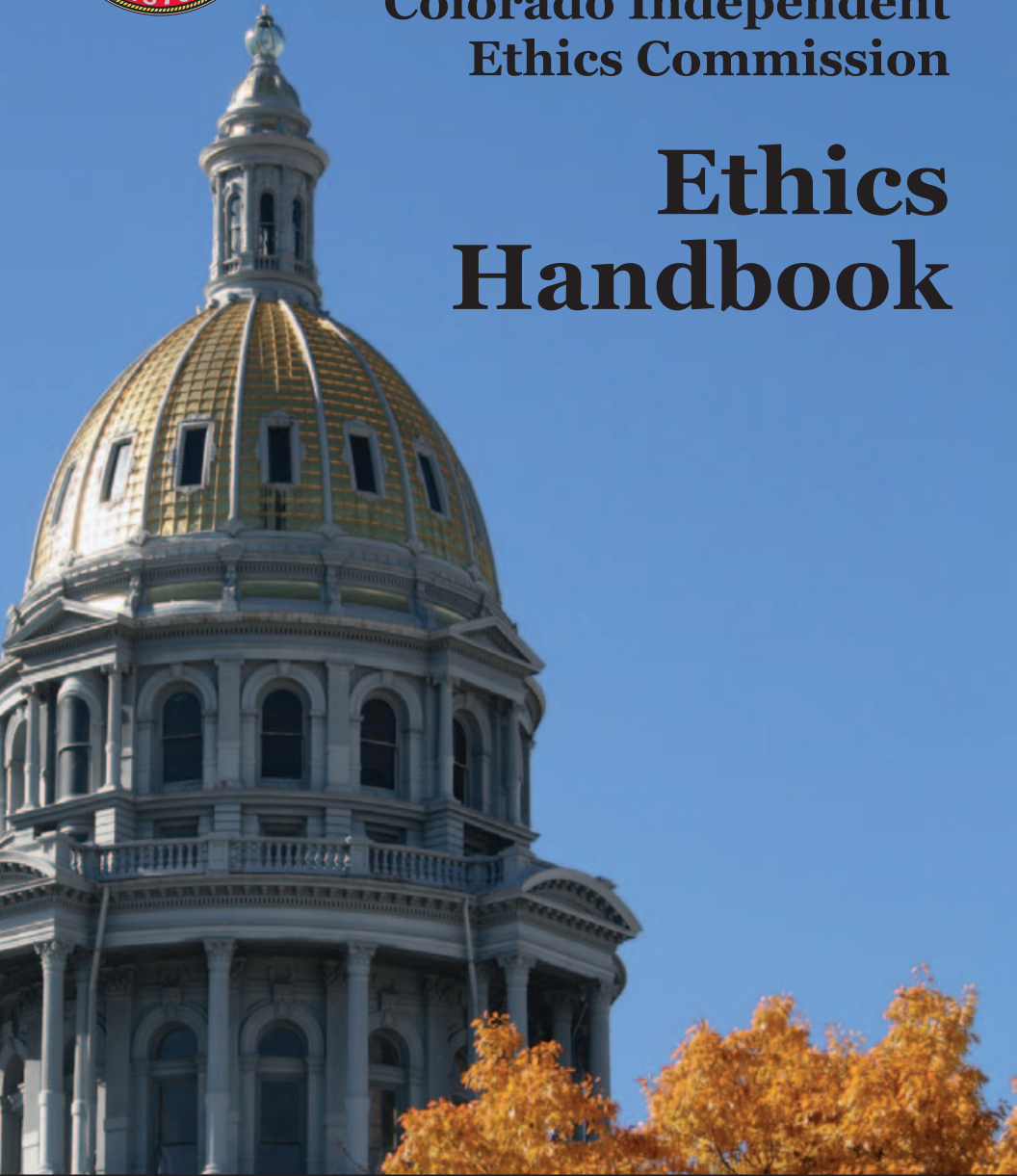




2013–2015

Colorado Independent
Ethics Commission

Ethics Handbook



The IEC is an independent commission, created pursuant to Article XXIX of the Colorado Constitution, which is committed to advancing ethics in government.



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Introduction

The Independent Ethics Commission (“IEC” or “Commission”) was formed in 2006 as a result of a voter-initiated and approved constitutional amendment, commonly referred to as Amendment 41. After its passage, Amendment 41 became Article XXIX of the Colorado Constitution. The IEC is independent of the three branches of government, and is charged with the interpretation and implementation of Article XXIX and other ethics standards of conduct. The IEC gives “advice and guidance on ethics issues arising under this Article and any other standards of conduct or reporting requirements as provided by law, and to hear complaints, issue findings and assess penalties and sanctions where appropriate.” Article XXIX, section 5(1).

The purpose of this handbook is to provide an overview of what the Commission does, how it helps raise awareness of ethics issues, as well as to provide guidance to public employees faced with an ethics question, and to instill a sense of public trust in governmental activities.

Please be aware that the information in this booklet is presented as a broad informational reference only and should not be relied upon as an official record of action, legal position, or legal advice. It is always recommended that you contact IEC staff if you have questions regarding compliance with Article XXIX or other ethics rules, regulations or statutes.

Why is there an Ethics Commission?

Forty-one states and many cities and counties across the country have ethics commissions. Several states have several commissions that regulate different branches of government. In most states, the ethics commissions were formed by the state legislature after a scandal. In Colorado, the measure was placed on the ballot by citizens; it passed with over 62% of the vote.

The IEC endeavors to make public employees and officials more aware of potential ethics issues, and to advance an ethical culture throughout Colorado state and local government. Article XXIX is embodied in the State's Constitution, so it may not be modified or changes without an amendment to the Constitution.

Who appoints the IEC?

The IEC consists of five volunteer members, appointed by the Governor, the Speaker of the Colorado House of Representatives, the President of the Colorado Senate, and the Chief Justice of the Colorado Supreme Court respectively. The fifth member must be a local government employee or elected official, and is appointed by the other four Commissioners. The appointees of the House Speaker and the Senate President must be approved by two-thirds vote of their respective chambers. Commissioners serve staggered four-year terms. Commissioners may serve multiple terms. Commissioners are reimbursed for reasonable expenses such as travel.

What Does the IEC Do?

The IEC gives advice to government employees and officials and members of the public in interpreting the provisions of Article XXIX and other ethics statutes and rules. The IEC also hears formal ethics complaints and may impose financial penalties, if the situation warrants a fine.

The IEC has issued an average of 15–20 opinions each year. All of these opinions are available on the IEC's website, www.colorado.gov/ethicscommission. Common questions include: conflict of interest, acceptance of gifts, and post-government employment. Some of these opinions affect every public employee and official under the Commission's jurisdiction, and other opinions focus on a specific question relating to a single individual or circumstance.

a. Advice

The Independent Ethics Commission provides ethics advice to government employees, elected officials and the general public. Who asks the question and in what context determines the type of action the IEC may take:

Advisory Opinion means a formal written opinion by the IEC addressing an ethics question in response to a written request on a special factual question by someone **who is** a public employee or official. These opinions are provided as guidance—usually issued in advance of an event. For example, an elected official may ask whether acceptance of a gift of travel to a conference would be permissible.

Letter Ruling means a formal written opinion by the IEC addressing ethics issues in response to a written request on a specific factual question by a person **who is not** a public employee or official. These rulings are provided as guidance—usually issued in advance of an event. For example, an organization may ask if it can offer free tickets to a dinner to several members of the General Assembly.

Position Statements: An IEC-initiated written opinion addressing a broad ethics issue, or frequently asked questions, providing general guidance for public employees and officials, and the public.

Informal Advice: A government employee or official or member of the public may call the Commission staff for informal advice. This advice is not binding on the Commission, but may be helpful in identifying potential issues and concerns. Unlike formal opinions, informal advice may be sought anonymously by telephone.

b. Complaints

The IEC investigates and adjudicates formal ethics complaints. Complaints may be filed by **anyone** about the conduct of a public official or employee. The complaint must be signed and is confidential only if the complaint is

dismissed under certain circumstances. The Commission receives approximately 12 complaints each year. Many complaints are dismissed for jurisdictional or other reasons such as:

- Alleges a violation against a **person** not under the Commission’s jurisdiction;
- Does not allege an **ethics** violation; and/or
- Alleges a violation which did not occur within the preceding **12 months**.

All complaints are reviewed by the Commission. The Commissioners make a determination in executive (closed) session regarding whether the complaint is against someone under its jurisdiction, alleges a violation of an **ethics** standard, and occurred within the previous 12 months. If there is a rational argument that all of those criteria are met, the complaint becomes public, and the person who is the subject of the complaint is asked to respond. Commission staff investigates and files a report with the Commission. The Commission then schedules the matter for a hearing.

What is the IEC’s Jurisdiction?

a. Personal Jurisdiction

1. State Government Employees and Officials

Article XXIX provides the IEC with authority over state government employees and officials in the executive and legislative branches of government regarding ethical matters. This means that anyone who works in the Legislative or Executive branches of state government, including elected officials, are referred to as “covered individuals.” Employees at a public institution of higher education are “covered individuals”; independent contractors who do work for the government may also be covered by Article XXIX depending upon their responsibilities.

2. Municipal and County Employees and Officials

The Commission also has jurisdiction over employees and elected officials of certain municipal and county governments. The IEC does not have authority over public employees and officials of “home rule” municipalities and counties—provided those entities have adopted their own ethics codes or ordinances, which are more stringent than Article XXIX. (For example, the City and County of Denver, the City and County of Broomfield, and the City



of Colorado Springs are all home rule cities with their own ethics codes). The IEC also does not have jurisdiction over employees or officials of special districts (for example: a parks & recreation district or school districts).

3. Jurisdiction over Employees of the Judicial Branch or Most Boards and Commissions

The IEC does not have authority over judges and employees of the judicial branch of state government. The Judicial branch has its own ethics rules and standards. The Commission also does not have jurisdiction over members of Boards and Commissions who do not receive a salary.

b. Subject Matter Jurisdiction

The IEC's jurisdiction is broader than the provisions of Article XXIX. The Commission has jurisdiction over ethics issues arising under “other standards of conduct and reporting requirements as provided by law.” Article XXIX, section 5(1). Examples of “standards of conduct” include those set forth in Colorado Revised Statutes Title 24, article 18. That article concerns conflicts of interest and provides guidelines for when recusal from a matter is required. The Commission has jurisdiction over other ethics provisions, such as ethics involved in bidding or misuse of public resources. These issues may also be criminal violations. The IEC does not have jurisdiction over criminal statutes. In general, the Commission does not consider ethics complaints against regulated professionals such as attorneys or doctors or commercial businesses either because they are not covered individuals or because the alleged issue is not an ethical violation. For example, if a private attorney did not file a pleading in a timely manner, that violation would be within the jurisdiction of the Office of Attorney Regulation. *See Appendix C*

Issues of Concern

Article XXIX and other statutes contain restrictions on the activities of public employees and officials (“covered individuals”). These restrictions fall into three general categories: gifts, conflicts of interest, and post employment.

a. Gifts

Covered individuals are prohibited from accepting a gift valued in excess of \$50 (adjusted every four years for inflation, currently \$53), from a particular donor in any calendar year, unless it falls under a specific exception. A gift does not necessarily mean a present. A gift may be in the form of reimbursement for travel, or getting a discount on a purchase. The vast majority of the IEC's opinions concern whether something is a gift, and if so, whether it is to a covered individual.

Something is not a gift if the covered individual paid for it or made an exchange of one thing of value for another thing of value. (In legal parlance this is called "consideration").

Note that a gift to a covered individual's spouse or child, when the gift is really meant for the public employee, is also prohibited, although a gift to them is not otherwise covered by Article XXIX. For example, if a public employee's spouse is given a free trip by his or her employer as a reward for a job well done, Article XXIX does not apply. If a state vendor gives free tickets to a sporting event to an employee's spouse, however, that is a potential violation.

Article XXIX, section 3 defines gifts as including:

- Money
- Forgiveness of debt
- Loans
- Rewards
- Travel (in some circumstances)
- Promises of future employment (in some circumstances)
- Favors and services
- Honoraria (in some circumstances)
- Entertainment
- Special Discounts (in some circumstances)

Exceptions to the gift ban include:

- Campaign Contributions
- Unsolicited items of trivial value (pen, calendar, note pad, etc.)
- Unsolicited tokens of appreciation in the form of a plaque trophy, etc.
- Admission to and the cost of food and beverages at a reception, meal or meeting (when individual is a speaker or presenter)
- Travel to conventions or meetings under certain circumstances
- Gifts from relatives and friends
- A bonus or an incentive given in the course of the employee's employment

If a person is a lobbyist registered by the Secretary of State, that person may not give any gift of any value to a covered individual, unless the employee or official is a member of the lobbyist's immediate family.

The Commission has clarified the meaning of these gifts and exceptions through Position Statements, Letter Rulings, and Advisory Opinions. All of the Position Statements, Letter Rulings, and Advisory Opinions are available on the Commission's website, www.colorado.gov/ethicscommission.

b. Travel

Many of the Commission's opinions concern the question of when a public employee or official may accept a gift of travel. In December 2012, the Commission issued a new Position Statement regarding Travel. This Position Statement, 12-01, is available on the Commission's website, and expressly overrules the IEC's previous position statement on travel set forth in Position Statement 08-02. The focus of the new Position Statement is on who is the primary beneficiary of a proposed gift of travel. If the primary beneficiary is the public employee or official **as an individual**, then the travel will be impermissible. If, however, the primary beneficiary of the travel is not the individual, and the travel is for education and training, or to participate in a joint governmental project, then the travel more likely is permissible under Article XXIX.

Factors to consider in determining who is the primary beneficiary include: whether a specific public employee or official was invited, whether the invitation was made *ex officio* whether the travel relates to the individual's public responsibilities, and whether there is a potential conflict of interest. The IEC encourages public agencies to review the Position Statement, and contact the Commission with questions, or for additional training.

c. Conflict of Interest

The IEC gets questions and complaints concerning whether an action is a “conflict of interest.” Although Article XXIX does not use the phrase “conflict of interest”, the purposes and findings section, Section 1(1) states that the public should have respect for and confidence in public employees. To that end, public employees should:

“...avoid conduct that is in violation of their public trust or that creates a justifiable impression among members of the public that such trust is being violated.” Article XXIX, section 1(1)(c).

The constitution also directs public employees at *Article XXIX, Section 1(1)(d)* that:

“Any effort to realize personal financial gain through public office other than compensation provided by law is a violation of that trust...”

In other words, public employees and officials should conduct themselves for the benefit of the state or local government in which they work, and should avoid making decisions which benefit themselves or members of their family either personally or financially. Colorado Revised Statutes §24-18-101 *et seq.* provides public employees, officials and members of the General Assembly with some guidance regarding their conduct. For example, if a county commissioner owns land adjacent to a proposed park, he or she should disclose this conflict and not vote on the purchase or development of the park, because it could affect the value of his or her land. Similarly, if a sibling of a city council member is bidding on a public works project, that member should not vote on the contract or the bid, because he or she has a personal interest in the outcome.

In general, if there is a question regarding whether you have a conflict, a public employee or official should request legal advice. In a close call, it is better to disclose the potential conflict and not participate.



d. Appearance of Impropriety

Sometimes a situation arises in which contemplated behavior is legal, but may nonetheless raise concerns. The appearance of impropriety is sometimes referred to as “the smell test.” For example, if someone who is seeking employment with the state invites a prospective employer to a sporting event, and the ticket is less than \$53, it would not violate the letter of Article XXIX for the covered individual to accept, but it would look like the ticket was a way to influence the state employee. That situation creates an “appearance of impropriety.”

e. Post-Government Employment

Many government employees operate under certain restrictions or requirements with respect to holding a second job, or outside employment, while working as a public employee. The Constitution further restricts members of the General Assembly, and statewide elected officials from serving as lobbyists for two years after leaving office. Article XXIX, section 4.

There are also statutes that limit the ability of employees from doing certain work after leaving a government job for six months. In general, an employee may not work on a project in the private sector that he or she worked on while a public employee. In addition, they may not use confidential information or information which is not available to the public in their new position. Employees should consult with departmental human resources staff regarding whether acceptance of an offer for employment may be in violation of a statute or rule.

Although Article XXIX, section 3(2) lists negotiation for future employment as a prohibited gift, the IEC has clarified that that prohibition only applies in limited circumstances, such as when the offer comes while the public employee is in a position to take direct official action with respect to the donor. The IEC has defined generally what post-government employment is appropriate and when an employee may engage in discussions regarding a post-government job (*See*, Position Statement 09-03, and Advisory Opinion 10-15). Whether acceptance of a particular job is permissible is fact-specific, employees with questions regarding the propriety of accepting post-governmental employment are encouraged to contact the IEC for guidance.

Appendix A: Key IEC Decisions

Since 2008, the IEC has issued over 65 opinions. Some of these are listed below. For a full index of IEC decisions as well as the actual decisions, please visit: www.colorado.gov/ethicscommission.

Position Statement 08-01—Gifts

Scholarships, Prizes, Raffles, Lotteries, Silent Auctions, Inheritances, Honoraria, Personal Gifts on Special Occasions

In its first official decision, the Commission answered some common questions regarding what is a gift, the definition of “special occasion,” and other general rules regarding gifts.

Position Statement 08-02 was overruled.

Position Statement 08-03—Special Discounts

Commercial Discounts, Group Discounts, Special Discounts

In this Position Statement the Commission addressed whether government employees and officials may accept commercial discounts. In general, the IEC determined that employees **are allowed** to accept such discounts if they are available to a wide range of public employees, not just to a specific employee or group of employees.

Position Statement 09-01—Lobbyists

In this opinion, the IEC defined who is a lobbyist.

Position Statement 09-02—Restrictions on Representation

Statewide elected officials and members of the General Assembly are prohibited by Article XXIX from personally representing someone before the General Assembly for two years after leaving office. In this opinion, the IEC interpreted this to mean that these officials may not become professional lobbyists for the two-year period.

Position Statement 09-03—Future Employment

Article XXIX, Section 3(2) lists “negotiating for future employment” as a prohibited gift. The IEC stated in this decision, that it is acceptable under most circumstances for a government employee to engage in a job search and negotiate for future employment while currently employed. However, the IEC did list two situations that might violate the constitution:

- If the compensation for the future employment is “patently excessive” for the job being offered, or
- If job offer arises in a circumstance indicative of a potential conflict of interest. For example, if the government employee is an inspector and a job offer comes while a facility is under inspection by him.

Position Statement 09-07—Independent Contractor

In this Position Statement, the Commission defined when a person should be considered an independent contractor and therefore under the IEC’s jurisdiction.

Position Statement 11-01—Adjustment of the \$50 limit

Article XXIX Section 3(6) provides that the gift ban limit, initially \$50, should be adjusted during the first quarter of 2011, and every four years thereafter, according to changes in the consumer price index. The first such change was made in March 2011, and was memorialized in this opinion.

Position Statement-12-01—Travel

This Position Statement discusses the situations in which acceptance of travel is not a prohibited gift either because it is not a gift to a covered individual, or because there is consideration for the travel.

Position Statement 12-02—Political Events and Conventions

The IEC issued this opinion in the fall of 2012 to remind covered individuals who were also attending the national political conventions that the gift ban provisions are applicable to receptions and similar events associated with the political conventions.

Appendix B:

Colorado Constitution Article XXIX Ethics in Government

Section 1. Purposes and findings.

- (1) The people of the state of Colorado hereby find and declare that:
- (a) The conduct of public officers, members of the general assembly, local government officials, and government employees must hold the respect and confidence of the people;
 - (b) They shall carry out their duties for the benefit of the people of the state;
 - (c) They shall, therefore, avoid conduct that is in violation of their public trust or that creates a justifiable impression among members of the public that such trust is being violated;
 - (d) Any effort to realize personal financial gain through public office other than compensation provided by law is a violation of that trust; and
 - (e) To ensure propriety and to preserve public confidence, they must have the benefit of specific standards to guide their conduct, and of a penalty mechanism to enforce those standards.
- (2) The people of the state of Colorado also find and declare that there are certain costs associated with holding public office and that to ensure the integrity of the office, such costs of a reasonable and necessary nature should be borne by the state or local government.

Section 2. Definitions.

As used in this article, unless the context otherwise requires:

- (1) “Government employee” means any employee, including independent contractors, of the state executive branch, the state legislative branch, a state agency, a public institution of higher education, or any local government, except a member of the general assembly or a public officer.
- (2) “Local government” means county or municipality.
- (3) “Local government official” means an elected or appointed official of a local government but does not include an employee of a local government.



(4) “Person” means any individual, corporation, business trust, estate, trust, limited liability company, partnership, labor organization, association, political party, committee, or other legal entity.

(5) “Professional lobbyist” means any individual who engages himself or herself or is engaged by any other person for pay or for any consideration for lobbying. “Professional lobbyist” does not include any volunteer lobbyist, any state official or employee acting in his or her official capacity, except those designated as lobbyists as provided by law, any elected public official acting in his or her official capacity, or any individual who appears as counsel or advisor in an adjudicatory proceeding.

(6) “Public officer” means any elected officer, including all statewide elected officeholders, the head of any department of the executive branch, and elected and appointed members of state boards and commissions. “Public officer” does not include a member of the general assembly, a member of the judiciary, any local government official, or any member of a board, commission, council or committee who receives no compensation other than a per diem allowance or necessary and reasonable expenses.

Section 3. Gift ban.

(1) No public officer, member of the general assembly, local government official, or government employee shall accept or receive any money, forbearance, or forgiveness of indebtedness from any person, without such person receiving lawful consideration of equal or greater value in return from the public officer, member of the general assembly, local government official, or government employee who accepted or received the money, forbearance or forgiveness of indebtedness.

(2) No public officer, member of the general assembly, local government official, or government employee, either directly or indirectly as the beneficiary of a gift or thing of value given to such person’s spouse or dependent child, shall solicit, accept or receive any gift or other thing of value having either a fair market value or aggregate actual cost greater than fifty dollars (\$50) in any calendar year, including but not limited to, gifts, loans, rewards, promises or negotiations of future employment, favors or services, honoraria, travel, entertainment, or special discounts, from a person, without the person receiving lawful consideration of equal or greater value in return from the public

officer, member of the general assembly, local government official, or government employee who solicited, accepted or received the gift or other thing of value.

(3) The prohibitions in subsections (1) and (2) of this section do not apply if the gift or thing of value is:

- (a) A campaign contribution as defined by law;
- (b) An unsolicited item of trivial value less than fifty dollars (\$50), such as a pen, calendar, plant, book, note pad or other similar item;
- (c) An unsolicited token or award of appreciation in the form of a plaque, trophy, desk item, wall memento, or similar item;
- (d) Unsolicited informational material, publications, or subscriptions related to the recipient's performance of official duties;
- (e) Admission to, and the cost of food or beverages consumed at, a reception, meal or meeting by an organization before whom the recipient appears to speak or to answer questions as part of a scheduled program;
- (f) Reasonable expenses paid by a nonprofit organization or other state or local government for attendance at a convention, fact-finding mission or trip, or other meeting if the person is scheduled to deliver a speech, make a presentation, participate on a panel, or represent the state or local government, provided that the non-profit organization receives less than five percent (5%) of its funding from for-profit organizations or entities;
- (g) Given by an individual who is a relative or personal friend of the recipient on a special occasion.
- (h) A component of the compensation paid or other incentive given to the recipient in the normal course of employment.

(4) Notwithstanding any provisions of this section to the contrary, and excepting campaign contributions as defined by law, no professional lobbyist, personally or on behalf of any other person or entity, shall knowingly offer, give, or arrange to give, to any public officer, member of the general assembly, local government official, or government employee, or to a member of such person's immediate family, any gift or thing of value, of any kind or nature, nor knowingly pay for any meal, beverage, or other item to be consumed by



such public officer, member of the general assembly, local government official or government employee, whether or not such gift or meal, beverage or other item to be consumed is offered, given or paid for in the course of such lobbyist's business or in connection with a personal or social event; provided, however, that a professional lobbyist shall not be prohibited from offering or giving to a public officer, member of the general assembly, local government official or government employee who is a member of his or her immediate family any such gift, thing of value, meal, beverage or other item.

(5) The general assembly shall make any conforming amendments to the reporting and disclosure requirements for public officers, members of the general assembly and professional lobbyists, as provided by law, to comply with the requirements set forth in this section.

(6) The fifty-dollar (\$50) limit set forth in subsection (2) of this section shall be adjusted by an amount based upon the percentage change over a four-year period in the United States bureau of labor statistics consumer price index for Denver-Boulder-Greeley, all items, all consumers, or its successor index, rounded to the nearest lowest dollar. The first adjustment shall be done in the first quarter of 2011 and then every four years thereafter.

Section 4. Restrictions on representation after leaving office.

No statewide elected officeholder or member of the general assembly shall personally represent another person or entity for compensation before any other statewide elected officeholder or member of the general assembly, for a period of two years following vacation of office. Further restrictions on public officers or members of the general assembly and similar restrictions on other public officers, local government officials or government employees may be established by law.

Section 5. Independent ethics commission.

(1) There is hereby created an independent ethics commission to be composed of five members. The purpose of the independent ethics commission shall be to hear complaints, issue findings, and assess penalties, and also to issue advisory opinions, on ethics issues arising under this article and under any other standards of conduct and reporting requirements as provided by law. The independent ethics commission shall have authority to adopt such reasonable rules as may be necessary for the purpose of administering and enforcing

the provisions of this article and any other standards of conduct and reporting requirements as provided by law. The general assembly shall appropriate reasonable and necessary funds to cover staff and administrative expenses to allow the independent ethics commission to carry out its duties pursuant to this article. Members of the commission shall receive no compensation for their services on the commission.

(2) (a) Members of the independent ethics commission shall be appointed in the following manner and order:

- (I) One member shall be appointed by the Colorado senate;
- (II) One member shall be appointed by the Colorado house of representatives;
- (III) One member shall be appointed by the governor of the state of Colorado;
- (IV) One member shall be appointed by the chief justice of the Colorado supreme court;

and

- (V) One member shall be either a local government official or a local government employee appointed by the affirmative vote of at least three of the four members appointed pursuant to subparagraphs (I) to (IV) of this paragraph (a).
- (b) No more than two members shall be affiliated with the same political party.
- (c) Each of the five members shall be registered Colorado voters and shall have been continuously registered with the same political party, or continuously unaffiliated with any political party, for at least two years prior to appointment to the commission.
- (d) Members of the independent ethics commission shall be appointed to terms of four years; except that, the first member appointed by the Colorado senate and the first member appointed by the governor of the state of Colorado shall initially serve two year terms to achieve staggered ending dates.
- (e) If a member is appointed to fill an unexpired term, that member's term shall end at the same time as the term of the person being replaced.



- (f) Each member shall continue to serve until a successor has been appointed, except that if a member is unable or unwilling to continue to serve until a successor has been appointed, the original appointing authority as described in this subsection shall fill the vacancy promptly.
- (3) (a) Any person may file a written complaint with the independent ethics commission asking whether a public officer, member of the general assembly, local government official, or government employee has failed to comply with this article or any other standards of conduct or reporting requirements as provided by law within the preceding twelve months.
- (b) The commission may dismiss frivolous complaints without conducting a public hearing. Complaints dismissed as frivolous shall be maintained confidential by the commission.
 - (c) The commission shall conduct an investigation, hold a public hearing, and render findings on each non-frivolous complaint pursuant to written rules adopted by the commission.
 - (d) The commission may assess penalties for violations as prescribed by this article and provided by law.
 - (e) There is hereby established a presumption that the findings shall be based on a preponderance of evidence unless the commission determines that the circumstances warrant a heightened standard.
- (4) Members of the independent ethics commission shall have the power to subpoena documents and to subpoena witnesses to make statements and produce documents.
- (5) Any public officer, member of the general assembly, local government official, or government employee may submit a written request to the independent ethics commission for an advisory opinion on whether any conduct by that person would constitute a violation of this article, or any other standards of conduct or reporting requirements as provided by law. The commission shall render an advisory opinion pursuant to written rules adopted by the commission.

Section 6. Penalty.

Any public officer, member of the general assembly, local government official or government employee who breaches the public trust for private gain and any person or entity inducing such breach shall be liable to the state or local jurisdiction for double the amount of the financial equivalent of any benefits obtained by such actions. The manner of recovery and additional penalties may be provided by law.

Section 7. Counties and municipalities.

Any county or municipality may adopt ordinances or charter provisions with respect to ethics matters that are more stringent than any of the provisions contained in this article. The requirements of this article shall not apply to home rule counties or home rule municipalities that have adopted charters, ordinances, or resolutions that address the matters covered by this article.

Section 8. Conflicting provisions declared inapplicable.

Any provisions in the statutes of this state in conflict or inconsistent with this article are hereby declared to be preempted by this article and inapplicable to the matters covered by and provided for in this article.

Section 9. Legislation to facilitate article.

Legislation may be enacted to facilitate the operation of this article, but in no way shall such legislation limit or restrict the provisions of this article or the powers herein granted.

Source: Initiated 2006: Entire article added, effective upon proclamation of the Governor, L. 2007, p. 2960, December 31, 2006.



Appendix C

Other useful contacts:

Attorney Regulation Counsel: 1.877.888.1370

Colorado Attorney General’s Office Consumer Hot Line. (800-222-4444) or **stopfraud@state.co.us**

Colorado Springs Ethics Commission: **cmelcher@springsgov.com**

Commission on Judicial Discipline: (303. 866.6434).

Denver Ethics Board: Michael Henry, Staff Director, at 720.865.8412 or **michael.henry@denvergov.org**



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