



## Executive Order to Mandate Ethics Training for All Public Employees

**CITY OF HOBOKEN**

**No. 1**

**EXECUTIVE ORDER**

**Date: 2/10/11**

**WHEREAS**, it is essential to the principled function of local government that all employees of the City of Hoboken ("City"), including but not limited to all municipal employees, police department, fire department and elected and appointed officials, understand and abide by the highest of ethical standards in the functions of their employment; and

**WHEREAS**, it is the obligation of every City employee to pursue a course of conduct which will not invoke distrust among the citizens of the City; and

**WHEREAS**, as Mayor of the City of Hoboken it is among my responsibilities to ensure that all City employees are versed in those ethical standards and ordinances which apply to them; and

**WHEREAS**, mandatory ethics training is an effective method of educating the employees of the City and ensuring both the administration and the citizens of the City that employees maintain an unyielding comprehension of those ethical standards which we request of them.

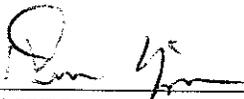
**NOW, THEREFORE, I, DAWN ZIMMER**, Mayor of the City of Hoboken, by virtue of the authority vested in me by the United States Constitution, the Constitution of this State, and State and Local Law, do hereby, **ORDER, DIRECT AND ISSUE THE FOLLOWING EXECUTIVE ORDER:**

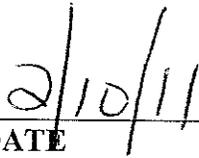
1. Every City employee including, but not limited to, all municipal employees, police department, fire department and elected and appointed officials, shall participate in an ethics training program when authorized, directed and made available by the Business Administrator.
2. New City employees including, but not limited to, all municipal employees, police department, fire department and elected and appointed officials, shall participate in such ethics training program when authorized, directed and made available by the Business Administrator.
3. Every City employee including, but not limited to, all municipal employees, police department, fire department and elected and appointed officials, shall participate in an ethics training every year following his or her initial training session pursuant to this Executive Order.
4. Every City employee shall submit a signed statement certifying his or her participation in each training session pursuant to this Executive Order, which statements shall be placed in his or her personnel file.
5. The Office of the Corporation Council shall coordinate with the Business Administrator to establish regular training sessions sufficient to allow affected individuals to comply with this Executive Order.
6. Any violation of this Executive Order may result in dismissal or other appropriate lesser sanctions as determined by the Business Administrator with the Mayor's consent.

This Executive Order shall take effect immediately.

OFFICE OF THE MAYOR

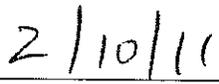
**APPROVED:**

  
\_\_\_\_\_  
DAWN ZIMMER  
MAYOR

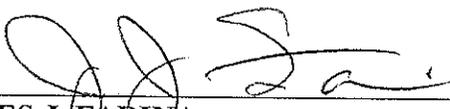
  
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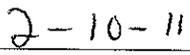
**AS TO FORM:**

  
\_\_\_\_\_  
MARK A. TABAKIN  
CORPORATION COUNSEL

  
\_\_\_\_\_  
DATE

**ATTESTED TO AND RECORDED BY:**

  
\_\_\_\_\_  
JAMES J. FARINA  
CITY CLERK

  
\_\_\_\_\_  
DATE

This Executive Order shall remain in the custody of the City Clerk. Certified copies are available upon request.