

# City of Lafayette Code of Ethics/Conflict Avoidance for City Council Members

## Preamble

The proper operation of democratic government requires that decision-makers be independent, impartial and accountable to the people they serve. The purpose of this Code of Ethics/Conflict Avoidance is to promote and maintain the highest standards of personal and professional conduct in the City's government. Because we seek public confidence in the City's services and public trust of its decision-makers, the City Council adopts and pledges to follow this Value-Based Code:

## Fairness

As a representative of the City of Lafayette, I am fair and impartial.

In practice:

- I support the public's right to know and promote meaningful public involvement.
- I treat all persons, claims and transactions in a fair and equitable manner.
- I make decisions based on the merits of the issue and in compliance with applicable laws and regulations.
- I am transparent regarding the public contacts I have and any prior opinions I may have regarding an issue facing the City.

## Honesty and Integrity

As a representative of the City of Lafayette, I act with honesty and integrity.

In practice:

- I am prepared to make unpopular decisions when my sense of the public's best interest and/or controlling law requires it.
- I take responsibility for my actions, even when it is uncomfortable to do so.
- I give credit to others for their contributions to moving our community's interests forward.
- I adhere to standards of conduct and the avoidance of conflict of interest, and the appearance of conflict. I ask my fellow officials, staff and commissioners to follow these standards.
- I honor my commitments to the public.
- I comply with the spirit and letter of all applicable laws and City policies involving my service and campaigns.

## **Responsibility**

As a representative of the City of Lafayette, I act in a responsible manner.

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- I do not use public resources, such as agency staff time, equipment, supplies or facilities, for private gain or personal purposes.
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I have read, understand and will adhere to this code of ethics/conflict avoidance when acting as a candidate for City Council or as a Council member.



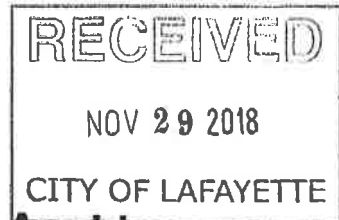
Signature

Carl Anduri

Name (print, please)

12/14/20

Date



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Susan E. Candell

Signature

Susan Candell

Name (print, please)

11/29/18

Date

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Signature

James R. Cervantes  
Name (print, please)

1/3/25  
Date

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\_\_\_\_\_  
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Gina Dawson  
\_\_\_\_\_  
Name (print, please)

Dec. 14, 2020  
\_\_\_\_\_  
Date

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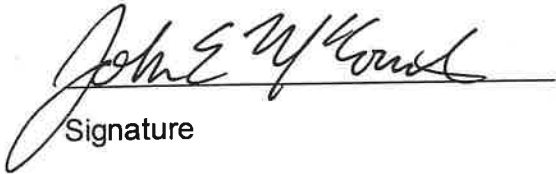
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John McCormick  
Name (print, please)

1/30/24  
Date

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\_\_\_\_\_  
Signature

STELLA WOTHERSPOON  
\_\_\_\_\_  
Name (print, please)

JULY 18 2025  
\_\_\_\_\_  
Date

Roger Deming

## CITY OF LAFAYETTE

### CONFLICT OF INTEREST POLICY FOR MEMBERS OF THE PLANNING COMMISSION AND DESIGN REVIEW COMMISSIONS

**Purpose:** To provide guidance and clear standards for Planning Commission members and Design Review Commission members, and the firms and businesses they own, manage, are employed by, or receive income from, and their immediate family members, to avoid engaging in conduct that may pose either an actual conflict of interest or the appearance of bias or a conflict of interest.


**Policy:** It shall be the Policy of the City (the "Policy") that each member serving on the Planning Commission and the firms and affiliates of each member serving on the Planning Commission, and each member serving on the Design Review Commission and firms and affiliates of each member serving on the Design Review Commission, for the applicable term set forth herein, shall not:

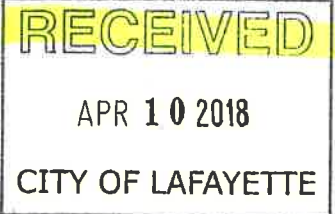
1. Represent, for compensation, any client, customer, or any other person, before the City and its City Council, commissions or committees, staff, or any officer or employee of the City, by appearances at hearings or meetings, preparation or submission of applications or plans, or oral or written communications to the City Council, any commission, committee, subcommittee, or individual member thereof, or staff or any officer or employee of the City, or by participating indirectly in or providing advice or consultation on any such appearance, preparation or submission, or communication, for the purpose of encouraging or influencing any administrative or legislative action or proceeding, or the issuance, amendment, award, or revocation of any approval, entitlement, permit, license, grant, contract, or sale or purchase of goods or property.
2. Reference the Planning Commission or Design Review Commission position of the member in any solicitations for a business, including, but not limited to, advertisements in any form or media, websites, proposals, bids, or oral or written presentations. For example, a newspaper or radio advertisement, or website, for a business shall not recite or refer to a membership on the Planning Commission or Design Review Commission. The rule only applies to advertisements or solicitations of business and does not prohibit references to Planning Commission or Design Review Commission membership in materials that acknowledge professional or social accomplishments, such as résumés, curriculum vitae, biographies, social media profiles, etc.
3. Authorize or encourage any firms or affiliates to perform any act that would violate this Policy.
4. The prohibitions and provisions of the Policy shall include and be applicable to all firms and affiliates of the commissioner, except for the one-year post-service period exclusion contained in paragraph 6 below. As used herein, the term "firms and affiliates" shall include firms, businesses, or entities that a commissioner, or an immediate family member of such commissioner, owns any interest in, manages, is employed by, or participates in income therefrom. Immediate family member shall mean a spouse, registered domestic partner, child or step-child, parent, grandparent, grandchild, brother, sister, parent-in-law, brother-in-law, or sister-in-law.

5. The Policy may not be avoided by recusing or abstaining from participation and any effected Commissioner must resign and the Commissioner may not accept any business that is inconsistent with this Policy for a period of one year following the termination of membership on the Commission.
6. The Policy shall be applicable to each member serving on the Planning Commission and the firms and affiliates of each member serving on the Planning Commission, and each member serving on the Design Review Commission and the firms and affiliates of each member serving on the Design Review Commission, during the term for which each said member serves on such commission and for a period of one year after said membership ends.
7. The Policy shall not prevent the City Council or City staff from purchasing goods or services from a vendor with whom a Planning Commission member or Design Review Commission member is affiliated if the goods and services are purchased in the open market, or through the City's standard purchasing procedures, and the Planning Commission member or Design Review Commission member does not influence or participate in consideration of such purchase.
8. The Policy shall not prevent a member of the Planning Commission or member of the Design Review Commission from appearing before a City committee or commission, or meeting with City staff, on a matter where such member is representing his or her own personal interests. A member is "representing his or her own personal interests" within the meaning of this section where the appearance or meeting involves an application or proceeding related to real property held or owned entirely by such member and/or members of his or her immediate family or an entity owned entirely by such member and/or members of his or her immediate family.
9. The requirements of the Policy are intended to be supplemental to all existing rules and regulations, and each member shall be responsible for knowing and understanding all ethical duties related to serving on the Planning Commission and Design Review Commission and informing their firms and affiliates of the Policy.

**Violations:** Any violation of the Policy shall be grounds for removal from the respective commission or committee position, and may be a bar to serving on other commissions or committees at the sole discretion of the City Council. A material violation of the Policy may be a ground for a court to invalidate an action or decision taken in conjunction therewith.

*I have received a copy of the Policy for Representations Related to Planning and Design Review Commission Positions and I understand my responsibilities under this Policy and agree to abide by its terms. I recognize that I must not represent, for compensation, any client, customer, or other person in violation of this Policy for the applicable term, including one year following termination of my membership on the Commission.*

By:  Date: 12/18/24  
Planning Commission/Design Review Commission: \_\_\_\_\_



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*I have received a copy of the Policy for Representations Related to Planning and Design Review Commission Positions and I understand my responsibilities under this Policy and agree to abide by its terms. I recognize that I must not represent, for compensation, any client, customer, or other person in violation of this Policy for the applicable term, including one year following termination of my membership on the Commission.*

By:  Date: 4/9/18  
Planning Commission/Design Review Commission: \_\_\_\_\_  
Gary Huisingh

## CITY OF LAFAYETTE

### CONFLICT OF INTEREST POLICY FOR MEMBERS OF THE PLANNING COMMISSION AND DESIGN REVIEW COMMISSIONS

**Purpose:** To provide guidance and clear standards for Planning Commission members and Design Review Commission members, and the firms and businesses they own, manage, are employed by, or receive income from, and their immediate family members, to avoid engaging in conduct that may pose either an actual conflict of interest or the appearance of bias or a conflict of interest.

**Policy:** It shall be the Policy of the City (the "Policy") that each member serving on the Planning Commission and the firms and affiliates of each member serving on the Planning Commission, and each member serving on the Design Review Commission and firms and affiliates of each member serving on the Design Review Commission, for the applicable term set forth herein, shall not:

1. Represent, for compensation, any client, customer, or any other person, before the City and its City Council, commissions or committees, staff, or any officer or employee of the City, by appearances at hearings or meetings, preparation or submission of applications or plans, or oral or written communications to the City Council, any commission, committee, subcommittee, or individual member thereof, or staff or any officer or employee of the City, or by participating indirectly in or providing advice or consultation on any such appearance, preparation or submission, or communication, for the purpose of encouraging or influencing any administrative or legislative action or proceeding, or the issuance, amendment, award, or revocation of any approval, entitlement, permit, license, grant, contract, or sale or purchase of goods or property.
2. Reference the Planning Commission or Design Review Commission position of the member in any solicitations for a business, including, but not limited to, advertisements in any form or media, websites, proposals, bids, or oral or written presentations. For example, a newspaper or radio advertisement, or website, for a business shall not recite or refer to a membership on the Planning Commission or Design Review Commission. The rule only applies to advertisements or solicitations of business and does not prohibit references to Planning Commission or Design Review Commission membership in materials that acknowledge professional or social accomplishments, such as résumés, curriculum vitae, biographies, social media profiles, etc.
3. Authorize or encourage any firms or affiliates to perform any act that would violate this Policy.
4. The prohibitions and provisions of the Policy shall include and be applicable to all firms and affiliates of the commissioner, except for the one-year post-service period exclusion contained in paragraph 6 below. As used herein, the term "firms and affiliates" shall include firms, businesses, or entities that a commissioner, or an immediate family member of such commissioner, owns any interest in, manages, is employed by, or participates in income therefrom. Immediate family member shall mean a spouse, registered domestic partner, child or step-child, parent, grandparent, grandchild, brother, sister, parent-in-law, brother-in-law, or sister-in-law.

5. The Policy may not be avoided by recusing or abstaining from participation and any effected Commissioner must resign and the Commissioner may not accept any business that is inconsistent with this Policy for a period of one year following the termination of membership on the Commission.
6. The Policy shall be applicable to each member serving on the Planning Commission and the firms and affiliates of each member serving on the Planning Commission, and each member serving on the Design Review Commission and the firms and affiliates of each member serving on the Design Review Commission, during the term for which each said member serves on such commission and for a period of one year after said membership ends.
7. The Policy shall not prevent the City Council or City staff from purchasing goods or services from a vendor with whom a Planning Commission member or Design Review Commission member is affiliated if the goods and services are purchased in the open market, or through the City's standard purchasing procedures, and the Planning Commission member or Design Review Commission member does not influence or participate in consideration of such purchase.
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By:  Date: 2010/10/09  
Planning Commission/Design Review Commission: \_\_\_\_\_

Gregory Mason

## CITY OF LAFAYETTE

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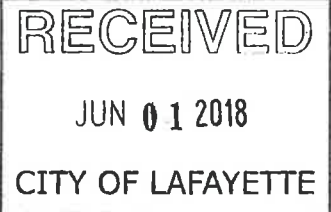
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By: Gregory J. Ma Date: 5/21/18  
Planning Commission/Design Review Commission: \_\_\_\_\_



## CITY OF LAFAYETTE

### CONFLICT OF INTEREST POLICY FOR MEMBERS OF THE PLANNING COMMISSION AND DESIGN REVIEW COMMISSIONS

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By:  Date: 6/1/2018  
Planning Commission/Design Review Commission: \_\_\_\_\_

Anna Radonich

## CITY OF LAFAYETTE

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By:  Date: 05/18/18  
Planning Commission/Design Review Commission: Kristina Sturm

## CITY OF LAFAYETTE

### CONFLICT OF INTEREST POLICY FOR MEMBERS OF THE PLANNING COMMISSION AND DESIGN REVIEW COMMISSIONS

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By:

 Jean Cass Date: 3/28/15  
Planning Commission/Design Review Commission: \_\_\_\_\_

Jonathan Gray

Received  
5/12/2020

## CITY OF LAFAYETTE

### CONFLICT OF INTEREST POLICY FOR MEMBERS OF THE PLANNING COMMISSION AND DESIGN REVIEW COMMISSIONS

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By:  Date: 5/12/2020  
Planning Commission/Design Review Commission: \_\_\_\_\_

## Arman Hadilou

### CITY OF LAFAYETTE

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2. Reference the Planning Commission or Design Review Commission position of the member in any solicitations for a business, including, but not limited to, advertisements in any form or media, websites, proposals, bids, or oral or written presentations. For example, a newspaper or radio advertisement, or website, for a business shall not recite or refer to a membership on the Planning Commission or Design Review Commission. The rule only applies to advertisements or solicitations of business and does not prohibit references to Planning Commission or Design Review Commission membership in materials that acknowledge professional or social accomplishments, such as résumés, curriculum vitae, biographies, social media profiles, etc.
3. Authorize or encourage any firms or affiliates to perform any act that would violate this Policy.
4. The prohibitions and provisions of the Policy shall include and be applicable to all firms and affiliates of the commissioner, except for the one-year post-service period exclusion contained in paragraph 6 below. As used herein, the term "firms and affiliates" shall include firms, businesses, or entities that a commissioner, or an immediate family member of such commissioner, owns any interest in, manages, is employed by, or participates in income therefrom. Immediate family member shall mean a spouse, registered domestic partner, child or step-child, parent, grandparent, grandchild, brother, sister, parent-in-law, brother-in-law, or sister-in-law.

5. The Policy may not be avoided by recusing or abstaining from participation and any effected Commissioner must resign and the Commissioner may not accept any business that is inconsistent with this Policy for a period of one year following the termination of membership on the Commission.
6. The Policy shall be applicable to each member serving on the Planning Commission and the firms and affiliates of each member serving on the Planning Commission, and each member serving on the Design Review Commission and the firms and affiliates of each member serving on the Design Review Commission, during the term for which each said member serves on such commission and for a period of one year after said membership ends.
7. The Policy shall not prevent the City Council or City staff from purchasing goods or services from a vendor with whom a Planning Commission member or Design Review Commission member is affiliated if the goods and services are purchased in the open market, or through the City's standard purchasing procedures, and the Planning Commission member or Design Review Commission member does not influence or participate in consideration of such purchase.
8. The Policy shall not prevent a member of the Planning Commission or member of the Design Review Commission from appearing before a City committee or commission, or meeting with City staff, on a matter where such member is representing his or her own personal interests. A member is "representing his or her own personal interests" within the meaning of this section where the appearance or meeting involves an application or proceeding related to real property held or owned entirely by such member and/or members of his or her immediate family or an entity owned entirely by such member and/or members of his or her immediate family.
9. The requirements of the Policy are intended to be supplemental to all existing rules and regulations, and each member shall be responsible for knowing and understanding all ethical duties related to serving on the Planning Commission and Design Review Commission and informing their firms and affiliates of the Policy.

**Violations:** Any violation of the Policy shall be grounds for removal from the respective commission or committee position, and may be a bar to serving on other commissions or committees at the sole discretion of the City Council. A material violation of the Policy may be a ground for a court to invalidate an action or decision taken in conjunction therewith.

*I have received a copy of the Policy for Representations Related to Planning and Design Review Commission Positions and I understand my responsibilities under this Policy and agree to abide by its terms. I recognize that I must not represent, for compensation, any client, customer, or other person in violation of this Policy for the applicable term, including one year following termination of my membership on the Commission.*

By: ARMAN HADILLOU Date: 01.12.2021  
Planning Commission/Design Review Commission: Arman Hadilou

**CITY OF LAFAYETTE**

**CONFLICT OF INTEREST POLICY FOR MEMBERS OF THE PLANNING COMMISSION AND DESIGN REVIEW COMMISSIONS**

**Purpose:** To provide guidance and clear standards for Planning Commission members and Design Review Commission members, and the firms and businesses they own, manage, are employed by, or receive income from, and their immediate family members, to avoid engaging in conduct that may pose either an actual conflict of interest or the appearance of bias or a conflict of interest.

**Policy:** It shall be the Policy of the City (the "Policy") that each member serving on the Planning Commission and the firms and affiliates of each member serving on the Planning Commission, and each member serving on the Design Review Commission and firms and affiliates of each member serving on the Design Review Commission, for the applicable term set forth herein, shall not:

1. Represent, for compensation, any client, customer, or any other person, before the City and its City Council, commissions or committees, staff, or any officer or employee of the City, by appearances at hearings or meetings, preparation or submission of applications or plans, or oral or written communications to the City Council, any commission, committee, subcommittee, or individual member thereof, or staff or any officer or employee of the City, or by participating indirectly in or providing advice or consultation on any such appearance, preparation or submission, or communication, for the purpose of encouraging or influencing any administrative or legislative action or proceeding, or the issuance, amendment, award, or revocation of any approval, entitlement, permit, license, grant, contract, or sale or purchase of goods or property.
2. Reference the Planning Commission or Design Review Commission position of the member in any solicitations for a business, including, but not limited to, advertisements in any form or media, websites, proposals, bids, or oral or written presentations. For example, a newspaper or radio advertisement, or website, for a business shall not recite or refer to a membership on the Planning Commission or Design Review Commission. The rule only applies to advertisements or solicitations of business and does not prohibit references to Planning Commission or Design Review Commission membership in materials that acknowledge professional or social accomplishments, such as résumés, curriculum vitae, biographies, social media profiles, etc.
3. Authorize or encourage any firms or affiliates to perform any act that would violate this Policy.
4. The prohibitions and provisions of the Policy shall include and be applicable to all firms and affiliates of the commissioner, except for the one-year post-service period exclusion contained in paragraph 6 below. As used herein, the term "firms and affiliates" shall include firms, businesses, or entities that a commissioner, or an immediate family member of such commissioner, owns any interest in, manages, is employed by, or participates in income therefrom. Immediate family member shall mean a spouse, registered domestic partner, child or step-child, parent, grandparent, grandchild, brother, sister, parent-in-law, brother-in-law, or sister-in-law.

5. The Policy may not be avoided by recusing or abstaining from participation and any effected Commissioner must resign and the Commissioner may not accept any business that is inconsistent with this Policy for a period of one year following the termination of membership on the Commission.
6. The Policy shall be applicable to each member serving on the Planning Commission and the firms and affiliates of each member serving on the Planning Commission, and each member serving on the Design Review Commission and the firms and affiliates of each member serving on the Design Review Commission, during the term for which each said member serves on such commission and for a period of one year after said membership ends.
7. The Policy shall not prevent the City Council or City staff from purchasing goods or services from a vendor with whom a Planning Commission member or Design Review Commission member is affiliated if the goods and services are purchased in the open market, or through the City's standard purchasing procedures, and the Planning Commission member or Design Review Commission member does not influence or participate in consideration of such purchase.
8. The Policy shall not prevent a member of the Planning Commission or member of the Design Review Commission from appearing before a City committee or commission, or meeting with City staff, on a matter where such member is representing his or her own personal interests. A member is "representing his or her own personal interests" within the meaning of this section where the appearance or meeting involves an application or proceeding related to real property held or owned entirely by such member and/or members of his or her immediate family or an entity owned entirely by such member and/or members of his or her immediate family.
9. The requirements of the Policy are intended to be supplemental to all existing rules and regulations, and each member shall be responsible for knowing and understanding all ethical duties related to serving on the Planning Commission and Design Review Commission and informing their firms and affiliates of the Policy.

**Violations:** Any violation of the Policy shall be grounds for removal from the respective commission or committee position, and may be a bar to serving on other commissions or committees at the sole discretion of the City Council. A material violation of the Policy may be a ground for a court to invalidate an action or decision taken in conjunction therewith.

*I have received a copy of the Policy for Representations Related to Planning and Design Review Commission Positions and I understand my responsibilities under this Policy and agree to abide by its terms. I recognize that I must not represent, for compensation, any client, customer, or other person in violation of this Policy for the applicable term, including one year following termination of my membership on the Commission.*

By:  Date: 9/11/23  
Planning Commission/Design Review Commission: Travis Kauzer