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News Release

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Wayne County Executive unveils tougher ethics policy

(DETROIT) – Wayne County Executive Robert Ficano announced today a new, stringent ethics policy that manages a broader scope of executive branch at-will employee conduct.

The new policy supplements the existing ethics policy by, among other things, strengthening at-will employee accountability, promoting greater transparency in business operations and implementing mandatory disciplinary actions in cases of ethics violation.

Among the changes is tougher language prohibiting coercion of employees to participate in political and campaign activities and the prohibition of at-will employees serving on boards, committees or other voting bodies to receive compensation or anything of value.

There is also a new section mandating a four-step, executive branch approval process for any changes to the executive benefit plan for any at-will employee. The procedural steps also require the notification of the Retirement Commission and the Chairperson of the Wayne County Commission.

The new policy also extends whistleblower protections to at-will employees, including language that requires employees who have knowledge of ethical misconduct to make protective disclosures.

“This new ethics policy unequivocally demonstrates our resolve to foster public confidence in a new management philosophy in Wayne County government,” Ficano said. “This is a zero-tolerance policy that codifies my expectations of at-will employee conduct and demands accountability and responsibility.”

Executive Ficano commended Deputy County Executive Jeff Collins for his work on the new policy.

The policy is available for review at www.waynecounty.com.

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