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5-24-16CITY OF ALEXANDRIA  
CODE OF ETHICS AND CONDUCT

Recognizing that persons holding public office have been given a public trust and that the stewardship of such office demands that performance be at the highest level of ethical and moral conduct, the Alexandria City Council adopts this Code of Ethics and Conduct. To honor the public trust and serve with integrity, civility, and impartiality, the Mayor and members of City Council will:

1. Provide the highest quality of service to the public, acting in a way that is conscientious, diligent, and transparent.
2. Perform the functions of the office with integrity, avoiding any improper use or influence of the office.
3. Not act on a matter in which a conflict of interest exists, and be diligent in avoiding even the appearance of a conflict of interest by disclosing same and acting in accord with the principles underlying this Code.
4. Behave in a manner that inspires public confidence.
5. Treat the public, city staff, and fellow public officials with professionalism, courtesy, and respect.
6. Serve the public interest by upholding the letter and the spirit of City, Commonwealth, and Federal statutes, regulations, and policies.

To provide leadership in sustaining an ethical culture in Alexandria, the Mayor and members of City Council will:

- a. Participate in a professional development activity on ethical leadership that could include a class, workshop, conference or as part of a Council retreat at least once per term.
- b. Engage, at least once per term, in community dialogue of ethics in governance via activities such as:
  - i. Leading a class at a local school;
  - ii. Facilitating discussion at a community association or group; or
  - iii. Incorporating ethical discussions into already existing community speaking opportunities.
- c. Communicate to all boards and commissions the importance of ethics in conducting city business.
- d. Include in a public hearing during each term a review of the effectiveness of this code of ethics and conduct.
- e. Ensure that the City website is updated with listings of relevant ethics materials to engage the Alexandria public.

This Code and its associated Ethics Pledge are aspirational, not legal, in nature. They call Alexandria officials to the highest levels of ethical behavior rather than prescribing a legal minimum of ethical behavior. As such, they do not supersede federal, state, or local law, they do not confer any additional duties beyond those required under existing law and they do not confer any right or cause of action that does not apply under existing law. They are intended to inspire Alexandria officials to make Alexandria a national model of ethical conduct.

The Mayor and members of City Council will work together to implement and monitor this Code of Ethics and Conduct and make changes as needed.

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Allison Silberberg, Mayor

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Justin Wilson, Vice Mayor

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Willie F. Bailey, Sr., Councilman

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John T. Chapman, Councilman

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Timothy B. Lovain, Councilman

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Redella S. "Del" Pepper, Councilwoman

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Paul C. Smedberg, Councilman

CITY OF ALEXANDRIA  
ETHICS PLEDGE

11  
5-24-14

[Pledge to be made/signed by the mayor and all members of Council when taking the oath of office]

1. I understand that as a City representative, I am entrusted with protecting and preserving the integrity of the government of the City.
2. I will honor this trust by:
  - upholding the City of Alexandria Code of Ethics and Conduct;
  - putting the public interest first;
  - conducting myself at all times in a manner that brings credit to the City;
  - serving with integrity, impartiality and transparency;
  - fostering an ethical culture; and
  - taking no action that will result in, and avoiding even the appearance of, personal gain or conflict of interest.
3. I will communicate openly and civilly, listening to all views, seeking common ground as a starting point, and being respectful even in areas of disagreement.