



2015

ANNUAL REPORT

2015 Member Communities

Counties: Lake County, LaPorte County, Porter County, Cities: Crown Point, East Chicago, Gary, Hobart, Valparaiso, Whiting, Towns: Burns Harbor, Cedar Lake, Chesterton, Dyer, Hebron, Highland, Lowell, Merrillville, Munster, Ogden Dunes and Schererville

BRINGING ETHICS AWARENESS AND TRAINING TO OUR COMMUNITIES

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SHARED ETHICS ADVISORY COMMISSION

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SEAC's Tenth Anniversary

In November 2005, the town councils of Highland and Munster and the City Council of Crown Point met together at Teibel's Restaurant in Schererville. After discussion, each council in succession approved the Interlocal Agreement that created the Shared Ethics Advisory Commission (SEAC). Ten years later, SEAC has grown from the original three to twenty member communities. Pictured below are those attending SEAC's November 2015 meeting.



Pictured seated: Karl Besel, Shared Ethics Officer, Calvin Bellamy, Commission President, Anna Rominger, Vice President. Standing: Art Russell, Dorothy Bass, Patricia Carlisle, Brian Lowry, Tom Malinowski, Bob Philpot, Karen Marben, Art Burkman, Patricia Ernest, Dennis Rittenmeyer, Hope Hickman-Mason and Steve Grandfield.



2015 Annual Report

We are pleased to submit this annual report to our member communities pursuant to Article 6 (c) of the Interlocal Agreement that established the Shared Ethics Advisory Commission (SEAC or Commission). Principal activities during calendar year 2015 are summarized in the following paragraphs of this report.

A. SEAC Structure and Organization. During 2015, SEAC continued its active programs of municipal employee training and community engagement, always with the goal of heightening awareness of ethical issues in local government. Important to achieving our mission is effective organization of our activities. The following paragraphs of this section summarize 2015 efforts to enlarge and strengthen SEAC's structure and organization.

Additional Member Communities. For the second year in a row, SEAC was able to welcome several new communities. Three joined in 2014 and six more in 2015. With Lake and Porter Counties joining LaPorte county, all three counties in our service area are now members. Also joining were the City of Valparaiso and the Towns of Burns Harbor, Cedar Lake and Merrillville. We are hopeful that 2016 will be the third consecutive year of significant growth.

New Commissioners. Our new members brought us several new Commissioners. We were pleased to welcome Dorothy Bass (Valparaiso), Andy Bozak (Burns Harbor) and Art Russell (Merrillville). The originally designated Cedar Lake representative was not able to attend our meetings because of a scheduling conflict. Hopefully, the town council will appoint a replacement soon. Existing members also made new appointments: Karen Biernacki joined as LaPorte County's representative and Tom Malinowski was chosen to represent Schererville. A current list of Commissioners is attached as Exhibit A.

Commissioner Resignations/Vacancies. Dyer's representative Sandy Sidock resigned, pending her move to another community. Maxine Cole resigned for health reasons. Both will be missed. In addition to these vacated seats, we await appointment of representatives by Lake County and Cedar Lake. We look forward to welcoming individuals from these four members early in 2016.

Commission Leadership. In January, Calvin Bellamy and Anna Rominger were re-elected as Commission President and Vice President. Shared Ethics Officer Joseph Pellicciotti resigned because of his relocation to the State of Washington. Joe made an outstanding contribution to SEAC. His insights and wise counsel will be greatly missed.

Fortunately, the new Assistant Dean and Director of the IUN School of Public and Environmental Affairs Karl Besel has agreed to serve as our new Shared Ethics Officer.

Commission Meetings. Regular meetings of the Commission occur every other month and in 2015 were held on January 21st, March 18th, May 20th, July 15th, September 16th and November 18th. The last five meetings were held at the Construction Advancement Foundation (CAF) in Portage. Though the City of Portage was not a member in 2015, its geographical location best suits the regional footprint of our three county organization. CAF has been very generous to us, welcoming us to their facility without cost for room space or refreshments. We will continue to meet there at least through early 2016 while we continue to discuss other meeting locations.

Web Site. Our well-visited website (51,208 visitors and 6975 unique IPs) is now in its fourth year. Commissioner Patricia Earnest oversees the site. Throughout the year, the site was updated as developments occurred. One new feature was the posting of the case studies used at the 2015 Ethics Summit along with the list of ethical issues identified for each case by Summit participants. The cases and summary discussions of each could serve as an online ethics tutorial for anyone visiting our site at www.sharedethics.com.

SEAC Organization. Membership now consists of twenty entities representing counties, cities and towns. With growth comes more complexity. To prepare ourselves for this reality, Dan Lowery, President of Calumet College, attended SEAC's July meeting to lead participants through a logic diagram to help us understand our priorities and organizational challenges. As a result of that process, six committees were formed -- Training; Monitoring and Evaluation; Elected Officials and Managers Liaison; Marketing; Laws and Regulations; and Future Directions. Some of the committees began meeting late in 2015. Others will be activated as projects within their sphere need attention.

Another adjustment necessitated by our membership growth is the establishment of a permanent office with at least a part time staff and perhaps intern, dedicated telephone line and e-mail and street addresses. In November formal discussions began with the Northwestern Indiana Regional Planning Commission (NIRPC). NIRPC serves as Northwest Indiana's Council of Governments. This designation along with the location of its building next to CAF makes NIRPC the ideal site for the SEAC office. At year end, we await the Board of Delegates approval of SEAC's 2016 budget which includes a \$7,500 expense item for establishing our first permanent office.

B. Funding Issues. The prospect of added expenses from establishing a permanent office increases the financial strain we are experiencing as we continue to expand our training and related activities. A significant surplus was built up in our early years as we were trying to define our mission. While our recent budgets significantly exceeded revenue, actual expenditures were close to revenue. With the opening of an office sometime in 2016, this will no longer be true. Our surplus gives us a two or three year "cushion." But in the not too distant future additional revenue will be needed.

Not wanting to wait, the Future Directions Committee and the Board of Delegates have separately been discussing this issue. One solution is to restore the annual membership fees to the original levels. Doing so would virtually cover the expected revenue short fall. Fees were increased modestly in 2014 and may be again in the future. However, membership growth might

cover the short fall even without a substantial fee increase since SEAC's incremental cost to provide training for additional member's employees is modest. Another approach is to seek foundation funding on a multi-year basis, say three years. If a foundation source could be found to cover an interim period and if membership growth occurs during that period, we would likely be self-sufficient. This process will be managed carefully to ensure that there is always adequate funding for our essential services.

C. 2015 Training. Ethics training is at the heart of SEAC's mission and 2015 was a very busy training year. We now have over 60 public employees who have been prepared as ethics trainers. They have attended half day training on how to present any of the four training courses SEAC has developed. There is also a 12 minute video available to them to supplement their presentations. Their mission is to train co-workers on the techniques of ethical decision-making through dialog and discussion of real-life case studies. For specialized presentations, professional trainers are retained. Specifically in 2015, the following training activities have occurred.

Train-the-Trainer. Because of the significant number of new members, the Commission hosted three half-day Train-the-Trainer sessions -- on May 19th, June 2nd and August 14th. These interactive sessions are designed to enable full time public employees to assume the added responsibility of conducting ethics training for their co-workers.

Employee Training. Trainers and member communities were strongly urged to conduct ethics training during the last half of 2015. For new communities, this would be their employees' initial introduction to ethics training. For longer-term members, additional training would be in the nature of a refresher. Some members already have ethics training in the regular rotation of their annual training schedule and we highly commend them for that commitment.

Employee Survey. A particularly strong training push was made because again in 2015, we have asked member communities to poll their employees using the twelve question survey (with slight modifications) that we used in 2009 and 2012. This survey asks questions about employees' awareness of ethics issues and their knowledge of their community's procedures for lodging ethics complaints. (See Exhibit B for a copy of the Survey.) At year-end and continuing into early 2016 the survey was being completed. Analysis will follow and a separate report issued to member communities. Since this will be the third time the survey has been administered, the report will also include a trend line. The survey is one way for SEAC to validate our training efforts. For the first time, member communities were encouraged to offer the survey on line, an option made available to SEAC through a partnership with Indiana University Northwest.

Internal Training. SEAC recognizes that its own Commissioners need to keep current on ethics issues. One way individual members do so is by attending Train-the-Trainer sessions, other training programs hosted by SEAC, and especially by participating in our annual Ethics Summit. In addition, from time to time at SEAC meetings, the entire Commission reviews and discusses ethics issues. For example, the Commission has reviewed proposed Indiana whistleblower language, been guided by Dan Lowery to think more deeply about organization and mission issues, and throughout the year discussed various media reports on ethical related issues.

Board and Commission Training. On August 31st, SEAC hosted an evening training session for private citizens who serve on their community's boards and commissions. Many elected officials also attended. A main focus of this training is helping participants identify possible conflicts of interest. Participant evaluations were positive, but the audience was the smallest of the three times we have hosted this training. Perhaps the end of August was not the best time. The previous two sessions were much later in the Fall.

D. New Member Recruitment. SEAC has been successful in adding new members over the past two years. However, several communities in our three county service area have not yet made the decision to join. LaPorte County cities and towns present us with a particular challenge. So far, none has decided to join despite efforts directed toward Michigan City and the City of LaPorte. Why is our success so low in LaPorte County?

As other communities have, both Michigan City and LaPorte cite tight budgets. Our fees are modest (See Exhibit C) but to a community with revenue challenges maybe the thought of adding one more expense just adds to the leadership's woe. Perhaps another factor is also present. The city and town political leadership in LaPorte County seems unfamiliar with what the Commission does. We have almost no media coverage there. Very few LaPorte County local candidates signed the Candidate Ethics Action Pledge (See next section.)

As 2015 was drawing to a close, several SEAC Commissioners were making a renewed effort to raise our visibility there. Hopefully, we will gain one or two members from LaPorte County in 2016. As has happened elsewhere, once we have a few members, others seem to have greater confidence in and awareness of SEAC's work.

Meanwhile, there are still several communities in Porter and Lake Counties that have yet to join. The largest cities in each county plus several smaller communities need to be visited or revisited.

The following chart reports the status of our recruitment efforts:

Counties	Current Members	Total Eligible
Lake	13	20
LaPorte	1	11
Porter	6	13
Total	20	44

New member recruitment will be an ongoing mission as long as there are communities in Lake, LaPorte and Porter Counties that are not members.

E. Candidates Ethics Action Pledge. Again for the 2015 local elections (primary and general), candidates for every town and city office were asked to sign the Candidates Ethics Action Pledge by which they commit, if elected, to support (a) employee ethics training, (b) adoption of a strong local ethics ordinance and (c) whistleblower protection for employees who raise ethics issues. See Exhibit D for a copy of the Pledge. It is also important to note what the Pledge does NOT require. The Pledge does not ask the signers to be personally ethical. We felt it would be presumptuous to ask candidates to attest to their personal ethics. We would like to assume that

all candidates are personally ethical. Nor does the Pledge ask the candidate to pledge to support joining SEAC. Communities have many options once they decide to provide ethics training. We think joining SEAC is the best and most cost effective way for a community to do so, but we are more interested in making sure that some form of ethics training is presented.

Despite our efforts to make clear what we are asking of them, several candidates have taken the time to express their uncertainty about this, sometimes in rather strong terms. We continue to review Pledge language and the cover letter that accompanies it to further clarify what the commitment entails.

Candidate Response. Despite occasional hesitations, there was a strong positive response to the Pledge. In SEAC's three county service area, there were 397 candidates in the general election. Altogether 215 signed the Pledge. The best response was from Lake County candidates -- 135 or 68% signed. Porter County had 57 candidates sign which was a 55% positive response. LaPorte County lagged with only 23 candidates (24%) signing. The light response from LaPorte County candidates is another indication that SEAC needs to raise our visibility there. A special thanks is owed to the TIMES Media Company for publishing the list of candidates who had signed the Pledge.

Pledge Follow-Up. Early in 2016, as newly elected officials take their offices and become familiar with their duties, SEAC Commissioners will be contacting those individuals who signed the Pledge in non-member communities. We will be seeking their assistance in gaining an audience before their councils to present our case. This may be our best chance to spread our message and gain new members. We always seek broad support and consensus in approaching a new community. Successful membership requires ongoing cooperation from town or city leadership. Without it, we will not have access to their employees.

F. Ethics Policy Checklist. A major project of 2014 was the development of a list of topics that should be addressed in each community's policies relating to ethics issues. That effort involved review of policies from local communities and also several from other parts of the country. This checklist was updated and refined during 2015, distributed to all member communities, and posted on our website.

G. Ethics Summit. Formerly known as "Ethics in Government Breakfast," the 2015 event was renamed Ethics Summit and the format changed in a significant way. The event continued to have a keynote speaker (Indiana Supreme Court Justice Robert Rucker) and a local response panel (attorney Marce Gonzalez, professor Ellen Szarleta and Chesterton Town Manager Bernie Doyle). What was different in 2015 was the use of case studies, table discussions and reports on ethical issues raised in the cases, followed by participant voting using individual electronic keypads. Despite multiple microphone malfunctions, this new, more interactive format seemed to be well received by the large audience of public employee and officials, non-profit officers and business leaders. This was the fifth year that a breakfast meeting to discuss ethics in government was held without charge and open to the general public.

H. General Outreach. With our long standing goal of establishing an ethics culture throughout Northwest Indiana, we welcome opportunities to partner with others and gain access to public forums.

- *ONE REGION* Affiliate Membership. SEAC along with other organizations was invited to become an affiliate member of this regional organization of private and public sector leaders. We were the first to accept this invitation and hope that our affiliation will promote awareness and support for ethics training for public employees and ethics in general.
- *Community Civility Counts*. This region-wide campaign was initiated by the Greater Gary Chamber of Commerce with the goal of decreasing harsh language and aggressive confrontations while instead promoting productive and civil discourse. SEAC was asked to join in endorsing this effort which we were pleased to do by formal Resolution at our November Commission meeting. Civility is one of the core principles of our Code of Shared Ethics and Values and an issue listed in our Ethics Policy Checklist. We ask member communities to use the Checklist as a guide in reviewing their own ethics and personnel policies.
- *Northwestern Indiana Regional Planning Commission* is our area's Council of Government. As such, we have made presentations in the past to its membership, but in 2015 we sought a more formal relationship with them. Discussions were ongoing through the end of the year. The desired result is the opening of a permanent SEAC office in the NIRPC building with part-time staff.
- *Lakeshore Public Radio*. President Bellamy was interviewed on February 16th.
- *WJOB Radio*. President Bellamy participated in the station's morning call-in program on February 6th and again on April 18th.
- *Press Coverage*. Throughout 2015, the Commission's activities received wide spread coverage in local newspapers. A detailed listing of 2015 media coverage is set out in Exhibit E and is also available on our website (www.sharedethics.com).

I. Challenges/Opportunities. In November of 2015, SEAC celebrated its 10th Anniversary. We have a certain sense of accomplishment but also a feeling of restlessness for the work yet to be done. Looking beyond the immediate, some of the longer term issues that must be addressed if we are to continue to contribute to ethics awareness in Northwest Indiana include:

Member Recruitment and Retention. While we have enjoyed good growth in the past couple of years, there are many communities which have not yet joined. An ongoing mission is to work on recruiting new members. This job will not be done in a year or two and may never be done. But it must continue to be a focus. Also of concern is long-time member communities. We need to work on keeping them engaged, to keep our work fresh in their minds without burdening them too much. After having presented ethics training two or three times, there may be a tendency to think, "We've done that. Time to move on." We believe regular re-enforcement of ethical decision-making is as important as the initial presentation.

Training and Trainers. SEAC encourages member communities to present ethics training at least once every two years. It is also desirable that ethical decision-making be included in new employee orientation. One challenge is to keep training "fresh." We are always on the outlook for ways to enhance our training. In addition, to

refreshing our trainers and training courses, we need a better system of monitoring when training is occurring in our communities. We have developed a simple form for this purpose, but it has been only intermittently used. Perhaps more personal contact by Commissioners representing individual communities is needed. This matter will be further discussed during 2016 and is an important ongoing need.

Finances. SEAC can only do as much as our finances permit. Enrollment and annual membership fees have been kept low so as to minimize the barrier to joining. At the present time, actual expenditures almost match revenue and any shortfall is being covered by enrollment fees of new members and our healthy surplus build up over the years. However, this situation will change if discussions with NIRPC are successful and we then have the added expense of a physical office. Annual membership fees were increased modestly in 2014 and they could be again from time to time. Current fees are still only 60% of what was initially charged at SEAC's founding. Further membership growth, especially of larger communities, will also help since the incremental cost of adding new members is less than their fees. A third source, which will be vigorously examined in 2016, is private funders especially foundations and perhaps major local businesses.

Structure. For 10 years, the Commission has operated with staff support provided by the Town of Munster and the private office of the SEAC President. While this approach has been satisfactory up to now, it is not an acceptable management strategy to sustain SEAC indefinitely. For this reason, as has been mentioned elsewhere in this Report, discussions have occurred with NIRPC about the establishment of a permanent office with shared staff, dedicated e-mail, telephone, and postal address.

A physical office addresses one part of our structural challenge. The other aspect is the formation of active committees to decentralize some of the planning and execution of our various projects and activities. Based on the strategy session conducted by Dan Lowery in July, six committees have been formed. They are in the beginning stages of taking up their duties. If the committees realize their potential, it should make it much more likely that the office of SEAC President can be rotated without loss of momentum.

J. Achievement of 2015 Goals. SEAC set seven basic goals with two goals having several subparts. The status of those goals at year end is as follows:

- Ethics Summit -- **achieved** on March 12, 2015
- Training
 - Employee training for new communities – **achieved**
 - Repeat training for existing members – believed to have been **largely achieved**
 - Training for Department Heads (**deferred**) and Board and Commission members – **achieved** on August 31, 2015
 - Train-the-Trainer Sessions -- **achieved** on May 19th, June 2nd and August 14th
 - Employee Survey – **ongoing** with the survey largely completed in 2015. Analysis and Report scheduled for 2016.

- Member Recruitment/Public Outreach
 - Lake and Porter Counties -- **achieved**/6 new members
 - LaPorte County -- **ongoing** efforts
 - Public Presentations -- **ongoing** with three radio interviews, extensive press coverage
 - Township/School District outreach -- **offered, no takers**
- Candidates Ethics Action Pledge -- **achieved** with 215 candidate signatures
- Website Upgrade -- **ongoing** with periodic updates
- Best Practices/Ethics Policy Checklist – **achieved**/upgraded and distributed
- Partnership with Attorney General -- **achieved** to the extent possible
(Note: program may be on hold pending further review by the Attorney General.)

K. 2016 Goals. For 2016, SEAC will focus our efforts on advancing ethics in local government at least in these ways:

- Promote training in ethical decision-making in the following manner:
 - Host a sufficient number of Train-the-Trainer sessions to accommodate trainers from new communities and new trainers from existing communities.
 - Increase SEAC interaction with our trainers to introduce new materials and gather their input.
 - Develop a more effective method of monitoring when employee training is occurring.
 - Host an evening training session for private citizens who are members of boards and commissions.
- Actively work to recruit new members in all three counties, with a special emphasis on LaPorte County communities.
- Host another Ethics Summit in 2016.
- Contact all 2016 municipal and county candidates and solicit their signatures on a revised Candidates Ethics Action Pledge and seek media coverage for this project.
- Explore alternative funding sources to supplement enrollment and annual fees already being collected from member communities.
- Continue to update and, where possible, upgrade our website.

- Fully engage our new committee structure with the objective of having each of them assume responsibility for projects and activities in their defined areas.
- Establish a permanent office with staff to assist in accomplishing Commission projects and tasks.

L. Conclusion: Much was accomplished during a very eventful 2015. But much more remains to be done. SEAC's limited mandate is a reminder that our work is only one piece but an important piece in a larger mosaic required for Northwest Indiana to develop a strong regional ethics culture, which is our long term goal. Lacking authority to advise or adjudicate specific cases, we have to depend on member communities having clearly stated personnel policies to address disputes and local prosecutors and the U.S. attorney to prosecute law violators. SEAC operates on the firm belief that the overwhelming majority of public employees want to do the right thing and come to their positions already equipped with a general understanding of right and wrong. However, a general understanding is not always enough when confronted with a specific situation. We believe that our training with practical case studies provides the extra understanding needed when employees meet specific situations in the context of public service employment.

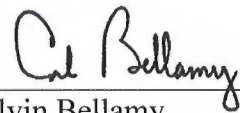
Of course, there are always going to be some "bad apples." Ethics training will not help or deter people bent on placing personal gain over public good. For people of this orientation, law enforcement is the appropriate remedy. SEAC's goal is to help good people serve the public even better. The communities who have committed to ethics training are equipping their employees with a thought process that will assist them in doing so.

Comments, suggestions, relevant input of any kind would be most welcome!

Respectfully Submitted,
on January 20, 2016



Karl Besel
Shared Ethics Officer



Calvin Bellamy
Commission President

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2015
EXHIBITS

EXHIBIT A

SEAC COMMISSIONERS

Shared Ethics Advisory Commission as of January, 2016 (20 Communities)

<p><u>Burns Harbor</u> Phyllis Constantine</p>	<p><u>Hebron</u> Mark Waywood Retired Teacher</p>	<p><u>Porter County</u> Scott Young Marketing Executive</p>
<p><u>Cedar Lake</u> (Vacant)</p>	<p><u>Highland</u> Rev. Arthur Burkman Retired Lutheran Minister</p>	<p><u>Schererville</u> Tom Malinowski Retired Arcelor Mittal</p>
<p><u>Chesterton</u> Patricia A. Carlisle Retired Purdue North Central Administrator</p>	<p><u>Hobart</u> Rev. Jamie Ward Sunrise Church Hobart</p>	<p><u>Whiting</u> Brian Lowry Marketing Consultant, Shoreline Consulting</p>
<p><u>Crown Point</u> Patricia H. Earnest Retired Librarian</p>	<p><u>Lake County</u> (Vacant)</p>	<p><u>Valparaiso</u> Dorothy Bass</p>
<p><u>Dyer</u> Albert Martinez Retired Firefighter</p>	<p><u>LaPorte County</u> Karen Biernacki CEO, Family Advocates</p>	<p><u>At Large</u> Calvin Bellamy, J.D. Attorney, Krieg DeVault LLP</p>
<p><u>East Chicago</u> (Vacant)</p>	<p><u>Lowell</u> Ray Raszewski</p>	<p><u>At Large</u> Dennis Rittenmeyer, Ph.D. Retired Calumet College President</p>
<p><u>Gary</u> Hope Hickman-Mason Businesswoman</p>	<p><u>Merrillville</u> Art Russell Centier Bank Vice President</p>	<p><u>At Large</u> Anna Rominger, J.D. (Dean) Dean IUN School of Business</p>
	<p><u>Munster</u> Richard W. Maroc, J.D. Attorney/Retired Criminal Court Judge</p>	<p><u>Shared Ethics Officer</u> Karl Besel IUN Assistant Dean</p>
	<p><u>Ogden Dunes</u> Dr. Steve Granfield Merrillville Podiatrist</p>	

EXHIBIT B

EMPLOYEE ETHICS SURVEY

SHARED ETHICS ADVISORY COMMISSION

EMPLOYEE ETHICS SURVEY

Fall, 2015

Dear local official or employee,

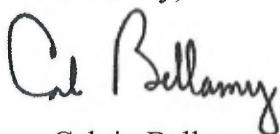
The Shared Ethics Advisory Commission is very interested in your response to the following questions about ethics in your workplace. The purpose of the survey is to determine your awareness of ethical issues and your familiarity with procedures for reporting alleged unethical behavior in the workplace.

While this survey is voluntary, we sincerely hope you will take a few minutes to complete it, seal it in the attached envelope and mail it to us. **Please respond within one week.** The results will be tabulated at Indiana University Northwest. The information will give us valuable insight on how best to serve you and the residents of our participating communities. Based on the results, future ethics training may be revised and recommendations developed about ethical processes.

PLEASE NOTE: This survey is voluntary and is intended to be anonymous. Please do not refer to specific individuals in your answers and do not place your name anywhere on the survey.

Thank you for your participation in this important project.

Sincerely,



Calvin Bellamy,
Commission President

1. Please circle your local government unit.

Burns Harbor	East Chicago	Lake County	Ogden Dunes
Cedar Lake	Gary	La Porte County	Porter County
Chesterton	Hebron	Lowell	Schererville
Crown Point	Highland	Merrillville	Valparaiso
Dyer	Hobart	Munster	Whiting

2. Before you received this survey were you aware of the Shared Code of Ethics and Values created by the Shared Ethics Advisory Commission? Yes _____ No _____
3. Have you attended an ethics training program in the last 24 months? Yes _____ No _____
4. How important do you think ethics training is for you and your co-workers on a scale of 1 to 10 with 10 being the most important? 1 2 3 4 5 6 7 8 9 10 (Circle One)

PLEASE CONTINUE ON THE OTHER SIDE

5. During the last 12 months have you witnessed unethical behavior in your workplace?
Yes _____ No _____
6. Are you aware of the process for reporting alleged unethical behavior in your workplace?
Yes _____ No _____
7. Have you ever asked anyone in authority in your workplace for advice on any ethical issues?
Yes _____ No _____
8. Have you ever reported alleged unethical misconduct to someone in authority at your work place?
Yes _____ No _____
9. Would you report alleged unethical behavior in your workplace?
Yes _____ No _____
10. If you were to report alleged unethical behavior, do you think someone would care enough to take action?
Yes _____ No _____
11. If you were to report alleged unethical behavior, do you believe it would receive a fair and appropriate response?
Yes _____ No _____
12. What ethical issues are you most concerned about in your workplace? (Mark all that apply)
- a. _____ Misuse of city/town resources
 - b. _____ Favoritism (employee receiving undeserved or unclaimed rewards)
 - c. _____ Conflict of interest
 - d. _____ Other (Please specify) _____
- _____
- e. _____ None

13. Do you have any recommendations for the Shared Ethics Advisory Commission on how to improve ethics awareness in your workplace? Yes _____ No _____ If yes, please explain.

Thank you for taking the time to complete this survey.

EXHIBIT C

COST OF MEMBERSHIP

Shared Ethics

ADVISORY COMMISSION

Who Belongs

The following communities have joined the Commission: Counties: Lake County, LaPorte County, Porter County, Cities: Crown Point, East Chicago, Gary, Hobart, Valparaiso, Whiting, Towns: Burns Harbor, Cedar Lake, Chesterton, Dyer, Hebron, Highland, Lowell, Merrillville, Munster, Ogden Dunes and Schererville.

Cost of Membership*

Enrollment Fee

	<u>Lump Sum</u>	<u>Two Installments</u>
More than 150 employees	\$5,000	\$2,500/2,500
101 to 150 employees	\$2,500	\$1,250/1,250
50 to 100 employees	\$1,500	\$ 750/750
Less than 50 employees	\$ 500	\$ 250/250

Annual Membership Fee (after satisfying Enrollment Charge)

More than 150 employees	\$1,800
101 to 150 employees	\$ 900
50 to 100 employees	\$ 300
Less than 50 employees	\$ 150

* Subject to Annual Review

Note: Our three training programs and the Ethics Summit are provided to member communities free of charge. Their annual membership fee covers the cost. The Ethics Summit is a free event open to the public.

BRINGING ETHICS AWARENESS AND TRAINING TO OUR COMMUNITIES

Visit us online at www.sharedethics.com

EXHIBIT D

**2015 CANDIDATE ETHICS
ACTION PLEDGE**



2015 Candidate Ethics Action Pledge

If elected to the office I seek, I commit myself to being an advocate for ethical practices within my realm of responsibility. Specifically, I pledge to making **formal ethics training** available to all employees subject to my authority. Further, I will promote and support policies and procedures that include an **Ethics Code** reflecting the spirit of the Code of Shared Ethics and Values of the Shared Ethics Advisory Commission. (Text of the Code can be found at www.sharedethics.com at the "Information Center" link).

In addition, I will advocate for and support adoption of **enforcement procedures** which permit employees to raise ethical concerns in a manner **protecting them from retribution**.

Dated: _____

Signature

Community

Office Sought

Printed Name

Return by: October 15, 2015

Return to: Calvin Bellamy, Shared Ethics Advisory Commission, 8001 Broadway, Suite 400,
Merrillville, IN 46410 or cbellamy@kdlegal.com.

EXHIBIT E

MEDIA COVERAGE

The work of the Commission has received widespread media coverage. Thanks are owed to local media for their strong support of our efforts to promote ethical decision making. Articles in print and other citations of media coverage are listed below. Please note that the print articles and the same articles from the Internet, where links are provided, may have slightly different titles, and some online articles may only be provided for a limited period of time.

Media Coverage in 2015

January 7, 2015	Post-Tribune article by Amy Lavalley, titled, "Commissioners mull joining ethics group."
January 21, 2015	Post-Tribune article by Amy Lavalley, titled, "Porter County joins Ethics Commission."
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