

**SUBCOMMITTEE REPORT**

(Please use one report for each subcommittee recommendation)

Subcommittee Name	Ethics Hearing Board
Subcommittee Chairperson(s)	Bram Reichbaum
Title of recommendation	Larger, Community-Led Board <input type="checkbox"/>
Describe the recommendation	Expand board to 9 members, the <b>majority</b> to be appointed from a slate crafted jointly by a panel of community groups with citywide bases, longstanding commitments to public interest missions, and transparent organizational structures. At least one member should be a retired municipal employee, and together should reflect Pgh's diversity.
Is this an immediate or long term recommendation?	Process to begin immediately. <input type="checkbox"/>
How will this address our challenges or reach our goals?	Larger board more likely to meet quorum & stay active. Community participation will help Board act independently, foster public confidence, increase enthusiasm for public ethics.
What are the obstacles to implementation?	Requires legislative fix.
Who needs to be involved?	Mayor, City Council, community groups.
What city resources need to be invested?	Staff tasked to encourage, assist community groups in following through to completion.
What will be different if the recommendation is adopted?	Board capable of staying active; advisories, rulings & trainings merit greater public confidence.
Describe any background materials that you consulted	<a href="http://www.cityethics.org">www.cityethics.org</a> <input type="checkbox"/>
Have other cities implemented this recommendation?	Jacksonville, Atlanta, Milwaukee, Miami-Dade County, Nashville, Jackson County, Minneapolis, Rochester, Palm Beach County, Cuyahoga County, Houston, Kansas City.
Are there any other considerations?	This is the clear trend in Public Ethics agencies.

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Subcommittee Name	Ethics Hearing Board <input type="checkbox"/>
Subcommittee Chairperson(s)	Bram Reichbaum
Title of recommendation	Hire Staff to Get Job Done. <input type="checkbox"/>
Describe the recommendation	Have board hire an <b>administrator</b> to oversee day-to-day activities, a <b>solicitor</b> for legal advice, <b>investigators</b> for fact-finding & <b>interns/externs</b> as necessary. <input type="checkbox"/>
Is this an immediate or long term recommendation?	Medium-term; as soon as new Board is seated.
How will this address our challenges or reach our goals?	Active board will require assistance in handling requests for advisory opinions & complaints, training the workforce, conducting Ethics audits of subunits and functions, and reporting back to the public.
What are the obstacles to implementation?	Budget Year 2014 is already set. <input type="checkbox"/>
Who needs to be involved?	Mayor, City Council, foundation and corporate communities.
What city resources need to be invested?	A six-figure annual line item. <input type="checkbox"/>
What will be different if the recommendation is adopted?	Board will be able to process business swiftly , train the workforce and make reports back to the public more reliably.
Describe any background materials that you consulted	<a href="http://www.cityethics.org">www.cityethics.org</a> <input type="checkbox"/>
Have other cities implemented this recommendation?	
Are there any other considerations?	In 2014 or even beyond, foundation community and corporate partners may be called upon to help jump-start a more independent Public Ethics function. <input type="checkbox"/> <input type="checkbox"/> Look to Citizens Police Review Board as a model.
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Have other cities implemented this recommendation?	
Are there any other considerations?	In 2014 or even beyond, foundation community and corporate partners may be called upon to help jump-start a more independent Public Ethics function.  Look to Citizens Police Review Board as a model.

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Subcommittee Name	Ethics Hearing Board
Subcommittee Chairperson(s)	Bram Reichbaum
Title of recommendation	Education
Describe the recommendation	<ol style="list-style-type: none"> <li>1. Board must furnish itself &amp; staff w 3rd-party education on Due Process, scope of own powers and Sunshine Act.</li> <li>2. Board must approve &amp; oversee annual Ethics trainings for City &amp; City/City-County Authority workforces.</li> <li>3. Board must devise provision for all contracts under which vendors agree to abide by codes &amp; standards of conduct.</li> </ol>
Is this an immediate or long term recommendation?	Medium-term.
How will this address our challenges or reach our goals?	<ol style="list-style-type: none"> <li>1. Board will be able to act with more confidence &amp; without fear of doing more harm than good, legally.</li> <li>2 &amp; 3. Fosters an explicit Culture of Ethics with clear standards to which all can be held accountable.</li> </ol>
What are the obstacles to implementation?	<ol style="list-style-type: none"> <li>A. Funding</li> <li>B. Authorities are quasi-independent.</li> </ol>
Who needs to be involved?	Personnel Dept.; Authority Boards.
What city resources need to be invested?	Various
What will be different if the recommendation is adopted?	Updated, in-person & relevant Ethics trainings throughout government will reinforce that Ethics standards are high and compliance w/ codes a minimum.
Describe any background materials that you consulted	<a href="http://www.cityethics.org">www.cityethics.org</a>
Have other cities implemented this recommendation?	
Are there any other considerations?	<b>Each Authority board will have to adopt resolution</b> acknowledging jurisdiction of City Ethics Hearing Board. All training should begin from centers and tops, proceed outward and down organizationally.

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Title of recommendation	Independence
Describe the recommendation	<ol style="list-style-type: none"> <li>1. Review City's Code of Conduct; amend Sec. 197.12 (Complaints) &amp; 197.13 (Advisory Opinions) to curtail role of Law Dept. / City Solicitor.</li> <li>2. Allow Board to respond to anonymous complaints.</li> <li>3. Allow Board to initiate its own investigations and other activities.</li> </ol>
Is this an immediate or long term recommendation?	Short term.
How will this address our challenges or reach our goals?	<ol style="list-style-type: none"> <li>1. Public will have greater assurance Board can pursue work w/o political interference.</li> <li>2. Fear of retribution will no longer be a barrier to addressing Ethics concerns.</li> <li>3. Board can be pro-active in responding to events as warranted.</li> </ol>
What are the obstacles to implementation?	Aversion to liability & self-preservation.
Who needs to be involved?	City Council
What city resources need to be invested?	None.
What will be different if the recommendation is adopted?	More requests for advisory opinions and complaints will move through to satisfactory results; Board perceived as more active <i>and</i> more nonpartisan.
Describe any background materials that you consulted	<a href="http://www.cityethics.org">www.cityethics.org</a> Paul Ellis - personal story
Have other cities implemented this recommendation?	
Are there any other considerations?	

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Subcommittee Name	Ethics Hearing Board
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Title of recommendation	Transparency
Describe the recommendation	<ol style="list-style-type: none"> <li>1. Set deadlines for Board to act upon &amp; respond to requests for advisory opinions &amp; complaints.</li> <li>2. Develop procedures for regular public reporting about requests for advisory opinions, complaints, Ethics audits and the dispositions thereof.</li> <li>3. Publicize board meetings &amp; agendas.</li> <li>4. Issue annual reports.</li> <li>5. Invite external audits.</li> </ol>
Is this an immediate or long term recommendation?	Medium term
How will this address our challenges or reach our goals?	Public will be better assured Board and staff are conducting work properly, that nothing is being held up or left on a shelf.
What are the obstacles to implementation?	Staff capacity
Who needs to be involved?	Information systems, print shop.
What city resources need to be invested?	Minimal.
What will be different if the recommendation is adopted?	Ethics Board itself can be held accountable for work product; publics can provide feedback and recommendations.
Describe any background materials that you consulted	<a href="http://www.cityethics.org">www.cityethics.org</a>
Have other cities implemented this recommendation?	Palm Beach County: good annual report.
Are there any other considerations?	