



## City of Fruita Mayor & City Council Norms of Conduct

*Updated Sept. 27, 2022*

### **Purpose**

The purpose of this document is to clarify guidelines agreed to by the City Council that define Norms of Conduct the City Council and Mayor will abide to perform the duties and roles of their office most effectively. The guidelines are organized with the following sections: **(1)** Parameters & Realities and **(2)** additional Norms of Conduct. The Appendix contains **(3)** summaries of values found in other documents, **(4)** a word cloud of inputted values from the Norms of Conduct Workshop on June 28, 2022, and **(5)** The slides from the CIRSA training with notes in red font from the facilitator Tami Tanoue.

### **Parameters & Realities**

Certain Parameters and Realities exist the City Council has agreed to, which are listed below.

- The Council's decisions are based on majority rule and effective Councils respect the will of the majority following productive discussion.
- As individuals, you have different learning styles and approaches, and you may not all be at the same spot on the "learning curve" of any given issue.
- Although the totality of your experience, background, and perspectives may have been key to your seeking/winning office, your role in office is as ultimate generalists setting policy and providing direction for professional staff to provide recommendations on and ultimately implement.
- Municipal government is nonpartisan.

### **Additional Norms of Conduct**

In the spirit of values found in the City Charter, the Fruita in Motion Comprehensive Plan, Code of Ethics, City Council Handbook, and organizational Core Values, the following guidelines make up the City Council Norms of Conduct, in addition to the Parameters & Realities. These are organized by the organizational Core Values below.

#### ***Fun -***

- We will seek to "keep it positive"
- Any form of humor will be in the best interest of the group, not at the expense of any member or offensive in any way to another.

### ***Respectful -***

- We will respect the Mayor's "traffic direction" role
- We will praise in public, criticize in private
- We will be tough on the issues, but not on each other
- We will respect one another and the staff, our limited time resources, our varying learning styles
- We will respect equality of power in our discussions by not interrupting and by listening intentionally
- We will respect the chain of command with the understanding that this respect must flow both ways
- We will not make assumptions about one another's views – we will seek to understand and clarify differences of opinion

### ***United -***

- We will look for points of compromise
- We will speak with one voice after a decision has been reached, respect the will of the majority, and continue to be constructive even if we were a dissenting vote/voice
- We seek to understand one another's viewpoints, especially when there isn't agreement
- We will ensure everyone has the opportunity to have a say, uninterrupted, before debate commences
- We will listen to understand, and not just listen to respond
- We will wait to commit to a position until after we've had the opportunity to hear others' views

### ***Innovative -***

- We are open to changing our own perspective
- We will ask questions and encourage questions
- We will maintain a sense of flexibility

### ***Transparent -***

- We honor transparency as a core value
- We believe in equality of power – information – time
- We understand the importance of perception management, given that our roles carry actual as well as perceived powers

### ***Authentic -***

- We will arrive with best intentions, and presume best intentions of others
- We will manage our tone and body language when communicating

## APPENDIX

### Values Summary from Other Documents

#### Charter:

- “We, not I” – Council powers; but also respect for Mayoral role
- Highest ethical standards – removal for ethics violations
- Transparency – open meetings, limited executive sessions
- Inclusive – diverse viewpoints - array of boards and commissions
- Respecting governance/administration “lanes” – “no interference” provisions

#### Fruita in Motion Comprehensive Plan:

- Friendly, neighborly, fun
- Collaborative, open-minded
- Inclusive, diverse

#### Code of Ethics:

- Courtesy, fairness, impartiality, equality under the law
- Public interest over private interest

#### Council handbook:

- Collective action and teamwork
- Consider others’ viewpoints, disagree respectfully
- Respect and “speak with one voice” once the collective action is taken
- Collaboration, search for shared points of agreement
- Seek differing viewpoints, be comfortable in debate
- Collective action and teamwork
- Consider others’ viewpoints, disagree respectfully
- Respect and “speak with one voice” once the collective action is taken
- Collaboration, search for shared points of agreement, respect majority rule
- Seek differing viewpoints, be comfortable in debate
- Pursue best solutions, not individual agendas
- Provide/receive information in equal manner, operate from same “base” of information
- Positive and welcoming

#### Core Values

- Fun – caring – positive approach and attitude
- Respectful – tough on issues, easy on people
- United as a team – work purposefully together – agree to disagree and move forward
- Innovative – constructive feedback, continuous improvement
- Transparent – trustworthy – assume positive intentions
- Authentic – embrace differences – open minded-- honest



**Slides from the CIRSA Training with Facilitator Tami Tanoue,  
Executive Director, CIRSA**

**(Attached)**