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I. Where do I find the Ethics Code?

Kauaʻi has a code of ethics to provide guidelines for implementing best practices in the daily operation of our County government. The code of ethics applies to every nominated, appointed or elected officer or employee of the County of Kauaʻi, including members of boards, commissions and committees. A seven-member Board of Ethics oversees and advises on all code of ethics business. The code of ethics is governed by and applies solely to the laws in the following:

1. The Kauaʻi County Charter, Chapter XX
2. The Internal Kauaʻi County Regulations, Standards of Conduct, Chapter 3, Article 1
3. The Mayor’s Executive Decisions, written by the Mayor to the County employees. Executive Decisions are distributed to employees and then placed on file in the Personnel Office. All Executive Decisions remain in effect unless they are rescinded by the current Mayor.

In summary, these laws pertain to: conflicts of interests, disclosures, contracts, gifts, confidential information, restrictions on post employment, violations, penalties, and fair treatment (only as it relates to the aforementioned topics). The code of ethics is not applicable to any issue outside of these laws (such as, but not limited to, human resource law).

II. Where can I get advice on an ethical issue?

You can contact the Kaua'i Board of Ethics through the Kaua'i Personnel Department or through the Office of Boards and Commissions. You will be asked to put your concerns in writing and to have your signature notarized (this avoids the problem of having someone else using your name to submit a question.) The Board of Ethics will review all submissions and reply.

All initial submissions remain confidential. However, if the Board of Ethics determines that there appears to be a violation of an ethical code, the situation may require a hearing where the accused party has an opportunity to respond to the allegation. At this time, it may not be possible to keep your name anonymous.

The Board of Ethics is made up of seven volunteer citizens from Kaua'i. These people are appointed by the Mayor and approved by the County Council for a three year term. Generally, the Board of Ethics meets once a month to review cases.

EXAMPLES

GIFTS:

Internal County Regulations, Article 1, Section 3-1.4, & County of Kaua'i Charter, Article XX, Section 20-02-A:

No officer or employee of the county shall: "Solicit, accept or receive, directly or indirectly, any gift, whether in the form of money, service, loan, travel, entertainment, hospitality, thing or promise, or in any other form, under circumstances in which it can reasonably be inferred that the gift is intended to influence him or her in the performance of his or her official duties or is intended as a reward for any official action on his or her part."

Example: A police officer pulls a victim out of a burning car at a Kaua'i intersection. The family is so grateful that they want to give the Police Officer a check in appreciation.

Finding: Employees of the Police and Fire Department cannot accept the gift since the saving of a victim is considered to be an "official action" required by his or her job duty.

CONFIDENTIAL INFORMATION:

Internal County Regulations, Article 1, Section: 3-1.5 & County of Kaua'i Charter, Article XX, Section 20.02-B:

No officer or employee of the County shall “disclose information which, by law or practice, is not available to the public and which he acquires in the course of his official duties or use such information for his personal gain or for the benefit of anyone.”

Example: Andrew works in the county's Personnel Office. His office keeps a list of all the county's employees, including their home addresses and phone numbers.

Andrew is supporting a friend who is running for public office. He wants to help his friend get elected. He knows he cannot campaign at his office. So, he makes a copy of this list of addresses and phone numbers of all of the county's employees and mails the list to his friend's campaign manager. His friend's campaign manager mails out brochures soliciting votes. Andrew follows up the mailings with a personal phone call to persuade people to vote for his friend. If anyone says anything, Andrew feels he could tell people that he got all the addresses and phone numbers from the telephone book.

Finding: Andrew is in violation of the Code of Ethics. He may not disclose or use confidential information, acquired in the course of his duties as a county employee, for personal gain or for the benefit of others.

CONFLICT OF INTEREST:

Internal County Regulations, Article 1, Section 3-1.7 & County of Kaua'i Charter, Article XX, Section 20.02-C

No officer or employee of the County shall “acquire financial interest in business enterprises which he may be directly involved in official action to be taken by him.”

Example: A county employee's job is an Electrical Inspector, inspecting electrical construction work.

Finding: While in county employment, this county employee should not acquire an interest in any electrical contractor business that does work on the island of Kaua'i. If they already have an interest in such business, they should disqualify themselves from inspecting any of their work and have someone else in the department do the inspecting.

ASSISTANCE BEFORE COUNTY AGENCIES:

Internal County Regulations, Article 1, Section 3-1.7 & County of Kaua'i Charter, Article XX, Section 20.02-D:

“No officer or employee of the County shall appear on behalf of private interests before any county board, commission or agency.”

Example: A county employee is approached by a large land developer to represent the developer’s interest before the Planning Commission.

Finding: The employee may not appear before any Board or Commission on behalf of a private party.

Note: The Board of Ethics, in its interpretive rules, provides the following definitions:

Rule 1: General Provisions

1.1 Purpose

These rules are intended to provide clarity as to the interpretation of Article XX of the Charter.

1.2 Compliance with Section 20.02D. Section 20.02D states: “No officer or employee of the County shall appear in behalf of private interests before any County board, commission or agency.” The following definitions shall apply to the interpretation Charter section:

a) Officer – the term “officer” shall include the following: (1) Mayor and members of the council; (2) Any person appointed as administrative head of any agency of the county or as a member of any board or commission; (3) The first deputy appointed by the administrative head of any department; and (4) Deputies of the county attorney. It clarifies that while the definition includes members of County (and not State) boards and commissions, it does not include members of County or State sanctioned Advisory Committees/Boards which are not authorized

under the Charter.

b) Employee – the term “employee” shall mean any person, except an officer, employed by the county or any department thereof

c) Appear – the term “appear” shall mean the providing of oral or written testimony at a publicly noticed meeting or hearing of a board, commission, council or agency. Written or oral communication with agencies outside of a publicly noticed meeting or hearing shall not constitute an appearance. This interpretation shall not prohibit:

1. An individual’s right to testify at a meeting or hearing of a county board, commission or agency regarding his or her personal opinions.
2. An individual’s right to appear in a matter that involves only ministerial action by a department, such as applying for a driver’s license, building permit, water meter, or filing a police report.
3. An individual’s right to represent himself personally or appear before any agency to petition for redress of grievances caused by any official act or action affecting such person’s or such person’s immediate family’s rights, privileges, or property, including real property. For the purposes of this section, “immediate family” means the person’s parents, siblings, spouse or children.
4. An officer’s or employee’s business or professional partner’s or associate’s right to practice or appear before a County agency, provided, however, the officer or employee shall not participate in any discussion, decision-making or vote on the related matter.

d) In behalf of – the term “in behalf of” shall mean representation of a third party (not the individual himself), however, a partnership, corporation, or limited liability company, even if partially or wholly owned by the individual, shall be considered a third party.

e) Private interests – the term “private interests” shall mean all persons and entities other than governmental bodies.

FAIR TREATMENT:

Internal County Regulations, Article 1, Section 3-1.6 & County of Kaua'i, Article XX, Section 20.02-E:

A. No officer or employee of the County shall use or attempt to use his official position to secure or grant unwarranted privileges, exemptions, advantages, contracts, or treatment for himself or others, including but not limited to the following:

1. Seeking other employment or contract for services for himself by the use or attempted use of his office or position.
2. Accepting, receiving, or soliciting compensation or other consideration for the performance of his official duties or responsibilities except as provided by law.
3. Using County time, equipment or other facilities for private business purposes.
4. Soliciting, selling or otherwise engaging in a substantial financial transaction with a subordinate or person or business whom he inspects or supervises in his official capacity.

Example: A County Council member puts pressure on the Planning Commission to re-zone his or her mother's residential property so she can use the property for a commercial development.

Finding: No councilperson or employee may use their official position to gain unwarranted advantages.

DISCLOSURES:

Internal County Regulations, Article 1, Section 3-1.9 & County of Kaua'i Charter, Article XX, Section 20.04:

"The mayor, councilpersons, all department heads and deputies, members of boards and commissions and the purchasing administrator, and any employee delegated or authorized to act on behalf of the director of finance and the deputy director of finance in their absence shall, within thirty (30) days of assuming office, file with the Board of Ethics a list of all real property within the County in which he has any right, title or interest; a list of all business firms which contract for County business in which he has any interest; all places of employment, including part-time employment; and all sources and amounts of income, business ownership, officer and director positions, debts, creditor interests in insolvent businesses and the names of persons represented before government agencies." (Amended 2010)

IV. Penalties for violations of the Ethics Code

Internal County Regulations, Article 1, Section 3-1.11 & County of Kaua'i Charter, Article XX, Section 20.04-C:

"In addition to any other penalty provided by law" includes:

1. voiding any contracts or County action that the County may have entered during the violation,
2. recovering any fee, compensation, gift or profit received during the violation and could include a fine,
3. suspension or removal from office or employment.

KAUAI COUNTY CHARTER
ARTICLE XX

The following is an unofficial copy of Article XX, Kaua'i County Charter. Amendments may have been made to the Kaua'i County Charter after publication of this manual. To obtain an up-dated edition of the County Charter contact the County Clerk's Office at 241-4188.

Section 20.01. Standards of Conduct. In order to establish a high standard of integrity and morality in government service, a code of ethics is hereby established.

Section 20.02. No officer or employee of the county shall:

A. Solicit, accept or receive, directly or indirectly, any gift, whether in the form of money, service, loan, travel, entertainment, hospitality, thing or promise or in any other form, under circumstances in which it can reasonably be inferred that the gift is intended to influence him in the performance of his official duties or is intended as a reward for any official action on his part.

B. Disclose information which, by law or practice, is not available to the public and which he acquires in the course of his official duties or use such information for his personal gain or for the benefit of anyone.

C. Acquire financial interest in business enterprises which he may be directly involved in official action to be taken by him.

D. Appear in behalf of private interests before any county board, commission or agency.

E. Use his official position to secure a special benefit, privilege or exemption for himself or others.

F. Use county property for other than public activity or purpose.

Section 20.03. Contracts.

A. The county shall not enter into any contract with an officer or employee or with a firm in which an officer or employee has a substantial interest involving services or property of a value in excess of \$1,000.00 unless the contract is made after competitive bidding. (Amended 2010)

B. The county shall not enter into a contract with any person or firm which is represented or assisted personally in the matter by a person who has been an employee of the agency within the preceding one year and who participated while in county employment with the subject matter of the contract. (Amended 2010)

C. This section shall not apply to personal employment contract.

Section 20.04. Disclosure.

A. The mayor, councilpersons, all department heads and deputies, members of boards and commissions and the purchasing administrator, and any employee delegated or authorized to act on behalf of the director of finance and the deputy director of finance in their absence shall, within thirty (30) days of assuming office, file with the board a list of all real property within the county in which he has any right, title or interest, a list of all business firms which contract for county business in which he has any interest, and all their places of employment, including part-time employment, all sources and amounts of income, business ownership, officer and director positions, debts, creditor interests in insolvent businesses and the names of persons represented before government agencies. Amendments to the list, including additions, deletions or changes in title, interest in property or of employment, shall be made within thirty (30) days of the occurrence of the amendment. The list shall be a matter of public record. (Amended 2010)

B. Any elected official, appointed officer, employee, or any member of a board or commission who possesses or acquires such interest as might reasonably tend to create a conflict with his duties or authority, or

who is an owner, officer, executive director or director of an organization, or whose member of his immediate family, which includes parents, siblings, spouse or children, is an owner, officer, executive director or director of an organization in any matter pending before him shall make full disclosure of the conflict of interest and shall not participate in said matter. (Amended 1976, 1980, 2006, 2008)

C. Penalties.

(1) Any violation of any of the provisions of this section shall, at the option of the director of finance, render forfeit and void the contract, work, business, sale or transaction affected.

(2) Any violation of any of the provisions of this section shall constitute cause for fine, suspension or removal from office or employment.

D. The council shall, by ordinance, adopt and may, from time to time, revise and amend such complementary provisions as may be necessary to supplement the code of ethics.

E. The mayor, the council and the board of ethics shall be responsible for the enforcement of provisions of this article.

Section 20.05. Board of Ethics. There shall be a board of ethics.

A. The board shall consist of seven members. (Amended 2006)

B. The board shall annually select a chairman and a secretary from among its members and shall adopt rules necessary for the conduct of its meetings.

C. The board shall meet at the call of the chairman or of a majority of its members. A majority of the membership shall constitute a quorum for the conduct of business, and the affirmative vote of at least a majority shall be necessary to take any action.

D. It shall be the function of the board:

(1) To initiate, receive, hear and investigate complaints of violations of the code of ethics and to transmit its findings to the council as to complaints involving county officers and to the civil service commission as to employees. It may also, on its own, file impeachment proceedings in the circuit court.

(2) To render advisory opinions or interpretations with respect to application filing and request. All requests for advisory opinions shall be answered within forty five (45) days of its filing and failure to submit an advisory opinion within said forty five (45) days shall be deemed a finding of no breach of the code. (Amended 2010)

(3) To prescribe a form for the disclosure provided in this section and to implement the requirements of the disclosure provisions.

(4) To examine all disclosure statements filed and to comment on or advise corrective action to any matters that may indicate a conflict of interest. (Amended 1976)

(5) To propose revisions of the code to assure its effectiveness.

E. In the course of its investigations, the board shall have the power to administer oaths and subpoena witnesses and to compel the production of books and papers pertinent thereto.

F. All hearings on complaints shall be closed to the public. Only findings of violations shall be referred to the council or the civil service commission. Upon referral to the council or civil service commission, the violations shall be treated as any other similar item of council or civil service commission business.

G. If any officer or employee, or former officer or employee, shall

obtain an advisory opinion from the board and shall govern himself accordingly, or shall act in accordance with the opinions of the board, he shall not be held guilty of violating any of the provisions of the code.

H. Cooperations. The council and mayor shall cooperate and provide financing and personnel help required by the commission in the performance of its duties.

***KAUAI COUNTY CODE
CHAPTER 3, ARTICLE 1
CODE OF ETHICS***

The following is an unofficial copy of Chapter 3, Article 1, Kaua'i County Code. Amendments may have been made to the Code of Ordinances after publication of this manual. To obtain an up-dated edition of the County Code contact the County Clerk's Office at 241-4188.

Article 1.	Code Of Ethics
Sec. 3-1.1	Construction
Sec. 3-1.2	Applicability
Sec. 3-1.3	Definitions
Sec. 3-1.4	Gifts
Sec. 3-1.5	Confidential Information
Sec. 3-1.6	Fair Treatment
Sec. 3-1.7	Conflicts Of Interest
Sec. 3-1.8	Contracts
Sec. 3-1.9	Requirements Of Disclosure
Sec. 3-1.10	Restrictions On Post Employment
Sec. 3-1.11	Violation; Penalties

Section 3-1.1. Construction.

This Article shall be liberally construed to promote high standards of ethical conduct in County government. (Section 3-1.1, R.C.O. 1976)

Section 3-1.2. Applicability.

This Article shall apply to every nominated, appointed, or elected officer or employee of the County of Kaua'i including members of boards, commissions, and committees. (Section 3-1.2, R.C.O. 1976)

Section 3-1.3 Definitions.

When used in this Article the following words or phrases shall have the meaning given in this Section unless it shall be apparent from the context that a different meaning is intended:

“Business” includes a corporation, a partnership, a sole proprie-

torship, a trust or foundation, or any other individual or organization carrying on a business, whether or not operated for profit.

“Compensation” means any money, thing of value, or economic benefit conferred on or received by any person in return for services rendered or to be rendered by himself or another.

“Controlling Interest” means an interest which is sufficient in fact to control, whether the interest be greater or less than fifty per cent (50%).

“County Agency” includes the County, the Council and its committees, all executive departments, boards, commissions, committees, bureaus, offices and all independent commissions and other establishments of County government.

“Employee” means any nominated, appointed or elected officer or employee of the County including members of boards, commissions and committees and employees under contract to the County, but excluding Councilmembers.

“Employment” means any rendering of services for compensation.

“Financial Interest” means an interest held by an individual, his or her spouse or his or her minor children. A divorce or separation between spouses shall not terminate any relationship which is:

- (1) An ownership in a business.
- (2) A creditor interest in an insolvent business.
- (3) An employment, or prospective employment for which negotiations have begun.
- (4) An ownership interest in real or personal property.
- (5) A loan or other debtor interest.
- (6) A directorship or officership in a business.

“Official act” or “official action” means a decision, recommendation, approval, disapproval, or other action, including inaction, which involves the use of discretionary authority.

“Official authority” includes administrative or legislative powers of decision, recommendation, approval, disapproval or other discretionary action. (Section 3-1.3, R.C.O. 1976)

Section 3-1.4 Gifts.

(a) No Councilmember or employee of the County shall solicit, accept, or receive directly or indirectly any gift, whether in the form of money, service, loan, travel, entertainment, hospitality, thing or promise, or in any other form, under circumstances in which it can reasonably be inferred that the gift is intended to influence him or her in the performance of his or her official duties or is intended as a reward for any official action on his or her part. (Section 20.02, Art. XX, Charter; Section 25, C.O. 1971; Section 3-1.4, R.C.O. 1976)

(b) The prohibition against gifts in Section 3-1.4 (a) shall not apply to:

- (1) An occasional non-pecuniary gift, insignificant in value, or
- (2) An award publicly presented in recognition of public service, or
- (3) Any gift which would have been offered or given to him if he were not an official or employee. (Section 3-1.4, R.C.O. 1976)

Section 3-1.5 Confidential Information.

No Councilmember or employee of the County shall disclose information which by law or practice is not available to the public and which he or she acquires in the course of his or her official duties, or use the information for his or her personal gain or for the benefit of anyone. (Section 20.02, Art. XX, Charter; Section 3-1.5, R.C.O. 1976)

Section 3-1.6 Fair Treatment.

(a) No Councilmember or employee of the County shall use or attempt to use his or her official position to secure or grant unwarranted privileges, exemptions, advantages, contracts, or treatment for him or herself or others, including but not limited to the following:

- (1) Seeking other employment or contract for services for him or herself by the use or attempted use of his or her office or position.
- (2) Accepting, receiving, or soliciting compensation or other consideration for the performance of his or her official duties or

responsibilities except as provided by law.

(3) Using County time, equipment or other facilities for private business purposes.

(4) Soliciting, selling, or otherwise engaging in a substantial financial transaction with a subordinate or person or business whom he or she inspects or supervises in his or her official capacity.

(b) Nothing in this Article shall be construed to prohibit a Councilmember from introducing bills and resolutions, serving on committees or from making statements or taking action in the exercise of his or her legislative functions. Every Councilmember shall file a full and complete public disclosure of the nature and extent of the interest or transaction which he or she believes may be affected by legislative action in compliance with the disclosure requirements of Section 3-1.9 (Section 20.01, Art. XX, Charter; Section 25, C.O. 1971; Section 3-1.6, R.C.O. 1976)

Section 3-1.7 Conflicts of Interest.

(a) No employee shall take any official action directly affecting:

(1) A business or other undertaking in which he or she has a substantial financial interest; or

(2) A private undertaking in which he or she is engaged as legal counsel, advisor, consultant, representative, or other agency capacity.

(A) Except that a department head who is unable to disqualify him or herself on any matter described in Paragraphs (1) and (2) of this Subsection, will not be in violation of this Subsection if he or she has complied with the disclosure requirements of Section 3-1.9; and

(B) Except that a member of a board, commission or committee, whose participation is necessary in order to constitute a quorum to conduct official business on any matter described in items (1) and (2) above, will not be in violation of this Subsection if he or she has complied with the disclosure requirements of Section 3-1.9.

(b) No Councilmember or employee shall acquire financial interests in any business or other undertaking which he or she has reason to believe may be directly involved in official action to be taken by him or

her.

(c) No Councilmember or employee shall assist any person or business or act in a representative capacity before any County agency for a contingent compensation in any transaction involving the County.

(d) No Councilmember or employee shall assist any person or business or act in a representative capacity for a fee or other compensation to secure passage of a bill or to obtain a contract, claim, or other transaction or proposal in which he or she has participated or will participate as a Councilmember or employee, nor shall he or she assist any person or business or act in a representative capacity for a fee or other compensation on a bill, contract, claim or other transaction or proposal before the Council or agency of which he or she is an employee or Councilmember.

(e) No employee shall assist any person or business or act in a representative capacity before a County agency for a fee or other consideration on any bill, contract, claim, or other transaction or proposal involving official action by the agency if he or she has official authority over that County agency unless he or she has complied with the disclosure requirements of Section 3-1.9. (Section 20.01, Art. XX, Charter; Section 25, C.O. 1971; Section 3-1.7, R.C.O. 1976)

Section 3-1.8 Contracts.

(a) A County agency shall not enter into any contract with an officer or an employee or with a business in which an officer or an employee has a substantial interest, involving services or property of a value in excess of one thousand dollars (\$1,000.00) unless the contract is made after competitive bidding. (Amended 2013)

(b) A County agency shall not enter into a contract with a person or business which is represented or assisted personally in the matter by a person who has been an employee of the agency within the preceding one year and who participated while in County office or employment in the matter with which the contract is directly concerned. (Amended 2013)

(c) This section shall not apply to a personal contract of employment with the County. (Section 20.03, Art. XX, Charter; Section 3-1.8, R.C.O. 1976)

Section 3-1.9 Requirements and Disclosure.

(a) The Mayor, Councilpersons, all Department Heads and Deputies, members of Boards and Commissions and the purchasing administrator, and any employee delegated or authorized to act on behalf of the director of finance and the deputy director of finance in their absence shall, within thirty (30) days of assuming office, file with the Board of Ethics a list of all real property within the County in which he has any right, title or interest; a list of all business firms which contract for County business in which he has interest; all places of employment, including part-time employment; and all sources and amounts of income, business ownership, officer and director positions, debts, creditor interests in insolvent businesses and the names of persons represented before government agencies. Amendments to the list, including additions, deletions or changes in title, interest in property or of employment, shall be made within thirty (30) days of the occurrence of the amendment. The list shall be a matter of public record. (Amended 2013)

(b) All candidates for elective office shall, within seven (7) days of filing nomination papers, file with the Board of Ethics a list of all real property within the County in which he has any right, title or interest; a list of all business firms which contract for County business in which he has any interest; all places of employment, including part-time employment; and all sources and amounts of income, business ownership, officer and director positions, debts, creditor interests in insolvent businesses and the names of persons represented before government agencies. Amendments to the list, including additions, deletions or changes in title, interest in property or of employment shall be made within seven (7) days of the occurrence of the amendment. The list shall be a matter of public record.

(c) The Board of Ethics shall prescribe the form or forms to be executed and shall fix the date when the initial disclosure must be filed.

(d) Any Councilmember who has a financial interest in any proposed legislation before the Council shall disclose on the record of the Council the nature and extent of the interest.

(e) Any employee who has a financial interest in any proposed legislative action of the Council and who participates in discussion with or gives an official opinion or recommendation to the council shall disclose

on the record of the Council the nature and extent of the interests.

(f) In addition to the non-compulsory meetings that can be called by the chairman or by a majority of the Board of Ethics there shall be one (1) compulsory meeting of the Board of Ethics that shall be held annually on a date designated by the Board of Ethics for the purpose of reviewing and verifying all disclosure forms to insure that they have been kept current and that any modifications thereon have been duly recorded.

(g) Any violation of any of the provisions of this Section shall, at the option of the Director of Finance, render forfeit and void the contract, work, business, sale or transaction affected. Any violation of any of the provisions of this section shall constitute cause for fine, suspension or removal from office or employment. (Ordinance No. 142, May 7, 1969; Section 25 C.O. 1971; Section 3-1.9, R.C.O. 1976; Ordinance No. 387, June 26, 1980)

Section 3-1.10 Restrictions On Post Employment.

(a) No former officer or employee shall, within one year after termination of his employment, assist any person or business or act in a representative capacity for a fee or other consideration, on matters in which he participated as an officer or employee. (Amended 2013)

(b) No former officer or employee shall, within one year after termination of his employment, assist any person or business or act in a representative capacity for a fee or other consideration, on matters involving official action by the particular County Agency or subdivision thereof with which he had actually served. (Amended 2013)

(c) This Section shall not prohibit any Agency from contracting with a former officer or employee to act on a matter on behalf of the County within the period of limitations stated herein, and shall not prevent that officer or employee from appearing before any agency in relation to that employment. (Section 3-1.10, R.C.O. 1976, Amended 2013)

Section 3-1.11 Violation; Penalties.

(a) In addition to any other penalty provided by law, any contract entered into by the County in violation of this Article is voidable on behalf of the County at the option of the Director of Finance, provided that in any action to avoid a contract pursuant to this Section the interests of third par-

ties who may be damaged thereby shall be taken into account, and the action to void the transaction is initiated within sixty (60) days after the determination of a violation under this Article. The County Attorney shall have the authority to enforce this provision.

(b) Any favorable County action obtained in violation of any of the standards for Councilmembers or employees is voidable in the same manner as voidable contracts as provided for under Section 3-1.11 (a); and the County be the County Attorney may pursue all legal and equitable remedies available to it.

(c) The County Attorney may recover any fee, compensation, gift or profit received by any person as a result of a violation of these standards by a Councilmember or employee or former Councilmember or employee. Action to recover under this Subsection (c) shall be brought within two (2) years of the violation under this Article.

(d) Any violation of any of the provisions of this Article shall constitute cause for fine suspension or removal from office or employment. (Ordinance No. 142, May 7, 1969; Section 25, C.O. 1971; Section 3-1.11, R.C.O. 1976)