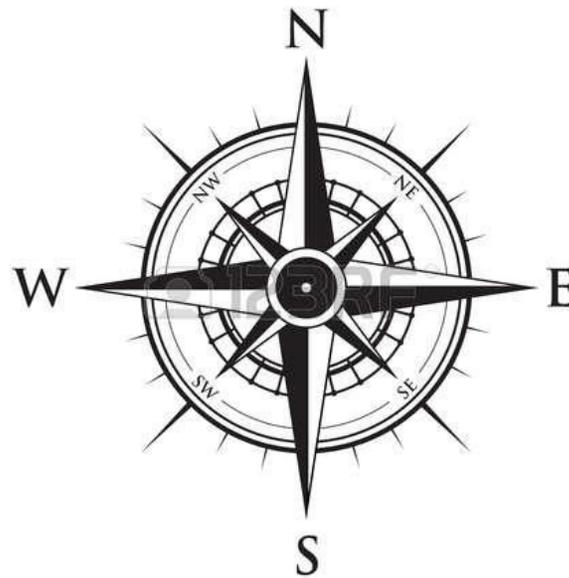


Chapter 4 - Honolulu Ethics Commission

The Ethics Commission has seven commissioners who are appointed by the mayor and confirmed by the city council for five-year staggered terms. The commission develops and implements education programs, including mandatory standards of conduct training and re-training for all city personnel. It also recommends legislation before the council; develops guidelines explaining the standards of conduct; reviews and maintains financial disclosure statements of city officials with significant discretionary authority; and regulates lobbying and lobbyists.

The commission renders advice to city personnel on standards of conduct questions; reviews and investigates standards of conduct concerns; recommends discipline to appointing authorities for standards of conduct violations; and imposes civil fines for violations by exempt or elected officials.

The commission is administratively attached to the Department of the Corporation Counsel.



The Compass: Navigating Ethics for the City and County of Honolulu
Source: Honolulu Ethics Commission News Bulletin December 2017



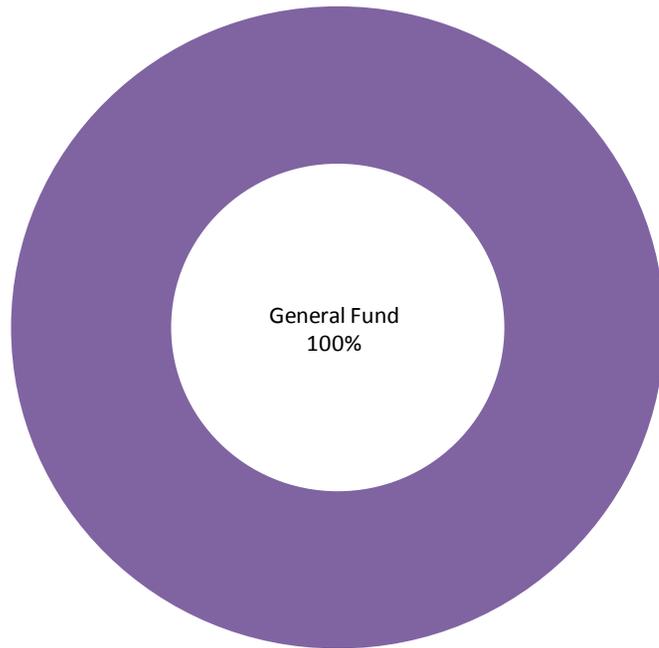
To ensure that all employees, elected officials, and appointed officers demonstrate the highest of standards of ethical conduct so that the public may have trust and confidence in the integrity of government.

"We hold the public's trust."

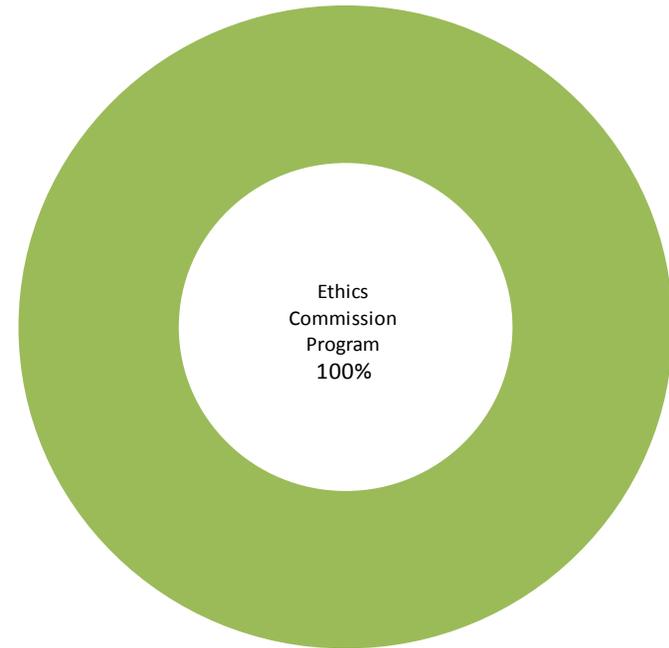
Mission Statement

Spending and Staffing

Fund Sources



Fund Uses



	Total Operating Expenditures	Staffing		Cost Per FTE ¹
		Total Authorized FTE	Total Vacant FTE	
FY 2015	\$351,982	6	2	\$58,664
FY 2016	\$375,231	6	3	\$62,539
FY 2017	\$429,490	6	0	\$71,582
FY 2018	\$344,699	6	1	\$57,450
FY 2019	\$378,954	6	2	\$63,159
Change from last year	10%	0%	100%	10%
Change over last 5 years	8%	0%	0%	8%

Source: Department of Budget and Fiscal Services. ¹Cost Per FTE = Total Operating Expenditures/Total Authorized FTE.

Spending



Operating Expenditures

\$378 K ▲ 10%

The commission attributes the 10% increase from \$344,699 in FY 2018 to \$378,954 in FY 2019 to salary increases for the executive director and legal counsel.

National Community Survey



- Residents' ratings of government performance in *Acting in the best Interest of Honolulu* was 17% and *Treating all residents fairly* 21% in FY 2019 compared to 28% and 27% in FY 2018. This is an overall decrease of 11% and 6%, respectively.



Ethics Compass

Courtesy of Honolulu Ethics Commission

FY 2019 ACCOMPLISHMENTS

- Expanded outreach and education programs with new initiatives, including interactive small group training utilizing a game show format, enhanced presence in city agencies with Elfy the Ethics Elf's holiday greeting and reminders, and updated newsletter format with shareable content
- Enhanced data collection by gathering, measuring and reporting all Commission work

CHALLENGES MOVING FORWARD — FY 2020

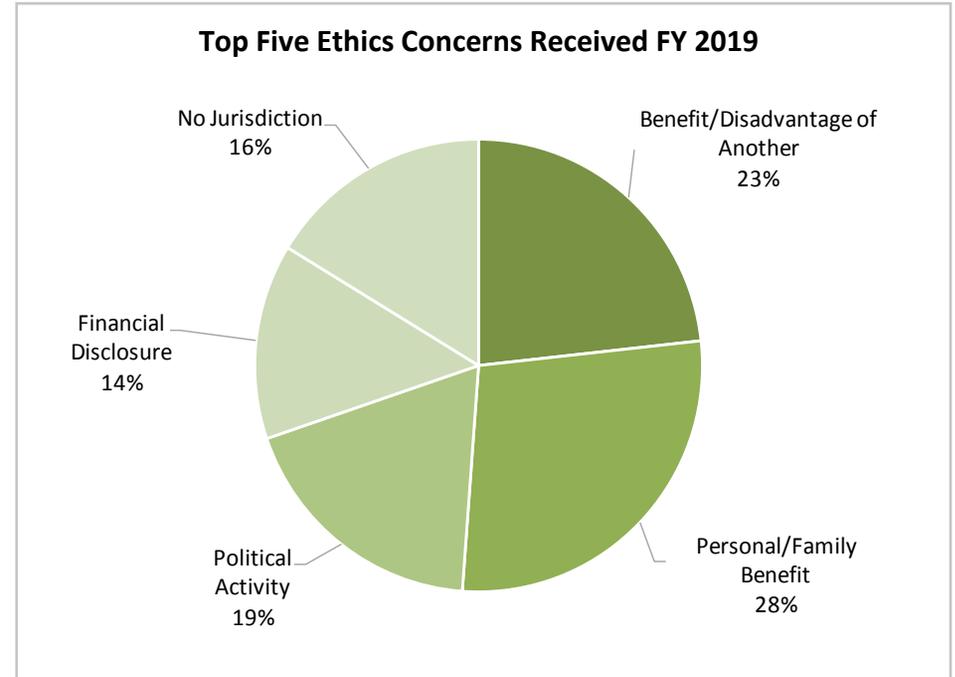
- Additional staffing is needed to fulfill all ethics functions as mandated by the State Constitution, City Charter and Ordinances**
- Additional resources are needed to achieve the Commission's strategic objectives, including strengthening capabilities and procedures, as well as realigning ethics programs for compliance, effectiveness and efficiency**

Ethics Commission

Total ethics training completed has varied over the past five years, decreasing from 858 in FY 2015 to 843 in FY 2019. Ethics training decreased 91% from FY 2018 to FY 2019 from 9,862 employees trained to the current figure of 843. The commission attributes this to the development and implementation of online standards of conduct training curriculum for all city personnel and board and commission members. Although new employees are trained on an on-going basis throughout the two-year biennium, most mandatory re-training is conducted during the biennium's second year, which will be FY 2020 so an increase in the number of employees that will be trained is expected.

Total ethics concerns received increased 16% over the past five years, from 93 concerns received in FY 2015 to 108 received in FY 2019. In FY 2019 concerns received increased by 86% from FY 2018 in which 58 were received.

During this same time period, the commission notes decreases in contacts received from 613 received in FY 2018 to 481 received in FY 2019, a 22% decline. Contacts answered decreased 24% from 601 answered in FY 2018 to 458 in FY 2019. The commission attributes the decrease to no online training or classroom video training in the first year of the ethics training biennium.



Source: Honolulu Ethics Commission.

	Total Ethics Training Completed ¹	Contacts Received	Ethics Concerns Received	Contacts Answered
FY 2015	858	307	93	319
FY 2016	5,172	344	111	219
FY 2017	809	268	86	182
FY 2018	9,862	613	58	601
FY 2019	843	481	108	458
Change from last year	-91%	-22%	86%	-24%
Change over last 5 years	-2%	57%	16%	44%

Source: Honolulu Ethics Commission. ¹Ethics training provided to city employees and board and commission members.