



Sent via email to mpulido@santa-ana.org

June 14, 2016

Honorable Miguel Pulido
Mayor, City of Santa Ana
20 Civic Center Plaza
Santa Ana, CA 92701

Re: ICMA Executive Board Decision

Dear Mayor Pulido:

The Executive Board of the International City/County Management Association (ICMA) voted on June 4 to publicly censure David Cavazos for conduct that violated Tenets 3 and 12 of the ICMA Code of Ethics. The decision of the Executive Board was based on a recommendation from the ICMA Committee on Professional Conduct (CPC) which conducted a formal review after a complaint was filed with ICMA.

There is no dispute of the facts as Mr. Cavazos has acknowledged that he is involved in a personal relationship with a city employee. In reaching its decision, the Executive Board concurred with the CPC that it is inappropriate for a city manager to have a personal relationship with a subordinate employee. Such a relationship exposes the organization to liability; creates the potential for conflicts of interest in fact or appearance related to personnel decisions; and can strain the professional relationships between the chief administrative officer and employees and among employees. The Executive Board also noted that Mr. Cavazos had an obligation to disclose the relationship in a timely manner and that the relationship continues.

The ICMA Code of Ethics provides a tangible benefit to communities because it requires ICMA members to conduct themselves according to the highest ethical standards to maintain public confidence in their profession, their local government, and in their performance of the public trust. Adherence to the Code sets a standard that often exceeds the law and/or internal organizational policies. Professional local government managers and assistants who are members of ICMA have a proven track record of excellence in leadership and management in their communities. Beyond their valuable technical skills, ICMA members distinguish themselves as professionals by their adherence to the highest standards of integrity in their personal and professional conduct.

Each ICMA member agrees to abide by the Code and its enforcement when becoming an ICMA member. Any member who appears to have violated the Code is investigated in a peer-review process by the Committee on Professional Conduct and violators are subject to an array of sanctions including private and public censure; membership suspension; and/or membership bar or expulsion.

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It is regrettable that Mr. Cavazos failed to uphold the highest standards of conduct in the local government management profession. Please feel free to contact me with any questions pertaining to this matter and ICMA's ethics enforcement process.

Sincerely,



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Inclusion: ICMA Code of Ethics

cc: Honorable Vicente Sarmiento, Mayor Pro Tem, City of Santa Ana (email)
Mr. David Cavazos, City Manager, Santa Ana (email)
Members, Committee on Professional Conduct