



OAKLAND

AGENDA REPORT

12 DEC 5 PM 2:34

TO: CITY COUNCIL

FROM: Barbara Parker
City Attorney

SUBJECT: Conflict of Interest Code

DATE: December 18, 2012

COUNCIL DISTRICT: All council districts

RECOMMENDATION

Adopt an amendment to the Conflict of Interest Code ordinance for City of Oakland.

EXECUTIVE SUMMARY

The Political Reform Act (Government Code 81000, et seq.) establishes that every agency shall adopt and promulgate a Conflict of Interest Code. It requires all public officials and employees who make or participate in government decision-making process to disclose any economic interests that could be affected by those decisions. The Fair Political Practices Commission (FPPC) has adopted a regulation (2 Cal. Code of Regulations 18730) which contains the required provisions of Conflict of Interest Codes.

The City Council serves as the code reviewing body for the City of Oakland Conflict of Interest Code. As such, the City Council must review the City's Conflict of Interest Code every two years.

City of Oakland has undergone and is currently facing a re-organization process:

- Effective January 31, 2012, the Community and Economic Development Agency was eliminated. Many of the job positions within the Agency were reassigned to the following units/ departments/agencies: Department of Housing and Community Development; Department of Planning and Building; City Administrator's Office (CAO)-Economic Development; CAO-Neighborhood Investment; CAO-Workforce; CAO-Marketing and Public Art. The rest of the positions were eliminated from the budget.
- The Purchasing Department was moved from the Department of Contracting and Purchasing to the Office of the Controller.

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- In FY 2012-13, the Finance and Management Agency was moved to the CAO and the Revenue Division and the Parking Citation Assistance Center (PCAC) as well as the Parking Collection Units were moved from the Finance and Management Agency (FMA) to the Budget and Revenue Department which is currently under the CAO.
- A new Administrative Services Agency is proposed to be established.
- A new Community Services Division is proposed to be established.

The City Clerk's and the City Attorney's Offices conducted numerous surveys and interviews to ascertain what positions remain and what the duties of those positions were. Department/Agency Heads have reviewed current budgeted positions and disclosure categories and determined which positions should be included in the Conflict of Interest Code and under which disclosure category. An employee is only required to disclose those financial interests as specified by the disclosure category for his or her position. The disclosure categories balance an individual's right to privacy with the public interest in disclosure of individual's financial interests that may be affected by the employee's decisions made within the employee's scope of authority.

The amendments to the proposed code are based in the current organizational structure of the City of Oakland. We understand the City Administrator may later propose the establishment of an Administrative Services Agency and a Community Services Division. However, the City Attorney's Office and City Clerk's Office are bringing this amended Conflict of Interest Code now to meet the two-year cycle.

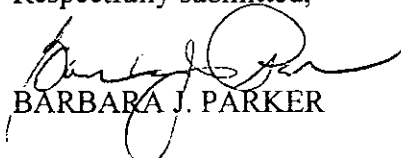
Appendix A to the proposed ordinance specifies designated positions that should be required to file the Form 700 financial disclosure forms. Appendix B to the proposed ordinance describes each of the disclosure categories for the designated positions. The City Attorney's Office recommends that the City Council repeal the previous Appendix A (included as Attachment 1 to this report) and replaces it with this Appendix A, which is attached to the proposed ordinance.

PROPOSED OUTCOME

Authorize the Conflict of Interest Code ordinance to be effective the day following Council's approval. Accept the amendments to the Conflict of Interest ordinance and repeal the previously approved ordinance (shown in Attachment 1).

For questions regarding this report, please contact Arlette Flores-Medina, Open Government Coordinator, at (510) 238-2965 or by email at aflores@oaklandcityattorney.org.

Respectfully submitted,


BARBARA J. PARKER

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Attachments

1. Designated positions and disclosure categories of the current, to be repealed, Conflict of Interest Code.

ATTACHMENT 1

Appendix A for Chapter 3.16

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Agency Directors	Date: December 17, 1996
	First Revision: February 2, 2010
	Second Revision: July 5, 2011

Job Title	Disclosure Category
Director, Community and Economic Development Agency	1
Director, Department of Contracting and Purchasing	1
Director, Department of Human Resources Management	1
Director, Department of Human Services	1
Director, Department of Information Technology	1
Director, Department of Library Services	1
Director, Department of Parks and Recreation	1
Director, Finance and Management Agency	1
Director, Fire Department	1
Director, Museum Services	1
Director, Police Services Agency	1
Director, Public Works Agency	1
Consultants*	1

* Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The City Auditor or his or her designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Auditor or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: City Administrator	Date: March 4, 1993
	First Revision: July 27, 1999
	Second Revision: December 12, 2000
	Third Revision: December 17, 2002
	Fourth Revision: March 1, 2005
	Fifth Revision: February 6, 2007
	Sixth Revision: February 2, 2010
	Seventh Revision: July 5, 2011

Job Title	Disclosure Category
Accountant II	1
Accountant III	1
ADA Project Coordinator	1
Administrative Analyst II	1
Administrative Assistant II	1
Administrative Assistant to the City Manager	1
Administrative Assistant	1
Administrative Services Manager I	1
Administrative Services Manager II	1
Assistant Budget Analyst	1
Assistant City Administrator	1
Assistant to the City Administrator	1
Budget and Grants Administrator	1
Budget and Operations Analyst III	1
Budget Director	1
Cable Television Operations Technician	1
Cable Television Station Manager	1
Cable TV Operations Chief Engineer	1
Cable TV Producer	1
Citizens Police Review Board Executive Director	1
City Administrative Analyst	4
City Administrator Analyst	1
City Administrator's Public Safety Liaison	1

Complaint Investigator	1
Deputy City Administrator	1
Employment Services Supervisor	1
Equal Opportunity Specialist	1
Executive Assistant to the Assistant City Administrator	1
Executive Assistant to the City Administrator	1
Executive Assistant	1
Executive Director to Public Ethics Commission	1
Financial Analyst	1
Manager, Affirmative Action	1
Policy Analyst	1
Principal Financial Analyst	1
Program Analyst I	1
Program Analyst II	1
Program Analyst III	1
Program Manager III	1
Public Information Officer II	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: City Attorney	Date: March 4, 1993
	First Revision: December 13, 1994
	Second Revision: December 12, 2000
	Third Revision: December 17, 2002
	Fourth Revision: July 5, 2011

Job Title	Disclosure Category
Agency Administrative Manager	1
Assistant City Attorney	1
Claims Investigator III	1
Deputy City Attorney I	1
Deputy City Attorney II	1
Deputy City Attorney III	1
Deputy City Attorney IV	1
Deputy City Attorney V	1
Executive Assistant to Assistant City Attorney	1
Information Systems Administrator	1
Legal Administrative Services Manager	1
Legal Communications Officer	1
Neighborhood Law Corps Attorney (Exempt Limited Duration)	1
Open Government Coordinator	1
Special Counsel	1
Consultants*	1

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The City Attorney or his or her designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Attorney or his or her

designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: City Auditor	Date: March 4, 1993
	First Revision: December 15, 1998
	Second Revision: December 12, 2000
	Third Revision: December 17, 2002
	Fourth Revision: March 1, 2005
	Fifth Revision: February 2, 2010

Job Title	Disclosure Category
Assistant City Auditor	1
City Auditor	1
Executive Assistant to the City Auditor	1
Performance Audit Manager	1
Performance Auditor	1
Performance Auditor, Senior	1
Receptionist to the City Auditor	1
Consultants*	1

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The City Auditor or his or her designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Auditor or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: City Clerk	Date: March 4, 1993
	First Revision: December 15, 1998
	Second Revision: December 17, 1996
	Third Revision: April 22, 1997
	Fourth Revision: December 12, 2000
	Fifth Revision: December 17, 2002
	Sixth Revision: March 1, 2005
	Seventh Revision: February 6, 2007
	Eighth Revision: February 2, 2010
	Ninth Revision: July 5, 2011

Job Title	Disclosure Category
Assistant City Clerk	1
City Clerk	1
City Wide Records Manager	1
Deputy City Clerk	1
Legislative Recorder	1
Management Assistant	1
Consultants*	1

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City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: City Council	Date: March 4, 1993
	First Revision: December 15, 1998
	Second Revision: February 6, 2007
	Third Revision: February 2, 2010
	Fourth Revision: July 5, 2011

Job Title	Disclosure Category
City Council Constituent Liaison	1
City Council Policy Analyst	1
City Council PSE 14	1
City Council PSE 51	1
Executive Assistant to City Council	1
Consultants*	1

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The City Council or its designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Council or its designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Community and Economic Development Agency	Date: March 4, 1993
	First Revision: December 15, 1998
	Second Revision: April 13, 1999
	Third Revision: December 12, 2000
	Fourth Revision: December 17, 2002
	Fifth Revision: March 1, 2005
	Sixth Revision: February 6, 2007
	Seventh Revision: February 2, 2010
Eighth Revision: July 5, 2011	

Job Title	Disclosure Category
Administration	
Administrative Services Manager 1	1
Administrative Services Manager II	1
Executive Assistant to Agency Director	1
Management Assistant	1
Manager, Agency Administrative	1
Principal Financial Analyst	1
Planning & Zoning	
Deputy Director, Community and Economic Development	1
Planner II	1
Planner II, Design Review	1
Planner III	1
Planner III	1
Planner III, Historical Preservation	1
Planner III, PPT	1
Planner IV	1
Planner V	1
Zoning Manager	1
Building Services	
Assistant Engineer II (Office)	1
Civil Engineer (Office)	1
Director, Building Services	1
Engineer, Civil, Supervising (Office)	1

Engineering Technician II (Office)	1
Management Assistant	1
Manager, Inspection Services	1
Office Manager	1
Permit Technician II	1
Planner III	1
Planner IV	1
Principal Civil Engineer	1
Principal Inspection Supervisor	1
Process Coordinator III	1
Processor Coordinator II	1
Senior Construction Inspector (Office)	1
Specialty/Combination Inspector	1
Specialty/Combination Inspector, Senior	1
Economic Development	
Administrative Analyst I	1
Development/Redevelopment Program Manager	1
Employment Services Supervisor	1
Loan Servicing Administrator	1
Loan Servicing Specialist	1
Management Assistant	1
Program Analyst II (Workforce Development)	1
Project Manager III	1
Urban Economist Analyst II	1
Urban Economic Analyst III	1
Urban Economic Analyst IV	1
Urban Economic Coordinator	1
Redevelopment	
Administrative Analyst II	1
Development/Redevelopment Program Manager	1
Manager, Real Estate Services	1
Program Analyst II	1
Program Analyst II, PPT	1
Program Analyst III	1
Project Manager III	1
Public Information Officer II	1
Real Estate Agent	1
Real Estate Agent, Supervisor	1
Urban Economic Analyst II	1
Urban Economic Analyst III	1

Urban Economic Analyst IV	1
Urban Economic Coordinator	1
Urban Economic Analyst III PPT	1
Deputy Director Community and Economic Development	1
Administrative Services Manager II	1
Special Events Coordinator	1
Film Coordinator	1
Graphic Design Specialist	1
Housing & Community Development	
Administrative Analyst II	1
Community Development Program Coordinator	1
Deputy Director Housing	1
Development / Redevelopment Program Manager	1
Hearing Officer	1
Home Management Counselor III	1
Housing Development Coordinator III	1
Housing Development Coordinator IV	1
Loan Servicing Administrator	1
Loan Servicing Specialist	1
Management Assistant	1
Monitoring & Evaluation Supervisor	1
Mortgage Advisor	1
Program Analyst II (Rent Adjustment)	1
Program Analyst III	1
Project Manager II	1
Consultants*	1

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** The Design and Construction Division was moved from the Community and Economic Development Agency to the Public Works Agency on July 1, 2010.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Cultural Arts Department (Deleted)

The Cultural Arts Department previously consisted of the Cultural Arts Division and Museum Services. Since the last Conflict of Interest Code amendment, positions assigned to the Cultural Arts Division were merged with the City Administrator's Office and are now listed in this Code under that office. Museum Services is now a stand alone department, and we have added it separately to the code.

City of Oakland

Conflict of interest Code

LIST OF DESIGNATED POSITIONS

Department: Department of Human Services**	Date: March 4, 1993
	First Revision: December 15, 1998
	Second Revision: April 13, 1999
	Third Revision: December 12, 2000
	Fourth Revision: December 17, 2002
	Fifth Revision: March 1, 2005
	Sixth Revision: February 6, 2007
	Seventh Revision: February 2, 2010
	Eighth Revision: July 5, 2011

Job Title	Disclosure Category
Administrative Services Manager	1
Administrative Services Manager II	1
Case Manager II	4, <u>11</u>
Children and Youth Services Manager	1
Community Housing Services Manager	1
Early Childhood and Family Services Manager	1
Executive Assistant	4, 5, 10, <u>11</u>
Head Start Program Coordinator	4, 5, 10, <u>11</u>
Head Start Program Supervisor	1
HHS Planner I	1
Housing Development Coordinator III	4, 13
Management Assistant	1
Manager, Aging and Adult Services	1
Manager, Senior Services	4, 13, 14
Nurse Case Manager	4, <u>11</u>
Policy and Planning Manager	1
Senior Services Administrator	4, <u>11</u> , 13, 14
Senior Services Supervisor	4, <u>11</u> , 13, 14
Supervising Case Manager	4, <u>11</u>
Consultants*	1

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The City Administrator or his or her designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**The Department on Aging and Department on Health and Human Services were consolidated by Ord. 12305.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Finance and Management Agency**	Date: March 4, 1993
	First Revision: December 13, 1994
	Second Revision: December 17, 1996
	Third Revision: December 15, 1998
	Fourth Revision: December 12, 2000
	Fifth Revision: December 17, 2002
	Sixth Revision: March 1, 2005
	Seventh Revision: February 2, 2010
	Eighth Revision: July 5, 2011

Job Title	Disclosure Category
Administrative Services Manager II	2
Agency Administrative Manager	1
Assistant Controller	1
Budget Analyst—Administrative	1
Budget & Operations Analyst III	1
Controller	1
Executive Assistant	1
Executive Assistant to Agency Director	1
Financial Analyst	1
Financial Operations Supervisor	1
Financial Systems Analyst, Senior	1
Parking Manager	1
Principal Financial Analyst	1
Revenue Analyst	4
Revenue Audit Supervisor	4
Revenue Collections Officer	4
Revenue Collections Supervisor	4
Revenue Manager	1
Revenue Operations Supervisor	4
Risk Manager	1
Storekeeper III	1

Tax Auditor II	4
Tax Enforcement Officer II	1
Tax Enforcement Officer III	1
Tax Representative II	4
Treasury Analyst	4
Treasury Manager	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

** The following departments were combined by Ord. 12650 to create the Finance and Management Agency: Financial Service Agency (Accounting, Treasury, Revenue and Parking), Office of Personnel, Office of Information Technology, and Risk Management.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Fire Department	Date: March 4, 1993
	First Revision: December 17, 1996
	Second Revision: December 15, 1998
	Third Revision: December 12, 2000
	Fourth Revision: March 1, 2005
	Fifth Revision: February 6, 2007
	Sixth Revision: February 2, 2010
	Seventh Revision: July 5, 2011

Job Title	Disclosure Category
Accountant 11	1
Accountant 111	1
Administrative Services Manager 1	1
Arson Investigator	1
Assistant Chief of Fire	1
Assistant Fire Marshal (Civilian)	1
Assistant Fire Marshal (Sworn)	1
Assistant to the Director	1
Assistant to the Director (Administration Manager)	16
Battalion Chief	2
Captain of Fire (Support Services Officers)	1
Captain-Fire Communication Officer	2
Captain-Safety Officer	2
Chief Financial Officer	1
Deputy Fire Chief	1
Division Manager/Chief	1
Emergency Planning Coordinator	2
Emergency Planning Coordinator, Senior	1
Emergency Services Coordinator (Medical)	1
Emergency Services Manager (OES)	1
Emergency Services Manager, Assistant	1

Executive Assistant to Agency Director	1
Fire Marshal (Deputy)	1
Fire Prevention Inspector (Civilian)	1
Fire Protection Engineer/Plan Check Engineer	1
Fire Suppression District Inspector	1
Hazardous Materials Inspector II	1
Hazardous Materials Program Supervisor	1
Management Assistant	1
Lieutenant of Fire Department	1
Office Manager	1
Payroll Personnel Clerk III	1
Support Services Officer	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Library Services	Date: March 4, 1993
	First Revision: December 13, 1994
	Second Revision: December 17, 1996
	Third Revision: December 15, 1998
	Fourth Revision: February 6, 2007
	Fifth Revision: February 2, 2010
	Sixth Revision: July 5, 2011

Job Title	Disclosure Category
Account Clerk II	1
Account Clerk III	1
Accountant II	1
Administrative Librarian	1
Administrative Services Manager II (Program Manager)	1
Curator of History	1
Deputy Director of Housing (Deputy Director)	1
Development Specialist III	1
Executive Assistant	1
Librarian, Senior (Acquisition Unit)	1
Librarian Assistant, Senior (Acquisition Unit)	1
Management Assistant	1
Museum Project Coordinator	1
Office Manager	1
Payroll Personnel Clerk II	1
Supervising Librarian	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Office of the Mayor	Date: March 4, 1993
	First Revision: April 13, 1999
	Second Revision: December 12, 2000
	Third Revision: July 5, 2011

Job Title	Disclosure Category
Community Services Director	1
Deputy Mayor for Community and Governmental Relations	1
Deputy Mayor for Policy and Program	1
Mayor's Communications Director	1
Senior Policy Advisor for Economic Development	1
Senior Policy Advisor for Intergovernmental Relations	1
Senior Policy Advisor for Public Safety	1
Special Assistant	1
Consultants*	1

* Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The Mayor or his or her designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The Mayor or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Museum Services	Date: February 6, 2007
	First Revision: February 2, 2010
	Second Revision: July 5, 2011

Job Title	Disclosure Category
Chief, Conservator	1
Chief, Curator of Art	1
Chief, Curator of Education	1
Chief, Curator of History	1
Chief, Curator of Natural Science	1
Deputy Director	1
Management Assistant	1
Manager, Museum Operations	1
Executive Assistant	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Police Services Agency	Date: March 4, 1993
	First Revision: October 28, 1997
	Second Revision: February 12, 1998
	Third Revision: December 12, 2000
	Fourth Revision: December 17, 2002
	Fifth Revision: March 1, 2005
	Sixth Revision: February 6, 2007
	Seventh Revision: February 2, 2010
	Eighth Revision: July 5, 2011

Job Title	Disclosure Category
Administrative Analyst II	1
Alcohol Beverage Action Team Regulators	1
Assistant to the Director (Legislative Analyst)	1
Assistance Chief of Police	1
Captain of Police (Commander, Youth and Family Services Division)	1
Captain of Police (Commander Special Operations Division)	1
Captain of Police (Patrol Area I)	1
Captain of Police (Patrol Area II)	1
Captain of Police (Patrol Area III)	1
Captain of Police (PERS)	1
Chief of Staff	1
Commander, Criminal Investigations Division	1
Commander, Office of the Inspector General	1
Commander, Special Operations Group	1
Commander, Traffic Division	1
Commander, Training Division	1
Commercial Vehicle Enforcement Officer(s)	1
Commercial Vehicle Enforcement Supervisor	1

Deputy Chief, Bureau of Field Operations	1
Deputy Chief, Bureau of Investigations	1
Deputy Chief, Bureau of Services	1
Deputy Director of Police	1
Director, Animal Services Section	1
Director, Office of Administrative Support	1
Executive Assistant to Agency Director	1
Fleet and Tow Coordinator	1
Lieutenant of Police (PERS)	1
Management Assistant	1
Manager, Budget and Accounting Division	1
Manager, Crime Laboratory	1
Manager, Fiscal Services	1
Manager, Records Division	1
Police Communications Supervisor	1
Police Program and Performance Auditor	1
Police Property Specialist	1
Sergeant of Police (PERS)	1
Sergeant of Police, Technology Unit Supervisor	1
Special Events Coordinator(s) (SAC)	1
Taxi Detail Regulator(s)	1
Consultants*	1

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City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Public Works Agency	Date: March 4, 1993
	Revised: December 13, 1994
	Second Revision: December 17, 1996
	Third Revision: December 15, 1998
	Fourth Revision: December 12, 2000
	Fifth Revision: December 17, 2002
	Sixth Revision: November 4, 2003
	Seventh Revision: March 1, 2005
	Eighth Revision: February 6, 2007
	Ninth Revision: February 2, 2010
	Tenth Revision: July 5, 2011

Job Title	Disclosure Category
Administrative Service Manager I	1
Administrative Services Manager II	1
Agency Administrative Manager	1
Architectural Associate	1
Assistant Director of Public Works	1
Budget and Operations Analyst III	1
Building Services Manager	1
Capital Improvement Project Coordinator	1
City Land Surveyor	1
Clean Community Supervisor	1
Construction and Maintenance Supervisor 1	6
Construction Inspector Supervisor	1
Construction Inspector Supervisor II	1
Electrical Engineer II	1
Electrical Engineer III	1
Electrical Services Manager	1
Energy Engineer III	1
Engineer, Civil (Field)	1
Engineer, Civil (Office)	1

Environmental Program Specialist	1
Environmental Program Supervisor	1
Environmental Services Manager	1
Equipment Services Manager	1
Equipment Services Superintendent	1
Equipment Supervisor	1
Executive Assistant	1
Facilities Complex Manager	6
Fleet Specialist	1
Management Assistant	1
Park Supervisor II	1
Principal Civil Engineer	1
Program Analyst 1	1
Program Analyst II	1
Program Analyst III	1
Project Manager II	1
Project Manager III	1
Public Works Operations Manager	1
Public Works Supervisor I	1
Public Works Supervisor II	1
Recreation General Supervisor	1
Recycling Specialist, Senior	1
Retirement Systems Accountant	1
Supervising Civil Engineer	1
Supervising Civil Engineer	1
Transportation Engineer	1
Supervising Transportation Engineer	1
Solid Waste Recycling Program Supervisor	1
Support Services Supervisor	1
Training and Public Service Administrator	1
Transportation Planner, Senior	1
Tree Supervisor II	1
Watershed Program Supervisor	1
Consultants*	1

* Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

** The Design and Construction Division was moved from the Community and Economic Development Agency to the Public Works Agency on July 1, 2010.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Office of Parks and Recreation	Date: March 4, 1993
	Revised: December 13, 1994
	Second Revision: December 17, 1996
	Third Revision: December 15, 1998
	Fourth Revision: December 17, 2002
	Fifth Revision: March 1, 2005
	Sixth Revision: February 6, 2007
	Seventh Revision: February 2, 2010
	Eighth Revision: July 5, 2011

Job Title	Disclosure Category
Administrative Services Manager II	1
Assistant to the Director	1
Management Assistant	1
Recreation General Supervisor	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Boards and Commissions	Date: March 4, 1993
	First Revision: December 13, 1994
	Second Revision: December 17, 1996
	Third Revision: April 22, 1997
	Fourth Revision: July 27, 1999
	Fifth Revision: April 11, 2000
	Sixth Revision: December 12, 2000
	Seventh Revision: December 17, 2002
	Eighth Revision: March 1, 2005
	Ninth Revision: February 6, 2007
	Tenth Revision: December 18, 2007
	Eleventh Revision: February 2, 2010
	Twelfth Revision: July 5, 2011

Job Title	Disclosure Category
Broadway/Macarthur/San Pablo Redevelopment Project Area Committee	1
Budget Advisory Committee	1
Business Tax Board of Review	1
Central City East Redevelopment Area Project Area Committee	1
Central East Oakland Community Development District Board	1
Central Oakland Community Development District Board	1
Children's Fairyland Board of Trustees	1
Children's Fund Planning and Oversight Committee	1
Citizen's Police Review Board	1
Civil Service Board	1
Commission on Aging	1
Commission on Persons with Disabilities	1
Community Action Partnership Board	1
Community Policing Advisory Board	1
Cultural Affairs Commission	1
Downtown Oakland Senior Center Advisory Council	1
East Oakland Senior Center Advisory Council	1

Eastlake/San Antonio/Chinatown Community Development District Board	1
Elmhurst community Development District Board	1
Fruitvale/San Antonio Community Development District Board	1
Head Start Advisory Panel	1
Housing and Residential Rent and Relocation Board	1
Landmarks Preservation Advisory Board	1
Library Advisory Commission	5
Measure Z Community Oversight Committee	2
North Oakland Community Development District Board	1
North Oakland Senior Center Advisory Council	1
Oakland Fund for Children and Youth Planning and Oversight Committee	1
Oakland Housing Authority Board of Commissioners	1
Oakland Municipal Employees Retirement System	1
Parks and Recreation Advisory Commission	1
Police and Fire Retirement System Board	1
Public Art Advisory Committee	1
Public Ethics Commission	1
Violence Prevention and Oversight Committee (Measure Y)	1
West Oakland Redevelopment Area Project Area Committee	1
West Oakland Senior Center Advisory Council	1
Western Oakland Community Development District Board	1
Wildfire Prevention Assessment	3
Workforce Investment Board	1
Consultants*	1

Please note that only a business entity or any parent, subsidiary or otherwise related business entity that has an interest in real property in the City of Oakland, or does business or plans to do business in the jurisdiction, or has done business within the jurisdiction at any time during the two years prior to the filing of any statement is to be reported. Also only real property located in the jurisdiction is to be reported. Finally, income, including a gift, does not include income received from any source outside the jurisdiction and not doing business within the jurisdiction, not planning to do business within the jurisdiction, or not having done business within the jurisdiction during the two years prior to the filing of any statement is to be reported.

* Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Contracting and Purchasing	Date: February 2, 2010
	First Revision: July 5, 2011

Job Title	Disclosure Category
Administrative Analyst 1	1
Administrative Analyst II	1
Administrative Services Manager 1	1
Assistant Contract Compliance Officer	1
Business Analyst III	1
Buyers	1
Contract Compliance & Employment Services Supervisor	1
Contract Compliance Officer	1
Contract Compliance Officer, Senior	1
Employment Services Supervisor	1
Field Representative	1
Job Developer	1
Local Employment Supervisor	1
Program Analyst 11	1
Purchasing Supervisor	1
Senior Contract Compliance Officer	1
Support Services Supervisor	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Information Technology	Date: February 2, 2010
	Second Revision: July 5, 2011

Job Title	Disclosure Category
Accountant I1	1
Administrative Analyst II	1
Assistant to the Director	1
Database Administrator	1
Information Systems Manager	1
Network Architect	1
Project Manager	1
Project Manager II	1
Project Manager III	1
Supervisor, Computer Operations	1
Supervisor, Electronics	1
Supervisor, Information Systems	1
Supervisor, Reprographics	1
Supervisor, Telecommunications	1
Telecommunication Electrician, Sr.	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this Section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland

Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Department: Human Resources Management	Date: July 5, 2011
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Job Title	Disclosure Category
Human Resources Manager	1
Benefits Representative	1
Executive Assistant to Agency Director	1
Human Resource System Analyst, Senior	1
Human Resource Analyst, Principal	1
Human Resource Operations Supervisor	1
Administrative Services Manager II	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

M. M. [Signature]
City Attorney

FILED
OFFICE OF THE CITY CLERK
OAKLAND

INTRODUCED BY COUNCILMEMBER _____

2012 DEC -6 PM 3:00

ORDINANCE NO. _____ C.M.S.

**AN ORDINANCE AMENDING THE CITY OF OAKLAND'S
CONFLICT OF INTEREST CODE (ORDINANCE NUMBER 11562 C.M.S
ADOPTED MARCH 23, 1993, AS AMENDED, OAKLAND
MUNICIPAL CODE CHAPTER 3.16) ENACTING A CONFLICT
OF INTEREST CODE FOR CITY OF OAKLAND EMPLOYEES,
MEMBERS OF BOARDS AND COMMISSIONS, AND CONSULTANT
POSITIONS TO UPDATE THE DESIGNATION
OF POSITIONS COVERED BY THE CODE**

WHEREAS, pursuant to the State of California Political Reform Act, the City of Oakland enacted Ordinance Number 11562 C.M.S. on March 23, 1993, enacting a conflict of interest code for City of Oakland employees, members of boards and commissions, and consultant positions; and

WHEREAS, the Political Reform Act requires that every two (2) years in even numbered years, the code reviewing body review its conflict of interest code to determine whether it contains properly designated positions including employee positions, members of boards and commissions, and consultant positions; and

WHEREAS, Government Code 18730, Provisions of Conflict-of-interest Codes states that the requirements of a conflict-of-interest code are in addition to other requirements of the Political Reform Act, such as the general prohibition against conflicts of interest contained in Section 87100, and to other state or local laws pertaining to conflicts of interest; and

WHEREAS, the Political Reform Act (Gov. Code Sections 81000-91014) requires many state and local government officials and employees to publicly disclose their personal assets and income. The filing officer, Office of the City Clerk, retains originally-signed statements of economic interests may impose on an individual a fine for any statement that is filed late. The fine is \$10 per day up to a maximum of \$100. Late filing penalties may be reduced or waived under certain circumstances; and

WHEREAS, the Fair Political Practices Commission through its disclosure requirements in Regulation 18734 has mandated use of two (2) forms, (Form 805) to document individuals serving as consultants and (Form 804) to document newly established classifications not identified in a code of designated filers, the City will immediately implement use of the forms and establish a repository for these filings in accordance with FPPC rules; and

WHEREAS, due to the abolishment of the Redevelopment Agency, the City's organization has changed; and

WHEREAS, the City Attorney recommends that City of Oakland Conflict of Interest Code, Oakland Municipal Code Chapter 3.16, be amended to include new positions which must be designated, make changes to the positions designated, revise titles of existing positions, departments, boards and commissions and delete titles of positions that have been abolished; and

WHEREAS, City of Oakland departments, boards, commissions and consultants have been notified that the Code has been reviewed;

Now Therefore the City Council of the City of Oakland does ordain as follows:

SECTION 1.

Oakland Municipal Code (O.M.C.) Chapter 3.16.030 Appendix A is hereby repealed in its entirety, and replaced with a new Appendix A as attached. Appendix B is hereby amended (additions are indicated by underscoring and deletions are indicated by ~~strike-through-type~~). A new Appendix C, as attached, is added to the Code.

APPENDIX A FOR CHAPTER 3.16

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

	DISCLOSURE CATEGORY
All Citywide Agency, Department, Division Directors	1
Consultants*	1

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The City Administrator or his or her designee may determine, in writing, that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

City Administrator's Office / Administration

JOB TITLE	DISCLOSURE CATEGORY
Administrative Services Manager II	1
Administrative Assistant to the City Administrator	13
Agency Director, Administrative Services	1
Agency Director, Finance & Management	1
Assistant to the City Administrator	1
Assistant City Administrator	1
City Administrator	1
City Administrator Analyst	1
Deputy City Administrator	1
Executive Assistant to Agency Director	13
Executive Assistant to Assistant City Administrator	13
Executive Assistant to City Administrator	13
Manager, Agency Administrative	1
Mayor's PSE 14	13
Program Analyst III	13
Public Information Officer II	13
Consultants*	1

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**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

City Administrator's Office / Budget & Revenue Division

JOB TITLE	DISCLOSURE CATEGORY
Accountant III	13
Assistant to the City Administrator	13
Budget Director	1
City Administrator Analyst	13
Collections Officer	13
Financial Analyst, Principal	1
Office Manager	1
Parking Meter Collector Supervisor	13
Revenue & Tax Administrator	1
Revenue Analyst	13
Revenue Audit Supervisor	13
Revenue Collections Supervisor	13
Revenue Operations Supervisor	13
Tax Auditor II	13
Tax Auditor III	13
Tax Enforcement Officer II	13
Tax Representative II	13
Consultants*	1

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City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Administrator's Office / Office of the Controller

JOB TITLE	DISCLOSURE CATEGORY
Accountant III	13
Assistant Budget Analyst	13
Budget & Operations Analyst III	13
Buyer	1
City Administrator Analyst	13
Controller	1
Controller, Assistant	1
Financial Analyst	13
Purchasing Supervisor	1
Systems Accountant III	13
Consultants*	1

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City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Administrator's Office / Treasury and Payroll

JOB TITLE	DISCLOSURE CATEGORY
Accountant III	13
Financial Analyst	13
Financial Analyst, Principal	1
Manager, Human Resources	1
Manager, Treasury	1
Retirement Systems Accountant	13
Treasury Analyst III	13
Consultants*	1

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The City Administrator or his or her designee may determine, in writing, that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Administrator's Office / Department of Information Technology

JOB TITLE	DISCLOSURE CATEGORY
Administrative Analyst II	13
Database Administrator	13
Information Systems Administrator	13
Information Systems Supervisor	13
Manager, Information Systems	1
Network Architect	13
Project Manager II	1
Project Manager III	1
Reprographic Shop Supervisor	13
Spatial Data Analyst III	13
Telecommunication Systems Engineer	13
Telecommunications Electrician, Sr.	13
Consultants*	1

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**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

City Administrator's Office / Citizen's Police Review Board (CPRB)

JOB TITLE	DISCLOSURE CATEGORY
Complaint Investigator II	2
Policy Analyst	2
Consultants*	1

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City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Administrator's Office / Employee Relations

JOB TITLE	DISCLOSURE CATEGORY
Agency Director, Admin Services	1
Equal Opportunity Specialist	2
Human Resource Analyst, Principal	1
Human Resource Analyst, Senior	2
Consultants*	1

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The City Administrator or his or her designee may determine, in writing, that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Administrator's Office / Neighborhood Services Division

JOB TITLE	DISCLOSURE CATEGORY
PSE 51	3, 4, 10
Program Analyst III	3, 4, 10
Consultants*	1

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The City Administrator or his or her designee may determine, in writing, that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

City Administrator's Office / Public Ethics

JOB TITLE	DISCLOSURE CATEGORY
Executive Director to Public Ethics Commission	1
Consultants*	1

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**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

City Administrator's Office / Communications-KTOP Operations

JOB TITLE	DISCLOSURE CATEGORY
Cable TV Operations Chief Engineer	1
Consultants*	1

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City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Administrator's Office/ Contracts and Compliance

JOB TITLE	DISCLOSURE CATEGORY
Administrative Analyst II	1
Administrative Services Manager I	1
Assistant Contract Compliance Officer	4,5,6,7,8,10,12,14,15
Employment Services Supervisor	4,5,6,7,8,10,12,14,15
Contract Compliance Officer	4,5,6,7,8,10,12,14,15
Contract Compliance Officer, Senior	4,5,6,7,8,10,12,14,15
Job Developer	4,5,6,7,8,10,12,14,15
Manager, Contract and Compliance	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Administrator's Office / Marketing and Public Art

JOB TITLE	DISCLOSURE CATEGORY
Administrative Services Manager II	2
Special Events Coordinator	2
Graphic Design Specialist	2
Program Analyst II	2
Program Analyst II, PPT	2
Program Analyst III	2
Program Analyst III, PPT	2
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Administrator's Office / Economic Development

JOB TITLE	DISCLOSURE CATEGORY
Employment Services Supervisor	2
Urban Economic Analyst I	2
Urban Economic Analyst II	2
Urban Economic Analyst III	2
Urban Economic Analyst IV	2
Urban Economic Coordinator	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

City Administrator's Office / Neighborhood Investment

JOB TITLE	DISCLOSURE CATEGORY
Project Manager III	1
Administrative Services Manager II	1
Administrative Analyst II	1
Development/Redevelopment Area Manager	1
Manager, Real Estate Services	1
Project Manager III	1
Real Estate Agent	1
Urban Economic Coordinator	1
Urban Economic Analyst I	1
Urban Economic Analyst II	1
Urban Economic Analyst III	1
Urban Economic Analyst IV	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Administrator's Office / Workforce

JOB TITLE	DISCLOSURE CATEGORY
Accountant II	2
Accountant III	2
Administrative Analyst II	2
Development/Redevelopment Area Manager	1
Program Analyst II	2
Program Analyst III	2
Project Manager III	1
Consultants*	1

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The City Administrator or his or her designee may determine, in writing, that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

Department of Housing and Community Development

JOB TITLE	DISCLOSURE CATEGORY
Deputy Director	1
Administrative Services Manager I	1
Administrative Analyst I	1
Administrative Analyst II	1
Community Development Program Coordinator	1
Development/Redevelopment Program Manager	1
Hearing Officer	1
Hearing Officer – TCSE	1
Home Management Counselor III	1
Housing Development Coordinator III	1
Housing Development Coordinator IV	1
Loan Servicing Administrator	1
Loan Servicing Specialist	1
Management Assistant	1
Mortgage Advisor	1
Program Analyst II – TCSE	1
Program Analyst I	1
Program Analyst II	1
Program Analyst III	1
Project Manager II	1
Project Manager III	1
Rehabilitation Advisor III	1
Consultants*	1

*Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

Department of Planning and Building

JOB TITLE	DISCLOSURE CATEGORY
Administrative Services Manager I	1
Deputy Director, Community and Economic Development	1
Deputy Director, Building Official	1
Engineer, Civil (Office)	1
Engineer, Civil Principal	1
Engineer, Civil, Supervising (Office)	1
Manager, Zoning	1
Planner II	1
Planner II, Design Review	1
Planner III	1
Planner III, Historical Preservation	1
Planner III, PPT	1
Planner IV	1
Planner V	1
Principal Inspection Supervisor	1
Process Coordinator III	1
Senior Construction Inspector (Office)	1
Specialty Combination Inspector	1
Specialty Combination Inspector, Senior	1
Consultants*	1

*Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The City Council or its designee may determine in writing that a particular consultant, although a “designated position,” is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant’s duties and, based upon that description, a statement of the extent of disclosure requirements. The City Council or its designee’s determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

*During FY 2011-2012, functions/positions of the Community and Economic Development Agency were moved to the new Department of Planning and Building, Department of Housing and Community Development, Neighborhood Investment and to the Economic & Workforce Development.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

Department of Human Resources Management

JOB TITLE	DISCLOSURE CATEGORY
Administrative Analyst II	12
Administrative Services Manager II	1
Benefits Analyst	15
Budget & Operations Analyst III	12, 15
City Administrator Analyst	13, 14
Director of Human Resources Management	1
Disability Benefits Coordinator	15
Employee Assistance Services Coordinator	13, 14
Employee Fleet & Safety Coordinator	15
Executive Assistant	12
Human Resource Analyst (CONF)	13, 14
Human Resource Analyst, Principal	1
Human Resource Analyst, Senior	13, 14
Human Resource Operations Supervisor	13, 14
Manager, Claims & Risk	1
Safety & Loss Control Specialist	15

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

Department of Human Services

JOB TITLE	DISCLOSURE CATEGORY
Administrative Services Manager II	1
Assistant to the Director	1
Case Manager II	4, 11
Children and Youth Services Manager	1
Community Housing Services Manager	1
Early Childhood and Family Services Manager	1
Head Start Program Coordinator	4, 5, 10, 11
Head Start Program Supervisor	1
Housing Development Coordinator III	4, 13
Management Assistant	1
Manager, Aging and Adult Services	1
Manager, Senior Services	4, 13, 14
Nurse Case Manager	4, 11
Senior Services Supervisor	4, 11, 13, 14
Supervising Case Manager	4, 11
Consultants*	1

*Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The City Administrator or his or her designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

Office of Parks and Recreation

JOB TITLE	DISCLOSURE CATEGORY
Administrative Services Manager II	1
Assistant to the Director	1
Recreation General Supervisor	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

City Attorney

JOB TITLE	DISCLOSURE CATEGORY
Accountant II	4
Assistant City Attorney	1
Claims Investigator III	1
Deputy City Attorney I	1
Deputy City Attorney II	1
Deputy City Attorney III	1
Deputy City Attorney IV	1
Deputy City Attorney V	1
Executive Assistant to City Attorney	1
Executive Assistant to Assistant City Attorney	1
Information Systems Administrator	1
Manager, Agency Administrative	1
Manager, Legal Administrative Services	1
Neighborhood Law Corps Attorney (Exempt Limited Duration)	1
Open Government Coordinator	1
Special Counsel	1
Consultants*	1

*Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The City Attorney or his or her designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Attorney or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

City Auditor

JOB TITLE	DISCLOSURE CATEGORY
City Auditor, Assistant	1
City Auditor	1
Executive Assistant to the City Auditor	1
Performance Audit Manager	1
Performance Auditor	1
Performance Auditor, Contract	1
Performance Auditor, Senior	1
Receptionist to the City Auditor	1
Consultants*	1

*Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The City Auditor or his or her designee may determine in writing that a particular consultant, although a “designated position,” is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant’s duties and, based upon that description, a statement of the extent of disclosure requirements. The City Auditor or his or her designee’s determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

Office of the City Clerk

JOB TITLE	DISCLOSURE CATEGORY
Assistant City Clerk	I
City Clerk	I
City Wide Records Manager	I
Legislative Recorder	I
Management Assistant	I
Consultants*	I

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The City Administrator or his or her designee may determine in writing that a particular consultant although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his or her designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

City Council

JOB TITLE	DISCLOSURE CATEGORY
City Council Constituent Liaison	1
City Council Policy Analyst	1
City Council PSE 14	1
City Council PSE 51	1
Executive Assistant to City Council	1
Legislative Analyst	1
Consultants*	1

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The City Council or its designee may determine in writing that a particular consultant, although a “designated position,” is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant’s duties and, based upon that description, a statement of the extent of disclosure requirements. The City Council or its designee’s determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

Oakland Fire Department

JOB TITLE	DISCLOSURE CATEGORY
Accountant II	1
Accountant III	1
Administrative Services Manager I	1
Arson Investigator	1
Assistant Chief of Fire	1
Assistant Fire Marshal (Civilian)	1
Assistant Fire Marshal (Sworn)	1
Assistant to the Director	1
Assistant to the Director (Administration Manager)	16
Battalion Chief	2
Captain of Fire (Support Services Officers)	1
Captain-Fire Communication Officer	2
Captain-Safety Officer	2
Chief Financial Officer	1
Deputy Fire Chief	1
Division Manager/Chief	1
Emergency Planning Coordinator	2
Emergency Planning Coordinator, Senior	1
Emergency Services Coordinator (Medical)	1
Emergency Services Manager (OES)	1
Emergency Services Manager, Assistant	1
Executive Assistant to Agency Director	1
Fire Marshal (Deputy)	1
Fire Personnel Operations Specialist	1
Fire Prevention Inspector (Civilian)	1
Fire Protection Engineer/Plan Check Engineer	1
Fire Suppression District Inspector	1
Hazardous Materials Inspector II	1
Hazardous Materials Program Supervisor	1
Management Assistant	1
Lieutenant of Fire Department	1
Office Manager	1
Payroll Personnel Clerk III	1
Support Services Officer	1
Vegetation Management Supervisor	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

Library Services

JOB TITLE	DISCLOSURE CATEGORY
Administrative Librarian	1
Administrative Services Manager II	1
Archivist	1
Associate Director, Library Services	1
Curator of History, Chief	1
Development Specialist III	1
Director, Library Services	1
Executive Assistant to the Director	1
Library Automation Supervisor	1
Management Assistant	1
Museum Project Coordinator	1
Office Manager	1
Supervising Librarian	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

Office of the Mayor

JOB TITLE	DISCLOSURE CATEGORY
Administrative Assistant to the Mayor	1
Assistant to the Mayor	1
Chief of Staff	1
Community Services Director	1
Deputy Mayor for Community and Governmental Relations	1
Deputy Mayor for Policy and Program	1
Mayor's Communications Director	1
Senior Policy Advisor for Economic Development	1
Senior Policy Advisor for Intergovernmental Relations	1
Senior Policy Advisor for Public Safety	1
Special Assistant	1
Special Assistant to the Mayor	1
Consultants*	1

*Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The Mayor or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The Mayor or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS

Police Services Agency

JOB TITLE	DISCLOSURE CATEGORY
Administrative Analyst II (False Alarm Program)	1
Administrative Assistant to Chief of Police	1
Administrative Assistant to the Director of Police Services	1
Alcohol Beverage Action Team Regulators	1
Assistant Chief of Police	1
Captain, Office of Chief of Police	1
Captain of Police (BF01)	1
Captain of Police (BF02)	1
Captain, Criminal Investigations Division	1
Captain, Office of the Inspector General	1
Captain, Special Operations Division	1
Captain, Special Operations Section	1
Captain, Traffic Division	1
Captain, Training Division	1
Captain, Youth and Family Services Division	1
Chief of Police	1
Chief of Staff	1
Commercial Vehicle Enforcement Officer(s)	1
Commercial Vehicle Enforcement Supervisor	1
Commander, Vice Narcotics Section	1
Deputy Chief, Bureau of Field Operations	1
Deputy Chief, Bureau of Investigations	1
Deputy Chief, Bureau of Services	1
Deputy Director of Police	1
Director, Animal Services Section	1
Director, Police Services Agency (Chief of Police)	1
Executive Assistant to Agency Director	1
Fleet and Tow Coordinator	1
Management Assistant	1
Manager, Crime Laboratory	1
Manager, Fiscal Services Division	1
Police Communications Supervisor	1
Police Program and Performance Auditor	1
Police Property Specialist	1
Police Services Manager I	1
Sergeant of Police, Special Assistant to the Chief	1
Sergeant of Police, Special Events	1
Special Events Coordinator(s) (SAC)	1
Special Events Coordinator, Bureau of Field Operations	1
Consultants*	1

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The City Administrator or his designee may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the

disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

City of Oakland
Conflict of Interest Code

LIST OF DESIGNATED POSITIONS

Public Works Agency

JOB TITLE	DISCLOSURE CATEGORY
Administrative Service Manager I	1
Administrative Services Manager II	1
Agency Administrative Manager	1
Architectural Associate	1
Assistant Director of Public Works	1
Budget and Operations Analyst III	1
Building Services Manager	1
Capital Improvement Project Coordinator	1
Capital Improvement Project Manager	1
Capital Improvement Program Manager	1
City Land Surveyor	1
Clean Community Supervisor	1
Construction and Maintenance Supervisor I	6
Construction Inspector Supervisor	1
Construction Inspector Supervisor II	1
Electrical Engineer II	1
Electrical Engineer III	1
Electrical Services Manager	1
Energy Engineer III	1
Engineer, Civil (Field)	1
Engineer, Civil (Office)	1
Environmental Program Specialist	1
Environmental Programs Supervisor	1
Environmental Services Manager	1
Equipment Services Manager	1
Equipment Services Superintendent	1
Equipment Supervisor	1
Executive Assistant	1
Facilities Complex Manager	6
Fleet Specialist	1
Management Assistant	1
Park Supervisor II	1
Principal Civil Engineer	1
Program Analyst II	1
Program Analyst III	1
Project Manager II	1
Project Manager III	1
Public Works Operations Manager	1
Public Works Supervisor I	1
Public Works Supervisor II	1
Recycling Specialist, Senior	1
Supervising Civil Engineer	1
Transportation Engineer	1
Supervising Transportation Engineer	1
Solid Waste Recycling Program Supervisor	1
Support Services Supervisor	1
Training and Public Service Administrator	1
Transportation Planner, Senior	1
Tree Supervisor II	1

Watershed Program Supervisor
Consultants*

1
1

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**City of Oakland
Conflict of Interest Code
LIST OF DESIGNATED POSITIONS**

Boards and Commissions

DISCLOSURE CATEGORY

Budget Advisory Committee	1
Business Tax Board of Review	1
Central East Oakland Community Development District Board	1
Central Oakland Community Development District Board	1
Children’s Fairyland Board of Trustees	1
Children’s Fund Planning and Oversight Committee	1
Citizen’s Police Review Board	1
Civil Service Board	1
Commission on Aging	1
Commission on Persons with Disabilities	1
Community Action Partnership Board	1
Community Policing Advisory Board	1
Cultural Affairs Commission	1
Downtown Oakland Senior Center Advisory Council	1
East Oakland Senior Center Advisory Council	1
Eastlake/San Antonio/Chinatown Community Development District Board	1
Elmhurst Community Development District Board	1
Fruitvale/San Antonio Community Development District Board	1
Head Start Advisory Panel	1
Housing and Residential Rent and Relocation Board	1
Landmarks Preservation Advisory Board	1
Library Advisory Commission	5
Measure Z Community Oversight Committee	2
North Oakland Community Development District Board	1
North Oakland Senior Center Advisory Council	1
Oakland Fund for Children and Youth Planning and Oversight Committee	1
Oakland Housing Authority Board of Commissioners	1
Oakland Municipal Employees Retirement System	1
Oakland Oversight Board	1
Parks and Recreation Advisory Commission	1
Police and Fire Retirement System Board	1
Public Art Advisory Committee	1
Public Ethics Commission	1
Senior Center Advisory Board	4
Violence Prevention and Oversight Committee (Measure Y)	1
West Oakland Senior Center Advisory Council	1
Western Oakland Community Development District Board	1
Wildfire Prevention Assessment	3
Workforce Investment Board	1
Consultants*	1

Please note that only a business entity or any parent, subsidiary or otherwise related business entity that has an interest in real property in the City of Oakland, or does business or plans to do business in the jurisdiction, or has done business within the jurisdiction at any time during the two years prior to the filing of any statement is to be reported. Also only real property located in the jurisdiction is to be reported. Finally, income, including a gift, does not include income received from any source outside the jurisdiction and not doing business within the jurisdiction, not planning to do business within the jurisdiction, or not having done business within the jurisdiction during the two years prior to the filing of any statement is to be reported.

*Consultants shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code subject to the following limitations:

The City Administrator or his designee may determine, in writing, that a particular consultant, although a "designated position," is hired to perform a range of duties that are limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written documentation shall include a description of the consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. The City Administrator or his designee's determination is a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

APPENDIX B
MASTER LIST OF DISCLOSURE CATEGORIES
SPECIFICATION SHEET
REPORTABLE INVESTMENTS, INTERESTS IN REAL PROPERTY AND INCOME
PROPOSED-CONFLICT OF INTEREST CODE
CITY OF OAKLAND

"Unit" as used in this text means the particular department, board, commission, office or other entity using the disclosure category.

"Used by" for a board or commission under Disclosure Category 4, refers to investments and business positions in business entities, and sources of income from entities providing supplies, services, equipment or machinery of the type used by the unit(s) to whom the board or commission provides advice.

Please note that only a business entity or any parent, subsidiary or otherwise related business entity that has an interest in real property in the City of Oakland, or does business or plans to do business in the jurisdiction, or has done business within the jurisdiction at any time during the two years prior to the filing of any statement is to be reported. Also only real property located in the jurisdiction is to be reported. Finally, income, including a gift, does not include income received from any source outside the jurisdiction and not doing business within the jurisdiction, not planning to do business within the jurisdiction, or not having done business within the jurisdiction during the two years prior to the filing of any statement is to be reported.

Disclosure Category

1. All investments and business positions in business entities, sources of income and interests in real property.
2. Investments and business positions in business entities, and all sources of income.
3. Interests in real property.
4. Investments and business positions in business entities, and sources of income from entities providing supplies, services, equipment or machinery of the type used by the designated employee's unit, the designated employee's board or commission or panel, or the City department that the designated employee's board or commission advises.
5. Investments and business positions in and income from entities, which are book outlets, vendors or providers of business services.
6. Investment and business positions in business entities, and income from sources engaged in construction supplies, building supplies or material supplies.
7. Investments and business positions in business entities, and income from sources engaged in construction or development.
8. Investments and business positions in business entities, and income from sources engaged in the construction of public works projects.
9. Investments and business positions in business entities, and income from business entities of the type to provide bids, supplies, vehicles and equipment.
10. Investments and business positions in business entities, and source of income, which provide services and supplies of the type used in training activities.

11. Investments and business positions in, and income from business entities engaged in providing medical service or facilities of the type used by the City.
12. Investments and business positions in, and income from business entities supplying or manufacturing electronic equipment, supplies or services of the type utilized by the designee's unit.
13. Investments and business positions in, and income from business entities providing supplies, services equipment or machinery of the type used by the City.
14. Investments and business positions in, and income from employment agencies or entities, which provide employment or pre-employment services. Services include, but are not limited to, provision of temporary employees, testing, training, consulting, job classification studies and salary surveys.
15. Investments and business positions in, and income from business entities, which are of the type to provide any of the various types of employee insurance coverage or actuarial services.
16. Investments and business positions in business entities, and income from sources, which supply or manufacture fire fighting equipment or supplies.
17. investments and business positions in, and income from business entities which within the last twelve months have contacted, or in the future foreseeably may contract with the Oakland Housing Authority to provide services, supplies, materials, machinery or equipment to the Oakland Housing Authority.
18. Income from any source which within the last twelve months has contracted, or in the future may foreseeably contract with the Oakland Housing Authority to provide services, supplies, materials, machinery or equipment to the Oakland Housing Authority.

APPENDIX C

City of Oakland Deferred Compensation Plan Positions that Manage Public Investments for Purposes of Section 87200
of the Government Code
(Government Code Section 87314)

DISCLOSURE CATEGORY

Deferred Compensation Plan Committee Members 1

IN COUNCIL, OAKLAND, CALIFORNIA _____

PASSED BY THE FOLLOWING VOTE:

BROOKS, BRUNNER, DE LA FUENTE, KAPLAN, KERNIGHAN, NADEL, SCHAAF AND
PRESIDENT REID

AYES

NOES

ABSENT

ABSTENTION

ATTEST _____
LATONDA SIMMONS
City Clerk and Clerk of the Council
Of the City of Oakland, California

AN ORDINANCE AMENDING THE CITY OF OAKLAND'S. CONFLICT OF INTEREST CODE (ORDINANCE NUMBER 11562 C.M.S. ADOPTED MARCH 23, 1993, AS AMENDED, OAKLAND MUNICIPAL CODE CHAPTER 3.16) ENACTING A CONFLICT OF INTEREST CODE FOR CITY OF OAKLAND EMPLOYEES, MEMBERS OF BOARDS AND COMMISSIONS, AND CONSULTANT POSITIONS TO UPDATE THE DESIGNATION OF POSITIONS COVERED BY THE CODE.

NOTICE AND DIGEST

This Ordinance would amend the City of Oakland Conflict of Interest Code, Ordinance No. 11562 C.M.S. (Chapter 3.16), adopted March 23, 1993, as amended, enacting a conflict of interest code for employees, members of boards and commissions and consultants positions.