

EXECUTIVE ORDER
INTEGRITY IN GOVERNMENT

FOR COLORADO STATE EXECUTIVE BRANCH EMPLOYEES

WHEREAS, public confidence in the integrity of the Government of the State of Colorado is of utmost importance;

WHEREAS, employees of the executive branch of government must discharge the duties of their office in an independent and impartial manner;

WHEREAS, executive branch employees should demonstrate the highest standard of personal integrity and honesty;

WHEREAS, qualified individuals should be encouraged to serve in state government and have equal opportunities with all citizens to develop private economic and social interests;

WHEREAS, executive branch employees should not realize undue personal gain from the performance of any official duties;

WHEREAS, executive branch employees should support equal employment opportunities by recruitment, selection, and advancement of qualified persons from all elements of our society; and

WHEREAS, all executive branch employees should treat the public with respect, courtesy, and dignity.

NOW, THEREFORE, I, Governor Roy Romer, order as follows:

I. CODE OF ETHICS

Each person in public office in the executive branch of government:

- 1) Shall serve the public with respect, concern, courtesy, and responsiveness;
- 2) Shall demonstrate the highest standards of personal integrity, truthfulness, and honesty and shall through personal conduct inspire public confidence and trust in government;
- 3) Shall recognize that personal gains from public office are limited to respect, recognition, salary, and normal employee benefits;
- 4) Shall not use public office to bestow any preferential benefit on anyone related to the public official by family, business, or social relationship;

- 5) Shall not disclose or use or allow others to use confidential information acquired by virtue of state employment for private gain;
- 6) Shall not accept any fee, compensation, gift, payment of expenses, or any other thing of monetary value, under circumstances in which the acceptance may result in:
 - (a) An undertaking to give preferential treatment to any person;
 - (b) Any loss of complete independence or impartiality; or
 - (c) The making of a governmental decision outside official channels.
- 7) Shall not engage in outside employment unless the outside employment is disclosed to the Governor or the employee's immediate supervisor and the outside employment does not interfere with the performance of state duties;
- 8) Shall not use state time, property, equipment or supplies for private gain;
- 9) Shall carry out all duties as a public servant by exposing corruption in government wherever discovered; and
- 10) Shall support equal access and employment opportunities in State government by all citizens of the State of Colorado regardless of age, sex, race, ethnic or national origin.

II. COMPLIANCE WITH CODE OF ETHICS

- 1) All executive branch employees shall abide by the foregoing Code of Ethics
- 2) All heads of each executive department and senior staff members of the Governor's Office shall sign a certificate under oath in a form attached as Exhibit A verifying that they have read the foregoing Code of Ethics and that they will comply with the Code of Ethics in the discharge of their official duties.
- 3) All heads of each executive department and senior staff members of the Governor's Office shall complete a questionnaire in the form attached as Exhibit B and submit the questionnaire to the Board of Ethics.

III. BOARD OF ETHICS

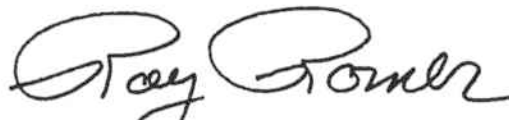
An independent Board of Ethics is hereby created consisting of five members to be appointed by and serve at the pleasure of the Governor. The Board of Ethics shall undertake the following duties:

- 1) Review the questionnaire submitted by heads of the executive departments and senior staff, and if the Board deems it necessary, advise the Governor and the person submitting the questionnaire on any potential conflict of interest.
- 2) Upon written request of the Governor, the Board shall review a complaint of any breach of ethics in State Government. The Board shall report and make recommendations to the Governor on any alleged breach of ethics.

ORDERED that the Executive Orders of September 13, 1966, May 28, 1974, May 29, 1974, July 25, 1975 and March 28, 1980 concerning ethics in the executive branch of government are hereby superceded and replaced by this Executive Order.

GIVEN under my hand and the Executive Seal of the State of Colorado the 10th day of February, 1987.





Roy Romer, Governor

EXHIBIT A

CERTIFICATE OF
REVIEW AND COMPLIANCE WITH
EXECUTIVE ORDER ON ETHICS
DATED FEBRUARY 10, 1987

County of Denver)
) ss.
State of Colorado)

I, _____, state
under oath that I have read the Executive Order of February 10,
1987, and will abide by the Code of Ethics and mandate of Governor
Roy Romer set forth in that Executive Order.

Date: _____ By: _____

The foregoing was subscribed and sworn to before me on
this _____ day of _____, 1987.

Notary Public

My Commission Expires: _____

Seal:

EXHIBIT B

QUESTIONNAIRE OF COLORADO BOARD OF ETHICS
FOR CABINET MEMBERS AND SENIOR STAFF
OF THE GOVERNOR'S OFFICE
PURSUANT TO EXECUTIVE ORDER
DATED FEBRUARY 10, 1987

1. Name, address, telephone number, and position in Executive Branch.

2. Please think about and note below any potential conflict of interest which may exist in the discharge of the official duties of your office; a potential conflict of interest exists whenever the performance of your duties as a public officer has or appears to have a direct and predictable effect upon a financial interest of yourself or persons or entities with whom you have a social, business, or family relationship.

Date

Signature