



# Navigating Ethical Crossroads: Insights from Seasoned Administrators

John Anzivino, Executive Manager, The Berkley Group

Dr. Joe Casey, Chesterfield County Manager

Jessica Cowles, ICMA Ethics Director

Cindy Mester, City of Falls Church Community Relations & Legislative Affairs  
Director

# Session Agenda

Ethics trends and sharing panel perspectives

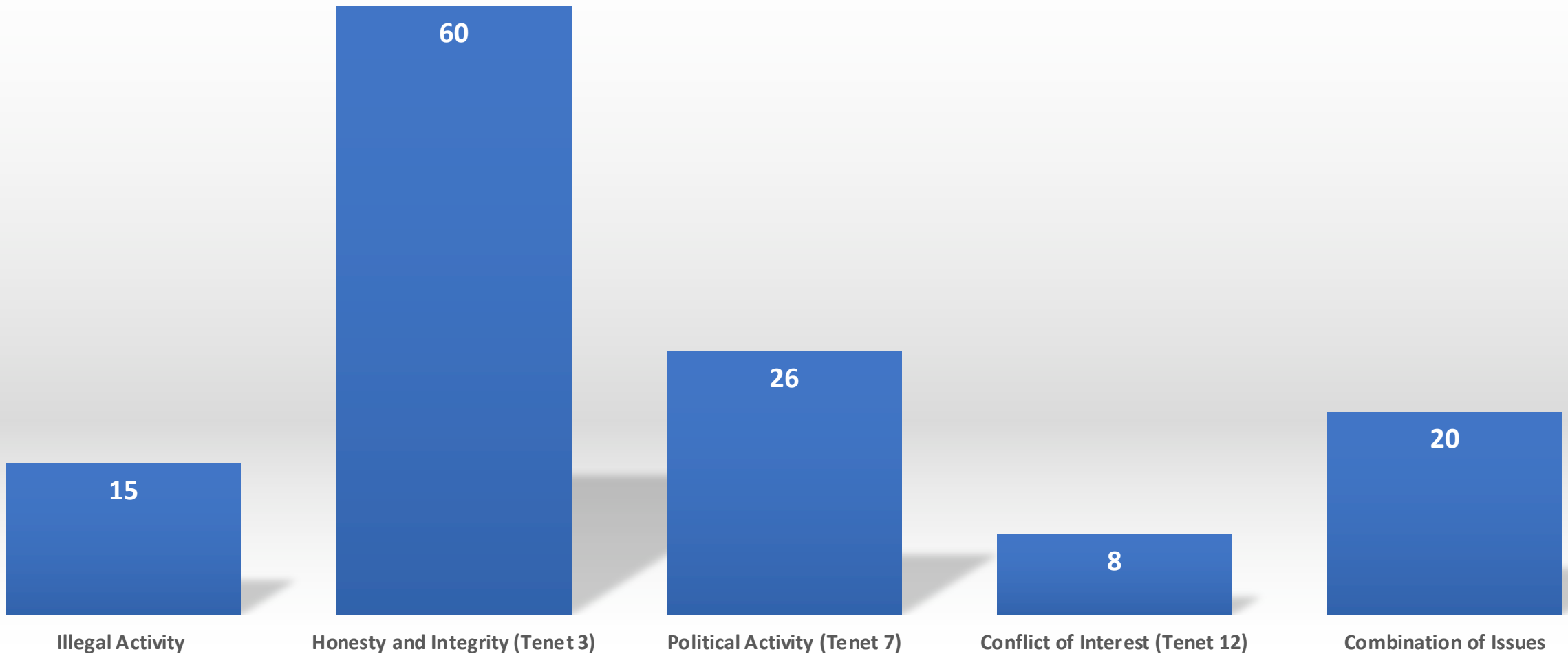
This will be interactive!

Plenty of time for questions

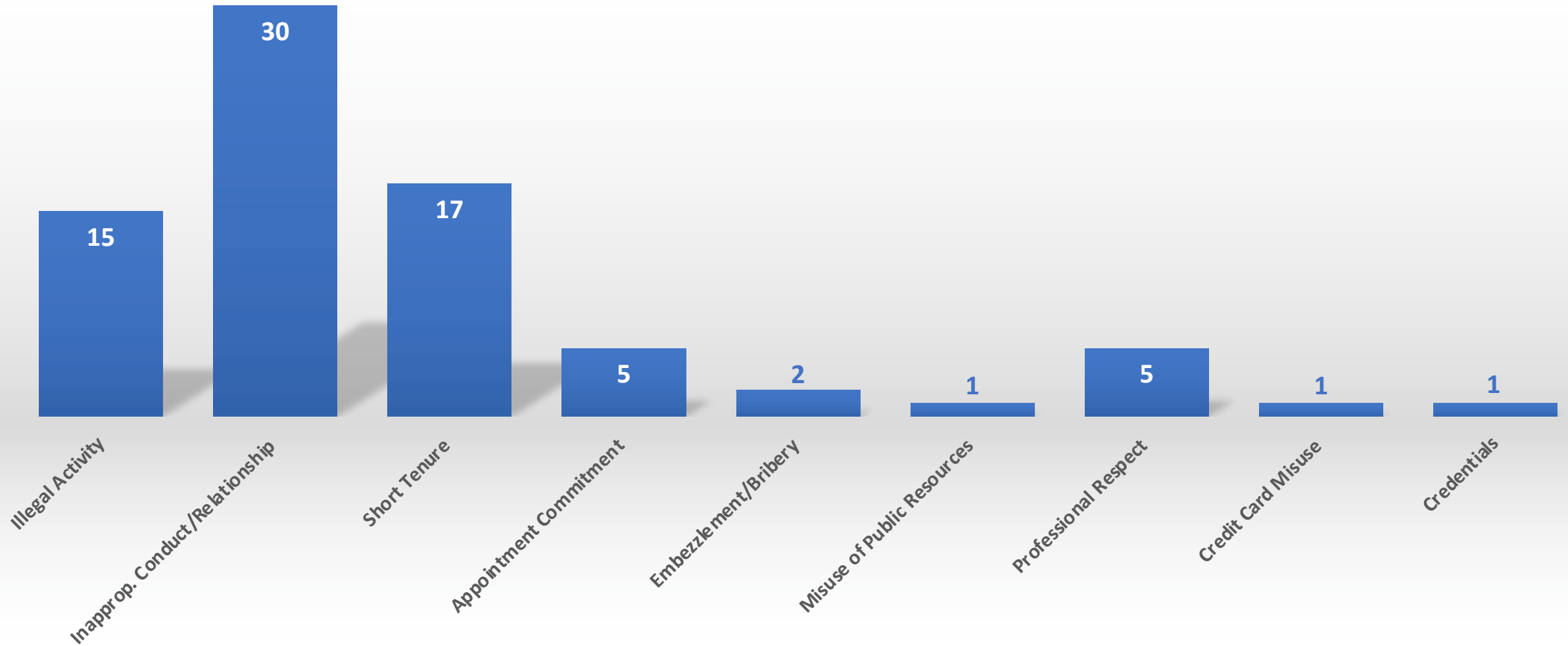
Leave with key takeaways

Ground Rule: Safe space to contribute and learn

# Number of Cases by Violation Issue (FY 2014-2023)

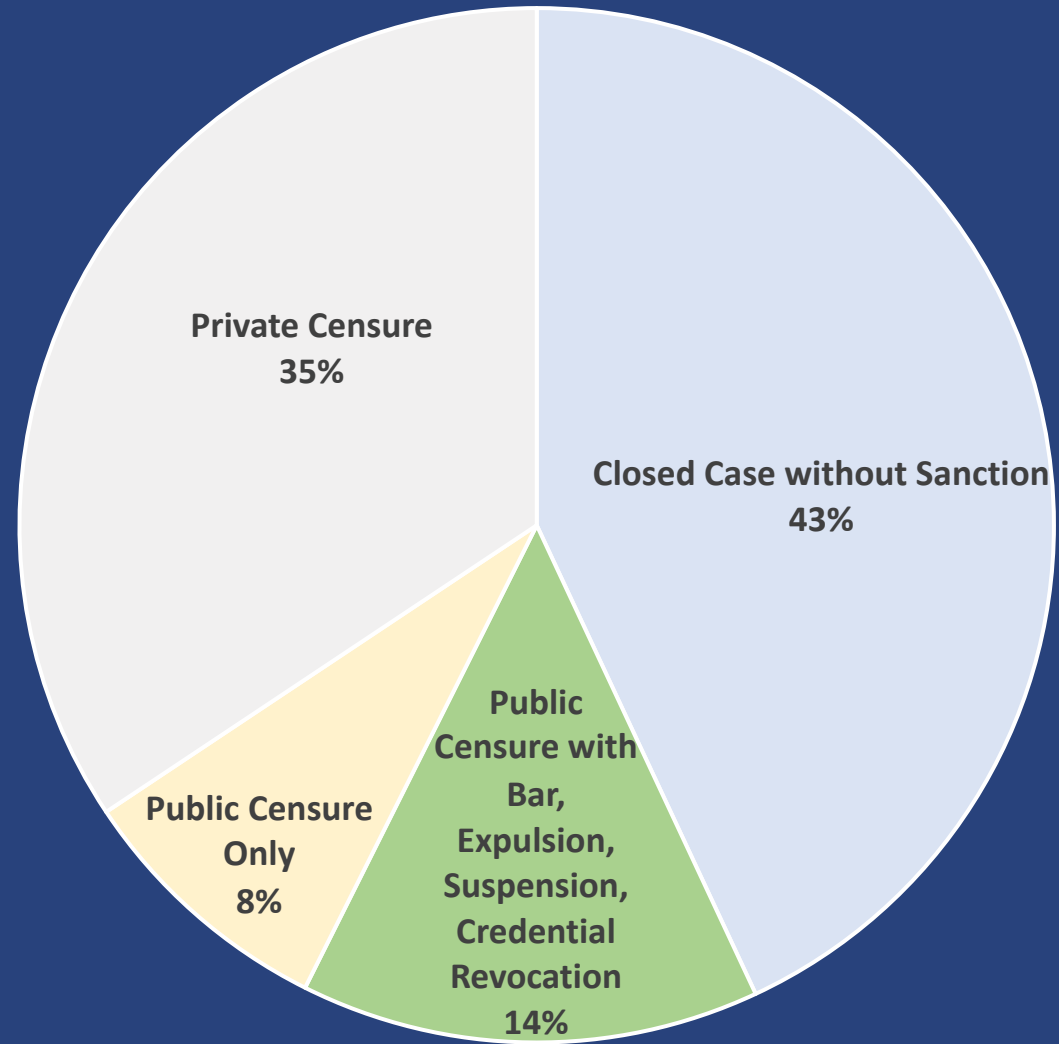


# Number of Tenet 3 Violations by Issue (FY 2014-2023)



# 230 Total Ethics Cases: FY 2014-2023

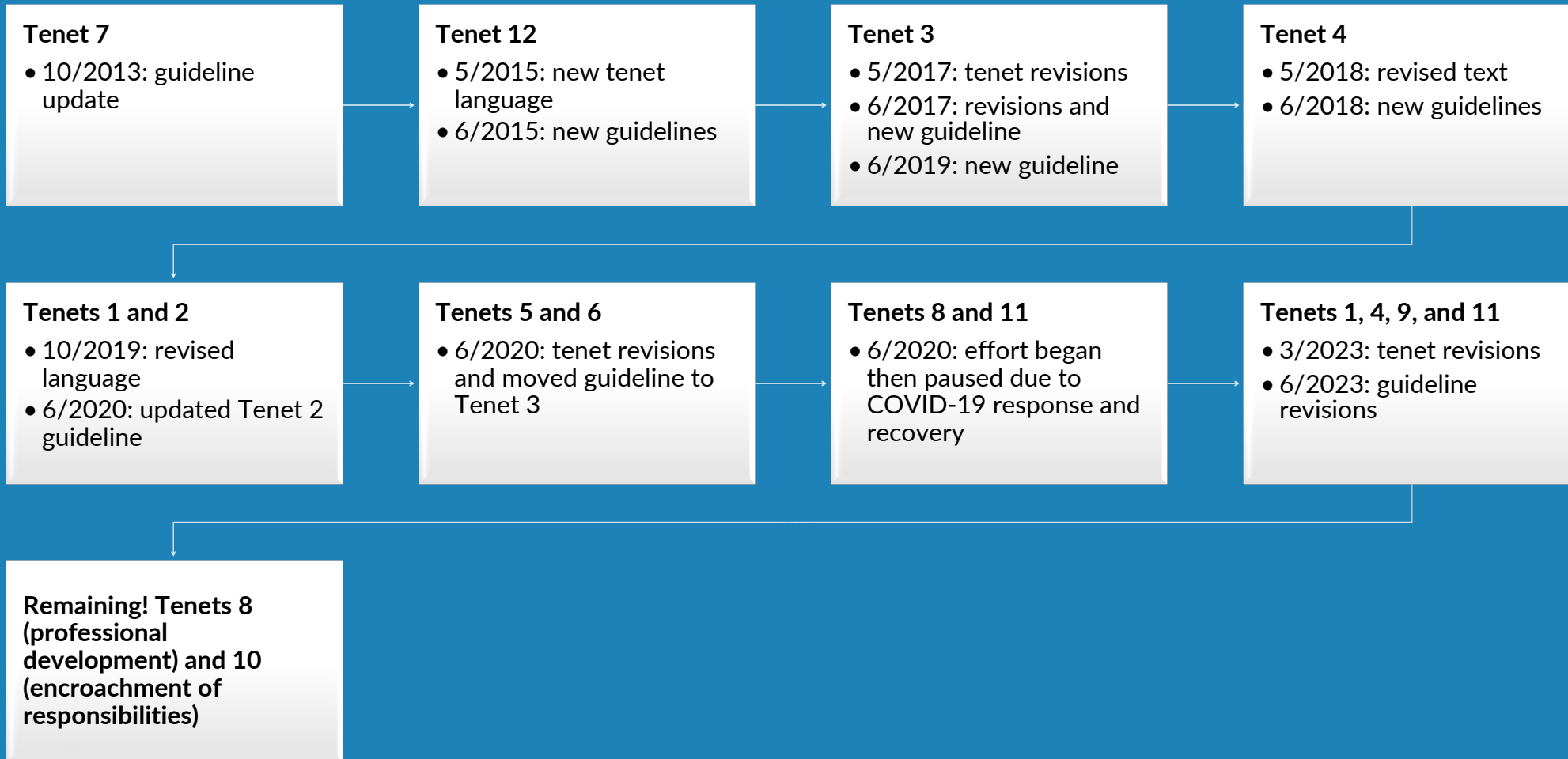
## Resolution of Ethics Complaints



# ICMA-VLGMA Relationship on Ethics

- ICMA has ethics staff and reviews first when the individual is an ICMA member
  - If not, VLGMA leads and ICMA provides templates at request
- This a partnership: may involve fact-finding; always notification at the conclusion
- See something that raises a concern? Report it (membership is in Who's Who database)
  - Jessica Cowles for ICMA members
  - Sara McGuffin, VLGMA's 1<sup>st</sup> Vice-President for VLGMA members, Amherst Manager, [sara.mcguffin@amherstva.gov](mailto:sara.mcguffin@amherstva.gov)

# Ongoing Code Review (2013-2024)



# Questions for Panelists

- What does the Code of Ethics mean to you?
- What have you experienced regarding ethical challenges?
  - How was it resolved? Did it change the relationship?
- How do you navigate an election?
- What are some issues in your community?
  - How do you engage on them professionally and personally?
- How do you handle difficult council-manager relations?
  - Is there a council Code of Conduct or other policy in place for accountability?



# ICMA Ethics Resources and Membership Benefits

- Confidential ethics advice
- Monthly Ethics Matter! column in *PM Magazine*
- Frequent issues and advice on [ICMA.org/ethics](https://www.icma.org/ethics) (scan QR Code)
- Networking, professional development through webinars and certificates, and more
- Senior Advisor program
- First-time administrator resources



# Thank You!

## Contacts:

John Anzivino, [janzivino5269@gmail.com](mailto:janzivino5269@gmail.com)

Dr. Joe Casey, [CaseyJoe@chesterfield.gov](mailto:CaseyJoe@chesterfield.gov)

Jessica Cowles, [JCowles@ICMA.org](mailto:JCowles@ICMA.org)

Cindy Mester, [cmester@fallschurchva.gov](mailto:cmester@fallschurchva.gov)