

MOTION BY SUPERVISOR GLORIA MOLINA

February 21, 2012

It is imperative that the Board of Supervisors take every reasonable effort available to ensure that the workplace is free from conflicts of interest. Such conflict can cloud or even corrupt important management and employee relations. Decisions concerning promotions, wage increases, work assignments, and many others, can become tainted when real, or even perceived conflicts of interests are present.

When managers or supervisors solicit or accept campaign contributions from employees who they supervise, evaluate, and approve for promotions and advancement, there will be, at a minimum, a perception of a conflict of interest. This perception can taint the workplace and create a cynicism that career success is about “who one supports”, not how well one performs employment duties.

Fair and ethical practices are fundamental to the appropriate functioning of the County of Los Angeles. The County’s operations can only be achieved and sustained if all of its employees and agents observe the highest standards of ethical conduct. Such ethical standards are even greater for County Supervisors and high level County managers seeking elective office, because public officials are charged with upholding the public trust and confidence.

MOTION

Molina _____

Ridley-Thomas _____

Knabe _____

Antonovich _____

Yaroslavsky _____

As such, the Board of Supervisors has a compelling interest to prohibit practices that can have such a profound impact on employee morale, and public confidence.

I, THEREFORE, MOVE THAT the Board of Supervisors instruct County Counsel to present alternative policies within 30 days to prohibit the solicitation of campaign contributions by management or supervisory staff from subordinate employees, including (1) any concerns that may arise as a result of a candidate for public office in the County or an incorporated city accepting a campaign contribution from co-workers or subordinates, or those who may become subordinates following a successful campaign; and (2) legally permissible alternatives to ensure transparency and deter the appearance of partiality or preference for campaign contributors.

MC/sf