax or push their emotions to a higher level of intensity.

(Examples of misconduct include but are not limited to the following: yelling, shouting, arguing and/or otherwise exhibiting rude behavior towards speakers.)

2. Give the Appearance of Active Listening. It is disconcerting to speakers to have council members not look at them when they are speaking. It is fine to look down at documents or to make notes, but reading for a long period of time or gazing around the room gives the appearance of disinterest. Be aware of facial expressions, especially those that could be interpreted as "smirking," disbelief, anger, or boredom.

3. Ask for Clarification, But Avoid Debate and Argument With the Public. Only the Chair (and not individual council members) may interrupt a speaker during a presentation. However, a council member may ask the Mayor for a "point of order" if the speaker is off the topic or exhibiting behavior or language the council member finds disturbing. If speakers become flustered or defensive by council questions, it is the responsibility of the Mayor to calm and focus the speaker and to maintain the order and decorum of the meeting. Questions by council members to members of the public should seek to clarify or expand information. It is never appropriate to belligerently challenge or belittle the speaker. Council member's personal opinions or inclinations about upcoming votes should not be revealed until after the public hearing.

4. No Personal Attacks of any Kind, Under any Circumstances. Council members should be aware that their body language and tone of voice, as well as the words they use, can appear to be intimidating or aggressive.

In Unofficial Meetings

1. Make no Promises on Behalf of the Council or Staff. It is inappropriate to overtly or implicitly promise council action, or to promise city staff will do something specific (i.e. fix a pothole, replace flowers, fix a leak, etc.) When approached by the public to correct a situation, council members should refer them to the City Manager.

2. Speak with One Voice. Council members will frequently be asked to explain a council action or to give their opinion about an issue as they meet and talk with constituents in the community. It is appropriate to give a brief overview of the facts or city policies as they relate to council action. Objectively present the council's collective decision or direction, even when you may not agree. If you feel the need to express your own opinion, state it in terms such as: "I would have preferred "x" but the council wanted "y" so that's what we will be doing." Explaining council decisions, without giving your personal criticism of the council's actions, will serve to strengthen the community's image of the city council.

(Examples of misconduct include but are not limited to the following: acting in a manner contrary to the official expressed will of the council; actively working against the stated objectives of the Council; and/or representing other interests against the interests of the City.)

3. Make no Personal Comments About Other Council Members. It is acceptable to publicly disagree about an issue, but it is unacceptable to make derogatory comments about other council members, their opinions, and their actions. Honesty and respect for the dignity of each individual should be reflected in every word and action taken by council members. It is a serious and continuous responsibility.

(Examples of misconduct include but are not limited to the following: While in public or on social media, making personal criticisms, singling out members for ridicule and/or mentioning the names of other council members in a negative light.)

The Stockbridge Council Principles of Proper Conduct:

- Keep promises
- Be dependable
- Build a solid reputation
- Participate and be available
- Demonstrate patience
- Show empathy
- Hold onto ethical principles under stress
- Listen attentively
- Study thoroughly
- Keep integrity intact
- Overcome discouragement
- Go above and beyond, time and time again
- Model a professional manner
- Respect one another as individuals

- Respect validity of different opinions
- Respect the democratic process
- Respect the community we serve.

ORDINANCE NO. DR16-385

AN ORDINANCE AMENDING THE STOCKBRIDGE MUNICIPAL CODE WITH RESPECT TO THE CODE OF ETHICS; TO PROVIDE FOR AN INCREASE IN THE NUMBER OF MEMBERS SERVING ON THE BOARD OF ETHICS; TO REPEAL CONFLICTING ORDINANCES; TO PROVIDE AN EFFECTIVE DATE; AND FOR OTHER PURPOSES

WITNESSETH:

THE COUNCIL OF THE CITY OF STOCKBRIDGE HEREBY ORDAINS:

SECTION 1. That sub-section 2.40.060A of the Stockbridge Municipal Code is hereby amended by deleting said sub-section in its entirety and inserting in lieu thereof the following:

"A. The board of ethics of the city shall consist of five (5) residents of the city, one (1) appointed solely by the mayor, three (3) appointed solely by the city council, and the fifth nominated by the mayor and confirmed by a majority of the city council."

SECTION 2. Intention of the Governing Body. It is the intention of the governing body, and it is hereby ordained that the provisions of this ordinance shall become and be made a part of the Code of the City of Stockbridge, Georgia, and the sections of the ordinance may be renumbered to accomplish such intention.

SECTION 3. Approval of Execution. The Mayor is hereby authorized to sign all documents necessary to effectuate this Ordinance.

SECTION 4. Attestation. The City Clerk is authorized to execute, attest to, and seal any documents which may be necessary to effectuate this ordinance, subject to approval as to form by the City Attorney.

SECTION 5. Codification and Severability.

- (a) It is hereby declared to be the intention of the City Council that all sections, paragraphs, sentences, clauses and phrases of this Ordinance are and were upon their enactment believed by the City Council to be fully valid, enforceable and constitutional.
- (b) It is hereby declared to be the intention of the City Council that to the greatest extent allowed by law each and every section, paragraph, sentence, clause or phrase of this ordinance is severable from every other section, paragraph, sentence, clause or phrase of this ordinance. It is hereby further declared to be the intention of the City Council that to the greatest extent allowed by law no section, paragraph, sentence, clause or phrase of this ordinance is mutually dependent upon any other section, paragraph, sentence, clause or phrase of this ordinance.
- (c) In the event that any section, paragraph, sentence, clause or phrase of this ordinance shall, for any reason whatsoever, be declared invalid, unconstitutional or otherwise unenforceable by the valid judgment or decree of any court of competent jurisdiction, it is the express intent of the City Council that such invalidity, unconstitutionality or unenforceability shall, to the greatest

extent allowed by law, not render invalid, unconstitutional or otherwise unenforceable any of the remaining sections, paragraphs, sentences, clauses, or phrases of the ordinance and that to the greatest extent allowed by law all remaining Sections, paragraphs, sentences, clauses, or phrases of the ordinance shall remain valid, constitutional, enforceable, and of full force and effect.

SECTION 6. Repeal of Conflicting Provisions. Except as otherwise provided herein, all ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 7. Effective Date. This ordinance shall become effective immediately upon its adoption by the Mayor and City Council of the City of Stockbridge as provided in the City Charter.

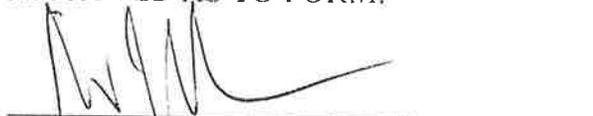
SO ORDAINED this 11th day of January, 2016.


ANTHONY S. FORD, MAYOR PRO TEM

ATTEST:

VANESSA HOLIDAY, CITY CLERK

APPROVED AS TO FORM:


MICHAEL WILLIAMS, CITY ATTORNEY

Date Presented to Mayor Pro-Tem 1-13-2016

Date Received from Mayor Pro Tem 1-13-2016





CITY OF STOCKBRIDGE BOARD OF ETHICS Complaint Form

The Board of Ethics has jurisdiction over the Standards of Conduct in sections 2.40 to 2.40.100 of the City's Code of Ordinances. If a complaint alleges violations of other laws, the Ethics Board may refer the complaint to the Department of Law, or other agency.

PART ONE: PERSON MAKING THE COMPLAINT

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

E-mail address: _____ Telephone: _____

PART TWO: PERSON AGAINST WHOM COMPLAINT IS BROUGHT.

If you are filing a complaint against more than one person, list the additional persons on page 3 and answer each question about them.

Name: _____

City position or title: _____

Department or agency: _____

PART THREE: SPECIFIC LAW VIOLATED.

State the specific section of the City's Code of Ordinances that you believe was violated. To review the Code of Ethics, go to:

Code of Ethics

PART FOUR: STATEMENT OF FACTS.

Describe the facts on which this complaint is based, including relevant dates, places, and actions.

Date(s): _____

Place: _____

Describe what happened:

PART FIVE: WITNESS INFORMATION.

State the names, addresses, telephone numbers, and email addresses of persons with firsthand knowledge of the facts alleged or other information that could help. List additional witnesses on page 3.

PART SIX: SUPPORTING DOCUMENTS.

List any records or documents that would assist the Board of Ethics in its investigation. Please mail or deliver to the Clerk's Office any documentary evidence that supports the facts.

PART SEVEN: SWORN VERIFICATION

I declare under penalty of perjury that I have reviewed the information given in this complaint and, to the best of my knowledge, it is a true, accurate, and complete statement.

Signature _____ Date _____

NOTARY

Date: _____ Expires: _____

Signature: _____

Printed Name: _____

Complaints may also be sent to:
City Clerk
4640 North Henry Blvd.
Stockbridge, GA 30281
Email: city_clerk@cityofstockbridge-ga.gov

Additional Persons Against Whom Complaint Is Brought

Name: _____

City position or title: _____

Department or agency: _____

Name: _____

City position or title: _____

Department or agency: _____

Name: _____

City position or title: _____

Department or agency: _____

Name: _____

City position or title: _____

Department or agency: _____

Name: _____

City position or title: _____

Department or agency: _____

Name: _____

City position or title: _____

Department or agency: _____

Additional Witness Information

Name	Address	Telephone	Email Address



City of Stockbridge

4640 North Henry Blvd. • Stockbridge, GA 30281
City Hall: (770) 389-7900 • Fax: (770) 389-7912

April 28, 2020

Attention Gina Gresham, Legal Assistant
Georgia Municipal Association
P. O. Box 105377
Atlanta, Georgia 30348

Dear Ms. Gresham,

The City of Stockbridge is requesting approval to re-certify in the Ethics Program.

Attached, please find the following amendments to the City's Ethics Program since our last certification:

Ordinance No. OR16-385, Ordinance No. OR16-388, Revised Complaint Form, and the City's Code of Conduct Policy.

Thank you very much,

Anthony S. Ford, Mayor

Encl: