

## Chapter ER-Pers 24

### CODE OF ETHICS

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**Note:** Chapter Pers 24 was renumbered to Chapter ER-Pers 24, effective March 1, 1983.

**ER-Pers 24.01 Statutory authority and purpose.** This code of ethics is promulgated under the directive of s. 19.45 (11) (a), Stats., for the guidance of employes to avoid activities which cause, or tend to cause, conflicts between their personal interests and their public responsibilities.

**History:** Cr. Register, March, 1974, No. 219, eff. 4-1-74; am. (intro.), renum. (1) to (3) to be ER-Pers 24.02, r. (4), Register, February, 1981, No. 302, eff. 3-1-81.

**ER-Pers 24.02 Declaration of policy.** (1) The observance of high moral and ethical standards by its employes is essential to the conduct of free government. The employe holds his or her position as a public trust, and any effort to realize personal gain through official conduct is a violation of that trust.

(2) It is the state's policy to recognize that:

(a) Employes have the same personal and economic interest in the decisions and policies of government as do other citizens.

(b) Employes retain their rights as citizens to interests of a personal or economic nature.

(c) Standards of ethical conduct for employes need to distinguish between those minor and inconsequential conflicts which are unavoidable in a free society, and those conflicts which are substantial and material.

(d) Employes may need to engage in employment, other than official duties, or may need to maintain investments, but no employe shall engage in any employment or maintain any investment if the employment or investment conflicts with the specific provisions of this chapter.

(3) The ethical standards set forth in this chapter for employes in the performance of their official duties are intended to avoid conflicts of interest between their personal interests and their public responsibilities, improve standards of public service, and promote and strengthen the faith and confidence of the people of this state in their state civil service.

(4) In the enforcement of this chapter the administrator shall protect to the fullest extent possible the state's best interests and the rights of individuals affected.

(5) Nothing in this chapter shall interfere with the general rule-making powers of agencies with respect to the implementation of their programs and operations unless the interpretation of any agency rule is

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in contradiction of this chapter, and in that case this chapter shall control.

**History:** Cr. Register, March, 1974, No. 219, eff. 7-1-74; (1) renum. from Pers 24.01 (1) (intro.) and am., (2) renum. from Pers 24.01 (2) and am., (3) renum. from Pers 24.01 (1) (a) and am., cr. (4), (5) renum. from Pers 24.01 (3) and am., r. (6), Register, February, 1981, No. 302, eff. 3-1-81.

**ER-Pers 24.03 Definitions.** (1) "Anything of value" means any money or property, favor, service, payment, advance, forbearance, loan, or promise of future employment, but does not include compensation and expenses paid by the state, fees, honorariums and expenses which are permitted under this chapter, political contributions which are reported under ch. 11, Stats., or hospitality extended for a purpose unrelated to state business by a person other than an organization.

(2) "Hospitality" includes, but is not limited to, meals, beverages, and lodging which a host other than an organization offers a guest on premises owned or occupied by the host or his or her immediate family as the host's principal or seasonal residence.

(3) "Associated" when used with reference to an organization, includes any organization in which an employe or a member of the employe's immediate family is a director, officer or trustee or owns or controls, directly or indirectly, and severally or in the aggregate, at least 10% of the outstanding equity.

(4) "Employee" in this chapter means any person who receives remuneration for services rendered to the state under an employer-employee relationship in the classified service or in the unclassified service of the state of Wisconsin except state public officials and employes subject to subch. III, ch. 19, Stats., officials and employes of the judicial branch, and university of Wisconsin system unclassified personnel.

(5) "Immediate family" means:

(a) An employe's spouse; and

(b) An employe's relatives by marriage, consanguinity or adoption, and any other person who directly or indirectly receives more than one-half of their support from the employe, or from whom the employe directly or indirectly receives more than one-half of his or her support.

(6) "Organization" means any corporation, partnership, proprietorship, firm, enterprise, franchise, association, self-employed individual, trust or any other legal entity other than an individual or body politic which engages either in nonprofit or profit-making activities.

(7) "State property" includes, but is not limited to, facilities, vehicles, supplies, equipment, stenographic assistance and reproduction services.

**History:** Renum. from Pers 1.02 (8), Register, September, 1975, No. 237, eff. 10-1-75; (4), (5), (1), (6) and (3) renum. from Pers 24.02 (1) to (5) and am., cr. (2), (7) renum. from Pers 24.02 (7) and am., Register, February, 1981, No. 302, eff. 3-1-81.

**ER-Pers 24.035 Hospitality; relation to state business.** Hospitality is unrelated to state business if, after consideration of the circumstances, a reasonable person would conclude that it is probable that the hospitality would be extended if the guest or a member of the guest's immediate family was not a state employe.

**History:** Cr. Register, February, 1981, No. 302, eff. 3-1-81.

Register, February, 1983, No. 326

**ER-Pers 24.04 Standards of conduct.** This chapter shall not prevent an employe from accepting outside employment or following a pursuit which in no way interferes or conflicts with the full and faithful discharge of his or her duties to this state.

(1) A conflict of interest on the part of a state employe exists whenever:

(a) The employe's action or failure to act propitiously could reasonably be expected to directly or indirectly produce or assist in producing a private benefit for the employe or the employe's immediate family or an organization with which the employe is associated; or

(b) The matter is one in which the employe in his or her private capacity or a member of the employe's immediate family or an organization with which the employe is associated, as defined in s. ER-Pers 24.03 (3), has a substantial interest.

(2) The state must, by necessity, specifically prohibit those activities that will cause a conflict of interest to the employe or to the state of Wisconsin. Therefore:

(a) No employe may use or attempt to use his or her public position or state property, including property leased by this state, or use the prestige or influence of a state position to influence or gain financial or other benefits, advantages or privileges for the private benefit of the employe, the employe's immediate family or an organization with which the employe is associated.

1. Any salary or other compensation received by the employe from this state for his or her services does not constitute "financial gain" as the term is used in this rule.

2. Use of state telephones for essential personal local calls does not constitute "benefit" as the term is used in this rule.

(b) No employe may solicit or accept from any person or organization, directly or indirectly, money or anything of value if it could reasonably be expected to influence such employe's official actions or judgment, or could reasonably be considered as a reward for any official action or inaction on the part of such employe.

1. No employe who is assigned or acts as an official representative of the state in the presentation of papers, talks, demonstrations or making appearances shall solicit or accept fees, honoraria or reimbursement of expenses for personal gain. Any fees, honoraria, or reimbursement of expenses which may be offered in connection therewith shall be paid to the employe's employing agency.

2. Fees and honoraria paid for papers, talks, demonstrations or appearances made by an employe on the employe's own time and not directly part of the employe's official duties, shall not be a violation of this rule. Employes shall notify their appointing authority prior to accepting fees and honoraria for papers, talks, demonstrations, or appearances to insure no conflict of interest exists.

(c) No employe may intentionally use or disclose information gained in the course of or by reason of the employe's official position or activities in any way that could result in the receipt of anything of value for himself or herself, for his or her immediate family, or for any other per-

son or organization, if the information has not been communicated to the public or is not public information. However, no reprisal may be taken against an employe for the lawful disclosure of information which the employe reasonably believes evidences:

1. A violation of any law, rule, or regulation, or
2. Mismanagement, a gross waste of funds, an abuse of authority, enforcement of unreasonable agency work rules, or a substantial and specific danger to public health or safety.

(d) No employe, member of an employe's immediate family, nor any organization with which the employe or a member of the employe's immediate family owns or controls at least 10% of the outstanding equity, voting rights, or outstanding indebtedness may enter into any contract or lease involving payment or payments of more than \$3,000 within a 12-month period, in whole or in part derived from state funds unless the employe has first made written disclosure of the nature and extent of such relationship or interest to the appointing authority of the agency with which the employe is associated and obtained the appointing authority's written approval. The appointing authority shall approve an employe's interest in a lease or contract unless he or she determines that the employe's personal interest in the agreement will conflict substantially and materially with the employe's discharge of his or her public responsibilities. This paragraph does not effect the application of s. 946.13, Stats.

(e) No employe shall effectively recommend or decide to hire or promote another person when the person affected is a member of the employe's immediate family, unless that person has been certified from an open or promotional competitive register.

(f) No employe shall give preferential or favored treatment in the supervision or management of another employe who is a member of his or her immediate family.

(3) The administrator may waive this section whenever its literal application would be adverse to the state's best interest or would work an unreasonable hardship on the employe. If this section is waived, the administrator shall do so by setting forth in writing as a matter of public record an explanation of his or her finding that the waiver is in the state's interest.

(4) Nothing in this section prohibits an employe from making decisions concerning salaries, salary-related benefits or reimbursement of actual and necessary expenses when the action does not result in preferential or favored treatment of a member of the employe's immediate family.

**History:** Cr. Register, March, 1974, No. 219, eff. 4-1-74; renum. from 24.03, Register, December, 1976, No. 252, eff. 1-1-77; (intro.) renum. from Pers 24.03 (1) and am., r. and recr. (1), renum. (2) and (3) to be (2) (b) 1. and 2. and am., (2) (c) renum. from Pers 24.05 and am., cr. (2) (d) to (f), (3) and (4), Register, February, 1981, No. 302, eff. 3-1-81; reprinted to correct error in (2) (d), Register, April, 1982, No. 316.

**ER-Pers 24.045 Guidelines for outside employment.** Agencies shall establish guidelines regarding outside employment of employes which shall include identifying those activities which are likely to cause a conflict of interest and requiring employes to obtain prior approval before accepting outside employment. Agencies shall submit their proposed

guidelines to the administrator for review and approval before implementation.

**History:** Cr. Register, February, 1983, No. 326, eff 3-1-83.

**ER-Pers 24.05 Action to avoid possible conflict.** (1) Any state employe who, in the discharge of his or her official duties, is involved or about to be involved in any matter that could result in a conflict of interest on his or her part, shall so notify his or her appointing authority by submitting a written statement describing the matter requiring action or decision, and the nature of the possible conflict of interest with respect to such action or decision.

(2) In those situations where a possible conflict of interest may occur, the appointing authority shall take action which may include:

(a) Relieving the employe of the assignment and assigning the matter to another qualified employe who does not have a conflict of interest.

(b) Preparing a memorandum of the particulars of the action taken under (a) and forwarding such memorandum, together with a copy of the employe's statement received under sub. (1) to the administrator. In all cases, the appointing authority shall furnish to the employe a copy of such memorandum.

(3) An appointing authority, an employe, or any individual may request an advisory opinion from the administrator on the application of this chapter to a given set of circumstances to which the person or agency may become a party. The administrator may keep confidential the identity of the person requesting an advisory opinion or of persons mentioned in an opinion.

(4) The administrator may consult with the ethics board on any matters relating to this chapter.

**History:** Cr. Register, March, 1974, No. 219, eff. 4-1-74; renum. from 24.07, Register, December, 1976, No. 252, eff. 1-1-77; (1) to (3) renum. from Pers 24.08, and am., cr. (4), (1), (3) and (4), Register, February, 1981, No. 302, eff. 3-1-81.

**ER-Pers 24.06 Violations.** Notice of alleged violations of this chapter shall be directed to the administrator, who may then refer the allegations to the appropriate authority.

**History:** Cr. Register, February, 1981, No. 302, eff. 3-1-81.

**ER-Pers 24.07 Criminal penalties.** For penalties for violations of this chapter, see s. 19.58, Stats.

**History:** Cr. Register, February, 1981, No. 302, eff. 3-1-81.