

PROPOSED ORDINANCE AMENDMENT

CODE OF ETHICAL CONDUCT

BE IT ORDAINED, by the Forest Preserve District of Cook County Board of Commissioners, that Sections 1 and 2 of Chapter 13 of Title 1 of the Forest Preserve District of Cook County Code of Ordinances are hereby amended as follows:

1-13-1: DEFINITIONS.

Whenever used in this Chapter, the following terms shall have the following meanings:

1. "Agency" means the Forest Preserve District of Cook County Board of Commissioners, any committee or other subdivision thereof, any Forest Preserve District of Cook County department or other administrative unit, commission, board or other division of the government of the Forest Preserve District of Cook County.
2. "Board" means the Forest Preserve District of Cook County Board of Ethics, as defined in Section 1-13-4 of this Chapter.
3. "Candidate" means any person who has filed a declaration of candidacy for elected office or petition to appear on a ballot for election, or has raised or expended money in pursuit of elected office.
4. "District" means the Forest Preserve District of County Cook and all government agencies of the Forest Preserve District of County Cook.
5. "Compensation" means money, things of value or other pecuniary benefit received or to be received in return for, or as reimbursement for, services rendered or to be rendered.
6. "Economic interest" means any interest valued or capable of valuation in monetary terms; provided that "Economic interest" is subject to the same exclusion as "Financial interest".
7. "Employee" means an individual employed by the District whether part-time or full-time or by a contract of employment. Employees shall include individuals employed by District Officers as referenced in Article VII, Section 4 (District Officers) of the Constitution of the State of Illinois. Employees shall not include judges of election;
8. "Financial interest" means:
 - a. Any interest as a result of which the owner currently received or is entitled to receive in the future more than \$2,500.00 per year;
 - b. Any interest with a cost or present value of \$5,000.00 or more; or
 - c. Any interest representing more than ten percent of a corporation, partnership, sole proprietorship, firm, enterprise, franchise, organization, holding company, joint stock company, receivership, trust, or any legal entity organized for profit;
 - d. Provided, however, financial interest shall not include:
 - (i) Any interest of the spouse of an Official or Employee which interest is related to the spouse's independent occupation, professional or employment;
 - (ii) Any ownership through purchase at fair market value of inheritance of less than one percent of the shares of a corporation, or any value of or dividends of such shares, if such shares are registered on a securities exchange pursuant to the Securities Exchange Act of 1934, as amended;

- (iii) The authorized Compensation paid to an Official or Employee for his office or employment;
 - (iv) Any economic benefit provide equally to all residents of the District;
 - (v) A time or demand deposit in a financial institution;
 - (vi) An endowment or insurance policy or annuity contract purchased from an insurance company;
 - (vii) Any accrued pension rights in the County fund; or
 - (viii) With respect to a mutual fund, the individual securities of other instruments owned by the mutual fund.
9. "Gift" means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including, but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of an Official, board or commission appointee, or Employee. Gifts shall exclude:
- a. Anything for which the Official, board or commission appointee or Employee or their spouse, domestic partner, civil union partner or Relative living with them pays the market value;
 - b. Any opportunities, benefits, or services that are available to an Official, board or commission appointee or Employee or their spouse, domestic partner, civil union partner or Relative living with them on the same terms and conditions as the general public; and
 - c. Any contribution that is lawfully made and reported under the Election Code or under this article associated with political fundraising for a political organization, political committee, or candidate for elected office.
10. "Legislative action" means the introduction, sponsorship, consideration, debate, amendment, passage, defeat, approval, veto or other official action or nonaction on any ordinance, resolution, motion, order, appointment, application or other matter pending or proposed in the District or any committee or subcommittee thereof.
11. "Official" means any elected District official or any appointed non-employee member of any agency or board commission of Forest Preserve District of Cook County.
12. "Person" means any individual, entity, corporation, partnership, firm, association, union, trust, estate, as well as any parent or subsidiary of any of the foregoing, and whether or not operated for profit.
13. "Political Organization" means a party, committee, association, fund, or other organization (whether or not incorporated) organized and operated primarily for the purpose of directly or indirectly accepting contributions or making expenditures or both for the function of influencing or attempting to influence the selection, nomination, election, or appointment of any individual to any federal, state, or local public office in a political organization, or the election of Presidential or vice-Presidential electors, whether or not the individual or electors are selected, nominated, elected, or appointed.
- The term includes the making of expenditures relating to an office described in the preceding sentence that, if incurred by the individual, would be allowable as a federal income tax deduction for trade or business expenses.
14. "Prohibited political activity" means:
- a. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.

- b. Soliciting contributions, including, but not limited to, the purchase of, selling, distributing, or receiving payment for tickets for any political fund-raiser, political meeting, or other political event.
- c. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
- d. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization or political committee for political purposes or for or against any referendum question.
- e. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization or political committee for political purposes or for or against any referendum question.
- f. Assisting at the polls on behalf of any political organization, political committee or candidate for elective office or for or against any referendum question.
- g. Soliciting votes on behalf of a candidate for elective office or a political organization or political committee or for or against any referendum questions or helping in an effort to get voters to the polls.
- h. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
- i. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
- j. Preparing or reviewing responses to candidate questionnaires in connection with a campaign for elective office or on behalf of a political organization or political committee for political purposes.
- k. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
- l. Campaigning for any elective office or for or against any referendum question.
- m. Managing or working on a campaign for elective office or for or against any referendum question.
- n. Serving as a delegate, alternate, or proxy to a political party convention.
- o. Participating in any recount or challenge to the outcome of any election.

15. "Prohibited source" means any person or entity who:

- a. Is seeking official action:
 - (i) By the official or employee; or
 - (ii) In the case of an employee, by the employee or by the District, the official or the other employee directing the employee;
- b. does business or seeks to do business:
 - (i) With the official or employee; or
 - (ii) In the case of an employee, with the employee or with the District, the official or the other employee directing the employee;

- c. Conducts activities regulated:
 - (i) By the official or employee; or
 - (ii) In the case of an employee, by the employee or by the District, official or other employee directing the employee;
- d. Has interests that may be substantially affected by the performance or non-performance of the official duties of the official or employee; or
- e. Is a compensated lobbyist on District matters or is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, 25 ILCS 170/1, et. seq.

16. "Relative" means a person who is related to an Official, Employee, board or commission appointee as spouse or any of the following, whether by blood, marriage or adoption: as parent, father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, and including the father, mother, grandfather, or grandmother of the Official's, Employee's, board or commission appointee's spouse, domestic partner, civil union partner, parent, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother or half-sister. With respect to any terms in this definition that are gendered, the non-gendered form of the same term is deemed included.

~~15.~~17. "Single Candidacy" means the time period during which a candidate is seeking office with primary election and general election being separate candidacies.

~~16.~~18. "State" means the State of Illinois.

~~17.~~19. "Statement" means the disclosure of economic interest form required to be filed by the Illinois Governmental Ethics Act, 5 ILCS 420/4A-101 et seq.

1-13-2: CODE OF CONDUCT.

- A. *Fiduciary Duty.* Officials and Employees shall at all times in the performance of their public duties owe a fiduciary duty to the District.
- B. *Improper Influence.* No Official or Employee shall make, participate in making or in any way attempt to use his position to influence any District governmental decision or action in which he knows, he has reason to know or should know that he has any Economic interest distinguishable from that of the general public of the District.
- C. *Dual Employment.*
 - 1. No Official or Employee shall accept other employment which will impair his or her independence of judgment in the exercise of his or her official duties.
 - 2. No Official or Employee shall accept other employment which will impair his or her ability to perform his or her District duties and responsibilities.
- D. *Receiving and Soliciting Gifts and Favors.*
 - 1. *Gift Ban.* Except as otherwise provided in this Chapter, no Official or Employee shall solicit or accept any Gift from any Prohibited Source or in violation of any federal or State statute, rule or regulation. This ban applies to and include spouses, domestic partners, civil union partners of,

and ~~immediate family~~ Relatives living with the Official or Employee. No Prohibited Source shall offer or make a Gift that violates this Section.

2. *Exceptions.* The restrictions in subsection 1-13-2:D.1. do not apply to the following:

- a. ~~Anything for which the Official or Employee pays the market value or anything not used and promptly disposed of by returning the item to the donor or giving the item or an amount equal to its value to an appropriate charity.~~
- b. ~~A political contribution, as defined in Article 9 of the Election Code, 10 ILCS 5/9-1 et. seq., that is lawfully made under that Act, 10 ILCS 5/1-1 et seq. and under this Chapter, or attendance at a fundraising event sponsored by a Political Organization.~~
- c. ~~A Gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father in law, mother in law, son in law, daughter in law, brother in law, sister in law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister and including the father, mother, grandfather or grandmother of the individual's spouse and the individual's fiance or fiancée.~~
- d. ~~Anything provided by an individual on the basis of a personal friendship unless the Official or Employee has reason to believe that, under the circumstances, the Gift was provided because of the official position or employment of the Official or Employee, and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the Official or Employee shall consider the circumstances under which the gift was offered such as:~~
 - (i) ~~The history of the relationship between the individual giving the Gift and the recipient of the Gift, including any previous exchange of Gifts between those individuals;~~
 - (ii) ~~Whether to the actual knowledge of the Official or Employee the individual who gave the Gift personally paid for the Gift or sought a tax deduction or business reimbursement for the Gift; and~~
 - (iii) ~~Whether to the actual knowledge of the Official or Employee the individual who gave the Gift also at the same time gave the same or similar Gifts to other Officials or Employees.~~
- e. ~~A commercially reasonable loan evidenced in writing with repayment due by a date certain made in the ordinary course of the lender's business.~~
- f. ~~A contribution or other payments to a legal defense fund established for the benefit of an Official or Employee that is otherwise lawfully made.~~
- g. ~~Intra-office and inter-office Gifts. This includes the following:~~
 - (i) ~~Any Gift given to an Official or Employee from another Official or Employee;~~
 - (ii) ~~Any Gift given to an Official or Employee from a member or employee of the General Assembly of the State, a judge or employee of the judicial branch of the State, an officer or employee of the executive branch of the State, an officer or employee of a unit of local government, home rule unit, or school district, or an officer or employee of any other governmental entity.~~
- h. ~~Food, refreshments, lodging, transportation, and other benefits:~~
 - (i) ~~Resulting from the outside business or employment activities (or outside activities that are not connected to the duties of the Official or Employee as an office holder or~~

~~employee) of the Official or Employee or the spouse of the Official or Employee, if the benefits have not been offered or enhanced because of the official position or employment of the Official or Employee and are customarily provided to others in similar circumstances;~~

- ~~(ii) Customarily provided by a prospective employer in connection with bona fide employment discussions; or~~
- ~~(iii) Provided by a Political Organization in connection with a fund raising or campaign event sponsored by that organization.~~
- ~~i. Pension and other benefits resulting from continued participation in an employee welfare and benefits plan maintained by a former employer.~~
- ~~j. Informational materials that are sent to the office of the Official or Employee in the form of books, articles, periodicals, other written materials, audiotapes, videotapes, or other forms of communication.~~
- ~~k. Awards or prizes that are given to competitors in contests or events open to the public, including random drawings.~~
- ~~l. Honorary degrees (and associated travel, food, refreshments and entertainment provided in the presentation of degrees and awards).~~
- ~~m. Training (including food and refreshments furnished to all attendees as an integral part of the training) provided to an Official or Employee, if the training is in the interest of the governmental entity.~~
- ~~n. Educational missions, including meetings with government officials either foreign or domestic, intended to educate public officials on matters of public policy, to which the Official or Employee may be invited to participate along with other federal, state or local public officials and community leaders.~~
- ~~o. Bequests, inheritances and other transfers at death.~~
- ~~p. Anything that is paid for by the federal government, the State or a governmental entity, or secured by the government or governmental entity under a government contract.~~
- ~~q. A Gift of personal hospitality of an individual other than a registered lobbyist or agent of a foreign principal, including hospitality extended for a nonbusiness purpose by an individual, not a corporation or organization, at the personal residence of that individual or the individual's family or on property or facilities owned by that individual or the individual's family.~~
- ~~r. Free attendance at a widely attended event permitted under Section 1-13-2:D.3.~~
- ~~s. Opportunities and benefits that are:
 - ~~(i) Available to the public or to a class consisting of all Employees or Officials, whether or not restricted on the basis of geographic consideration;~~
 - ~~(ii) Offered to members of a group or class in which membership is unrelated to employment or official position;~~
 - ~~(iii) Offered to members of an organization such as an Employee's association or credit union, in which membership is related to employment or official position and similar opportunities are available to large segments of the public through organizations of similar size;~~~~

- ~~(iv) Offered to any group or class that is not defined in a manner that specifically discriminates among government employees on the basis of branch of government or type of responsibility, or on a basis that favors those of higher rank or pay;~~
- ~~(v) In the form of loans from banks and other financial institutions on terms generally available to the public; or~~
- ~~(vi) In the form of a reduced membership or other fees for participation in organization activities offered to all government employees by professional organizations if the only restrictions on membership relate to professional qualifications.~~
- ~~t. A plaque, trophy or other item that is substantially commemorative in nature and that is extended for presentation.~~
- ~~u. Golf or tennis; food or refreshments of nominal value and catered food or refreshments, meals or beverages consumed on the premises from where they were purchased.~~
- ~~v. Donations of products from an Illinois company that are intended primarily for promotional purposes, such as display or free distribution, and are of minimal value to any individual recipient.~~
- ~~w. An item of nominal value such as a greeting card, baseball cap or T-Shirt.~~
- a. Educational materials, training, conferences and missions. This exception may be further defined by rules adopted by the Board of Ethics.
- b. Travel expenses for a meeting to discuss District or Board or Commission business. This exception may be further defined by rules adopted by the Board of Ethics.
- c. Gift from Relative. A gift from a prohibited source who is also a Relative of the recipient Official, board or commission appointee or Employee or their spouse or Relative living with them.
- d. Gift on basis of personal friendship. A gift from a prohibited source who is also a personal friend of the recipient Official, board or commission appointee or Employee or their spouse or Relative living with them, provided by that individual on the basis of the personal friendship unless the Official, board or commission appointee or Employee has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the Official, board or commission appointee or Employee and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, Board of Ethics shall consider the circumstances under which the gift was offered, such as:
 - (i). The history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals, particularly the history of the relationship pre-dating the official position or employment of the Official, board or commission appointee or Employee;
 - (ii). Whether to the actual knowledge of the Official, board or commission appointee or Employee the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and
 - (iii). Whether to the actual knowledge of the Official, board or commission appointee or Employee the individual who gave the gift also at the same time gave the same or similar gifts to other officials or employees or their spouses, domestic partners, civil union partners or Relatives living with them.

- e. Food or refreshments not exceeding \$75.00 per person. Food or refreshments not exceeding \$75.00 per person in value on a single calendar day; provided that the food or refreshments are consumed on the premises from which they were purchased or prepared or catered. For purposes of this subsection, the term "catered" means food or refreshments that are purchased ready to eat and delivered by any means.
- f. Food, refreshments, lodging, transportation, etc., from outside employment. Food, refreshments, lodging, transportation, and other benefits resulting from the outside business or employment activities (or outside activities that are not connected to the duties of the Official, board or commission appointee or Employee as an office holder or employee) of the Official, board or commission appointee or Employee, or the spouse, domestic partner, or civil union partner of the Official, board or commission appointee or Employee, if the benefits have not been offered or enhanced because of the official position or employment of the Official, board or commission appointee or Employee, and are customarily provided to others in similar circumstances.
- g. Intra-governmental and inter-governmental gifts. For the purpose of this article "intra-governmental gift" means any gift given to an Official or Employee of the District or board or commission appointee from another Official or Employee of the District or the same board or commission; and "inter-governmental gift" means any gift given to an Official, board or commission appointee or Employee of the District by an official, board or commission appointee or employee of a Cook County agency or department, of a State of Illinois agency, of a Federal agency, or of any governmental entity.
- h. Bequests. Bequests, inheritances, and other transfers at death.
- i. Items valued at less than \$100.00. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.00.

Each of the exceptions listed in this subsection is independent of one another.

- 3. An Official, board or commission appointee or Employee does not violate this section if the Official, board or commission appointee or Employee promptly takes reasonable action (within 30 days of receipt) to return the prohibited gift to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under Section 501(c)(3) of the Internal Revenue Code of 1986, as now or hereafter amended, renumbered, or succeeded.
 - 4. Gifts which have a value of greater than \$100.00 (or a series of gifts with an aggregate value of greater than \$100.00 from one prohibited source during any calendar year) received by any Official, board or commission appointee or Employee from a prohibited source shall be disclosed to the Board of Ethics by the recipient within ten business days of receipt. The disclosure shall include the name and government title of the recipient; the name, address, occupation and employer of the donor; a description of the gift and its value; and the intended use or disposition of the gift. This requirement applies with equal force to gifts that are excepted from the restriction in Subsection (1) of this section and gifts for which an Official, board or commission appointee or Employee has taken an action under Subsection (3) of this section in order to remain compliant with Subsection (1).
 - 5. Any and all gifts having a value greater than \$100.00 and received by an Official, board or commission appointee or Employee for participating in speaking engagements, lectures, debates or organized discussion forums arising out of their District employment shall be disclosed to the Board of Ethics within ten business days of receipt.
3. ~~Attendance at Events.~~

- ~~a. An Official or Employee may accept an offer of free attendance at a widely attended convention, conference, symposium, forum, panel discussion, dinner, viewing, reception or similar event, provided by the sponsor of the event, if:
 - ~~(i) The Official or Employee participates in the event as a speaker or a panel participant, by presenting information related to government, or by performing a ceremonial function appropriate to the Official's or Employee's official position or employment;~~
 - ~~(ii) Attendance at the event is appropriate to the performance of civic affairs in Cook County or the official duties or representative function of the Official or Employee.~~~~
- ~~b. An Official or Employee who attends an event described in subsection a. may accept a sponsor's unsolicited offer of free attendance at the event for an accompanying individual.~~
- ~~c. An Official or Employee or the spouse or dependent thereof may accept a sponsor's unsolicited offer of free attendance at a charity event, except that reimbursement for transportation and lodging may not be accepted in connection with the event.~~
- ~~d. For the purposes of this Section, the term "free attendance" may include waiver of all or part of a conference or other fee, the provision of transportation or the provision of food, refreshments, entertainment and instructional materials furnished to all attendees as an integral part of the event. The term does not include entertainment collateral to the event, nor does it include food or refreshments taken other than in a group setting with all or substantially all other attendees, except as authorized under subsection 1-13-2:D.2.u.~~

E. *Reimbursement.*

1. A reimbursement, (including payment in kind) to an Official or Employee from a private source other than a registered lobbyist or agent of a foreign principal for necessary transportation, lodging and related expenses for travel to a meeting, speaking engagement, fact finding trip or similar event in connection with the duties of the Official or Employee shall be deemed to be a reimbursement to the District and not a Gift prohibited by this Chapter if the Official or Employee:
 - a. Discloses the expenses reimbursed or to be reimbursed and the authorization to the Board within 30 days after the travel is completed; and
 - b. In the case of an Employee, receives advance authorization, from the Official or other Employee under whose direct supervision the employee works to accept reimbursement.
2. For purposes of subsection (a), events, the activities of which are substantially recreational in nature, shall not be considered to be in connection with the duties of an Official or Employee as an office holder or employee.
3. Each advance authorization to accept reimbursement shall be signed by the Official or other Employee under whose direct supervision the Employee works and shall include:
 - a. The name of the Employee;
 - b. The name of the person who will make the reimbursement;
 - c. The time, place and purpose of the travel; and
 - d. A determination that the travel is in connection with the duties of the Employee as an Employee and would not create the appearance that the employee is using public employment for private gain.

4. Each disclosure made under subsection (a) of expenses reimbursed or to be reimbursed shall be signed by the Official (in the case of travel by the Official) or by the Official or other Employee under whose direct supervision the Employee works (in case of travel by an Employee) and shall include:
 - a. A good faith estimate of total transportation expenses reimbursed or to be reimbursed;
 - b. A good faith estimate of total lodging expenses reimbursed or to be reimbursed;
 - c. A good faith estimate of total meal expenses reimbursed or to be reimbursed;
 - d. A good faith estimate of the total other expenses reimbursed or to be reimbursed; and
 - e. A determination that all those expenses are necessary transportation, lodging and related expenses.
- F. *District Owned Property.* No Official or Employee shall engage in or permit the unauthorized use of District-owned or -leased property. District-owned and District-leased property shall only be used for official District business.
- G. *Use or Disclosure of Confidential Information.* No Official or Employee shall use or disclose, other than:
 1. In the performance of his Official duties;
 2. As may be required by law; or
 3. As permitted in subsection 1-13-2:N. of this Chapter,

Confidential information gained in the course of or by reason of his position or employment. For purposes of this subsection, "confidential information" means any information that may not be obtained pursuant to the Illinois Freedom of Information Act, as amended.

H. *Conflicts of interest.*

1. No Official or Employee shall make, or participate in making, any governmental decision with respect to any matter in which the Person, the Person's spouse or minor child has any Economic interest distinguishable from that of the general public.
2. Any Employee who has a conflict of interest as described by subsection 1. above shall advise his or her supervisor of the conflict or potential conflict. The immediate supervisor shall either:
 - a. Assign the matter to another Employee, or
 - b. Require the Employee to eliminate the Economic interest giving rise to the conflict and only thereafter shall the Employee continue to participate in the matter.
3. Any Official who has a conflict of interest as described by subsection 1. above shall disclose the conflict of interest and shall not take any action or make any decisions regarding that particular matter.

I. *Representation of Other Persons.*

1. No Official or Employee may represent, or have an economic interest in the representation of any Person other than the District in a formal or informal proceeding or transaction before any District agency in which the agency's action or non-action is of a non-ministerial nature.
2. No Official or Employee may have an economic interest in the representation of any Person in any judicial or quasi-judicial proceeding before any administrative agency or court in which the District is a party and that Person's interest is directly adverse to that of the District.

3. No Official or Employee may represent any Person in the circumstances described in subsection 1. or 2. unless the matter is wholly unrelated to the Official's or Employee's District duties and responsibilities.

J. *Post Employment Restrictions.*

1. No former Official or Employee shall assist or represent any Person other than the District in any judicial or administrative proceeding involving the District if the Official or Employee was counsel of record or participated personally and substantially in the proceeding during his or her term of office or employment.
2. No former Official or Employee shall for a period of one year after the termination of the Official's or Employee's term of office or employment assist or represent any Person in any business transaction involving the District, if the Official or Employee participated personally and substantially in that transaction during his or her term of office or employment.

K. *Interest in District Business.* No Official or Employee shall have a Financial interest in his or her own name or in the name of any other Person in any contract, work or business of the District or in the sale of any article, whenever the expense, price or consideration of the contract, work, business or sale is paid with funds belonging to or administered by the District. Compensation for property taken pursuant to the District's eminent domain power shall not constitute a Financial interest within the meaning of this section. Unless sold pursuant to a process of competitive bidding following public notice, no Official or Employee shall have a Financial interest in the purchase of any property that:

- (1) Belongs to the District, or
- (2) Is sold for taxes or assessments, or
- (3) Is sold by virtue of legal process at the suit of the District.

No appointed Official shall engage in a transaction described in this section unless the matter is wholly unrelated to the Official's District duties and responsibilities.

L. *Employment of Relatives.*

1. No Official or Employee shall participate in a hiring decision, in any agency over which such Official or Employee either serves or exercises immediate supervision with respect to any Person who is a Relative of the Official or Employee. ~~For purposes of this subsection, Employment of Relatives, Relative shall mean a person who is related to an Official or Employee as spouse or any of the following, whether by blood, marriage or adoption: parent, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, father in law, mother in law, son in law, daughter in law, brother in law, sister in law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother or half sister.~~
2. No Official or Employee, on behalf of any District agency, shall participate in a decision whether to contract with any Person with whom or in which the Official or Employee knows that a Relative of that Official or Employee has a Financial interest.

M. *Political Activity.*

1. No District Official or Employee shall compel, coerce or intimidate any District Official or Employee to make or refrain from making any political contribution. No District Official, board or commission appointee shall directly solicit any political contribution from their employees, the spouses, domestic partners or civil union partners of, or Relatives living with, their employees. Nothing in this section shall be construed to prevent any Official or Employee from voluntarily making a contribution or from receiving a voluntary contribution.

2. No Employee with contract management authority nor board or commission appointee of a District Official whose board or commission appointment provides for compensation and requires confirmation by the Forest Preserve District Board of Commissioners shall serve on the political committee of any elected official or candidate for Cook County office.
3. District Employees shall not intentionally perform any prohibited political activity during any compensated time (other than vacation, personal, or compensatory time off). District Employees or Officials shall not intentionally misappropriate any District property or resources by engaging in any prohibited political activity for the benefit of any campaign for elective office or any political organization or political committee.
4. At no time shall any Official or Employee intentionally misappropriate the services of any District Employee and at no time shall any board or commission appointee misappropriate the services of any board or commission employee by requiring that employee to perform any prohibited political activity:
 - (1) As part of that Employee's District duties or, in the case of a board or commission, as part of that employee's board or commission duties;
 - (2) As a condition of District employment or, in the case of a board or commission, as a condition of board or commission employment; or during any time off that is compensated by the District or board or commission (such as vacation, personal, or compensatory time off).
5. A District Employee or board or commission appointee shall not be required at any time to participate in any prohibited political activity in consideration for that Employee being awarded any additional compensation or employee benefit, in the form of a salary adjustment, bonus, compensatory time off, continued employment, or otherwise.
6. A District Employee or board or commission appointee shall not be awarded any additional compensation or employee benefit, in the form of a salary adjustment, bonus, compensatory time off, continued employment, or otherwise, in consideration for the Employee's participation in any prohibited political activity.
7. Nothing in this Section prohibits activities that are otherwise appropriate for a District Employee or board or commission appointee to engage in on a voluntary basis as permitted by law.
- ~~2.8.~~ Political preference, contributions to political campaigns, political activities or political sponsorship shall not be required as a condition to employment or promotion in the District.

N. *Whistleblower Protection.* No complainant, or Employee acting on behalf of a complainant, shall be discharged, threatened or otherwise discriminated against regarding Compensation, terms, conditions, location or privileges of employment because:

1. The complainant or Employee acting on behalf of the complainant reports or is about to report, verbally or in writing, a violation or suspected violation of this Chapter; or
2. The complainant or Employee acting on behalf of the complainant is requested to participate in an investigation, hearing or inquiry held pursuant to this Chapter, or in any related court action.

This section shall not apply to a complainant, or Employee acting on behalf of a complainant, who knowingly makes a false report.

O. *Limitations of Contributions to Candidates and Elected Officials.*

1. No person who has done business with the District within the preceding four years or is seeking to do business with the District shall make contributions in an aggregate amount exceeding \$1,500.00:
 - a. To any candidate for District office or elected District official during a Single Candidacy; or
 - b. To an elected Official of the government of the District during any non-election year of his or her term.

The combined effect of these provisions is intended to permit total contribution up to but not exceeding \$3,000.00 in a year in which a candidacy occurs. A year for purposes of this section is from January 1 to December 31 of each year.

2. For purposes of subsection 1. above, an entity and its subsidiaries, parent company or otherwise affiliated companies, and any of their employees, officers, directors and partners who make a political contribution for which they are reimbursed by the entity or its affiliates shall be considered a single Person.

However, nothing in this provision shall be construed to prohibit such an employee, officer, director or partner from making a political contribution for which such individual ~~he~~ is not reimbursed by a Person with whom such individual ~~he or she~~ is affiliated, even if that Person has made the maximum contribution allowed under subsection 1.

3. Any contributions made under this Section of this Chapter shall be reported as required by the Election Code, 10 ILCS 5/1-1 et. seq.
4. For purposes of subsection 1. above, "done business" or "doing business" means any one or any combination of sales, purchases, leases or contracts to, from or with the District or any District agency in excess of \$10,000.00 in any 12 consecutive months.
5. For purposes of subsection 1. above, "seeking to do business" means taking action within the past six months to obtain a contract or business with the District when, if such action were successful, it would result in the person doing business with the District as defined in subsection 4. above.

Effective date: This ordinance shall be in effect immediately upon adoption.