



# REPORT TO VILLAGE BOARD

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<b>ITEM NAME:</b>	Ethics Code
<b>MEETING DATE:</b>	February 9, 2026
<b>PRESENTING COMMITTEE:</b>	
<b>COMMITTEE CONTACT:</b>	President Dan Joling
<b>STAFF CONTACT:</b>	Administrator James Davel
<b>PREPARED BY:</b>	Jennifer Poyer

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**ISSUE:** Creation of an ethics code

**OBJECTIVES:** Determine the language in a Village ethics code and/or its necessity.

**ISSUE BACKGROUND/PREVIOUS ACTIONS:**

During the August 25, 2025 Village Board Meeting, the Code of Conduct was repealed. The Administrative Policy Committee was directed to draft a new code of conduct. APC brought their draft to the Village Board on October 13, 2025 where it was discussed and tabled. Trustee Sorensen was directed to apply the changes discussed. During the October 27, 2025 Village Board Meeting the draft was approved with the removal of “employees.” Since then, Village Attorney Remzy Bitar made recommendations to the document. Per the January 26, 2026 Village Board Meeting, the recommendations have been applied. Attorney Bitar mentions the possibility of creating an ethics board. He recommends finding templates from other ethics ordinances. Attached to the draft are samples to view. Administrator Davel asked board members to contemplate the necessity of an ethics board. Also, revisit HR -002 to make sure it fits with the ethics code language and board expectations.

**PROPOSAL:**

**ADVANTAGES:**

**DISADVANTAGES:**

**ITEMIZE ALL ANTICIPATED COSTS (Direct or Indirect, Start-Up/One-Time, Capital, Ongoing & Annual, Debt Service, etc.)**

**RECOMMENDED ACTION:** Advise staff how to proceed with this ordinance.

**OTHER OPTIONS CONSIDERED:**

**TIMING REQUIREMENTS/CONSTRAINTS:**

**FUNDING SOURCE(s) – Must include Account Number/Description/Budgeted Amt CFY/% Used CFY/\$**

Remaining CFY  
Account Number:  
Description:  
Budgeted Amount:  
Spent to Date:  
Percentage Used:  
Remaining:

**ATTACHMENTS (describe briefly):** Revised ethics code, Attorney Bitar’s recommendations, HR-002, HR-009