

Common Council and Committee Code of Conduct

The City of Bayfield and its elected officials and members of all committees, boards and commissions (members) share a commitment to ethical and professional conduct and service to the City. The purpose of this code is to establish clear guidelines for members in carrying out their responsibilities in their relationships with each other, with City employees, with the citizens of the City of Bayfield, and with all other private and governmental entities.

1. Conduct with Each Other. Difficult questions, tough challenges to particular points of view, and criticism of ideas are legitimate and necessary elements of democracy in action. Every member has the right to an individual opinion, which shall be respected by other members during debate. Members shall refrain from being hostile, degrading, or defamatory when debating issues and engage in debate in a courteous and respectful manner.

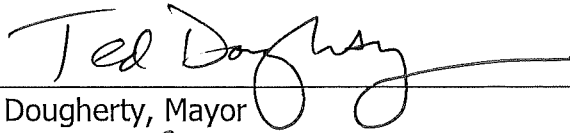
2. Conduct with City Staff. Members shall treat all staff as professionals, referring to them respectfully during meetings, and never publicly demeaning an employee. Members will avoid interfering with the daily operations of departments and, whenever possible, direct concerns and inquiries to the Mayor or the Mayor's direct reports. Members shall address employee performance issues with the employee's department head or the Mayor rather than in public meetings.

3. Conduct Towards the Public. Members will demonstrate honesty and integrity in all dealings with the public and be an example of appropriate and ethical conduct. Members will make the public feel welcome at public meetings, and will avoid showing partiality, prejudice, or disrespect to members of the public speaking at public input.

4. Conduct with Media or Other Government or Private Entities. When communicating with the media, other units of government, or private entities, members will make clear whether they are expressing a personal opinion or the official position of the City. Each member has differing views and until a final vote is taken, the position of a member is not the City's position. Members shall refer all media questions on closed session matters or litigation to the Mayor or City Attorney.

Adopted: April 16, 2024

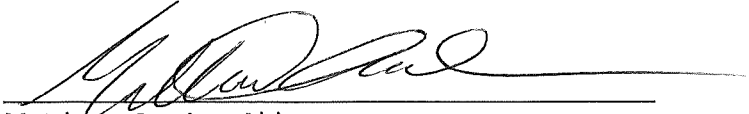
Signed by the Common Council this 16th day of April 2024.



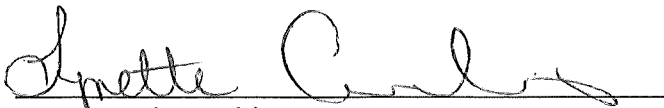
Ted Dougherty, Mayor



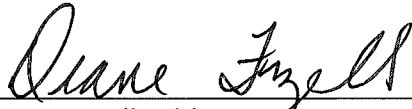
William Bland, Alderperson



Matthew Carrier, Alderperson



Lyn Cornelius, Alderperson



Diane Fizell, Alderperson