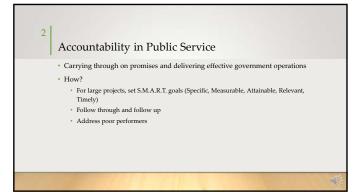
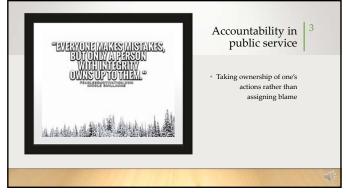
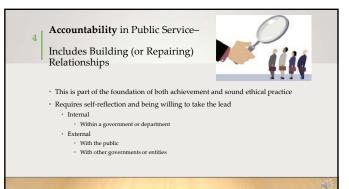
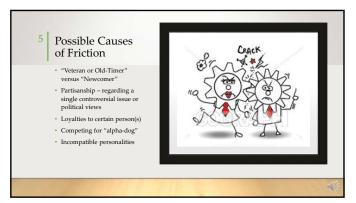
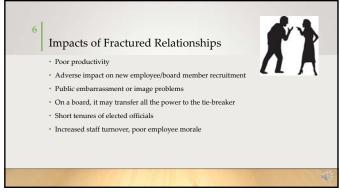
# Accountability & the Consequences of Unethical Behavior

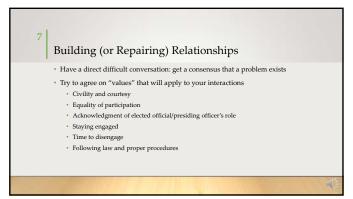






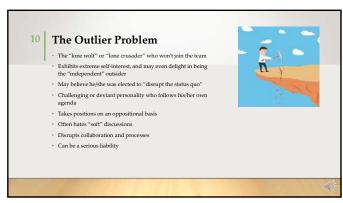




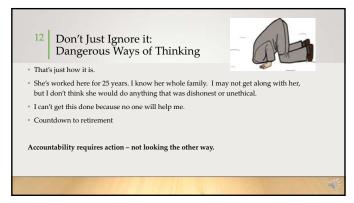


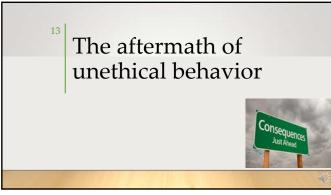
## Building (or Repairing) Relationships Individual strategies: Assume the other's good faith and intentions Resist the urge to "write off" the problem person(s) Listen more than you talk Be the generous one on a sticking point - go further than halfway to bridge a gap Use postures, tone, and body language of respect and engagement Consider a "no-business" casual meeting: team building exercise, lunch or dinner For some, talking with an outside facilitator or mediator may help (credible colleague approach)

### Building (or Repairing) Relationships Prioritize Regular Communication Re-think your role: you can be a mentor, or be more open to being mentored Acknowledge it when you see the other(s) making an effort to improve Focus on the Future...Let the Past be the Past Refuse to Let Professional Squabbles Become Personal Acting "as if"



#### Solving the Outlier Problem If this is YOU: Your behavior does not further your goals to accomplish an agenda, because alone you cannot garner a majority Is it enough to accomplish nothing outside of being the "loyal opposition"? Natural reactions to government dysfunction: distress, poor morale If this is WHO YOU MUST WORK WITH: If possible, address the issue in a neutral environment with specific examples of the negative impacts Don't allow him/her to push your buttons Focus on "business as usual" and modeling behavioral "norms" Get outside help, if needed





#### Reporting Unethical Behavior \* Build an "if you see something, say something" culture \* Be an approachable supervisor. Encourage employees to ask questions and report anything that seems unusual. \* The law protects whistleblowers who report illegal (and some unethical) conduct from retaliation. \* NFEPA, "public policy" exception to at-will employment doctrine, possible First Amendment protections (speech on matters of public concern)

14

Managing Reports of Unethical Behavior

Supervisors should take all reports of illegal or unethical conduct seriously

Supervisors should be trained on how to tactfully and delicately investigate and manage ethical issues or should outsource investigations.

Available resources include:

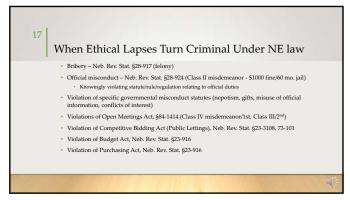
County Attorneys

NRMA Employment Law Helpline (supervisors only) – 866.896.6423

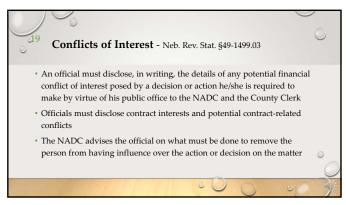
Nebraska State Auditor's Office – 402.471.3753 or Deann.Haeffner@Nebraska.gov

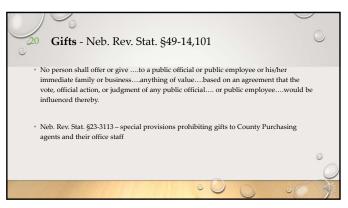
Nebraska Attorney General's Office – 402.471.2683 (central hub for routing)

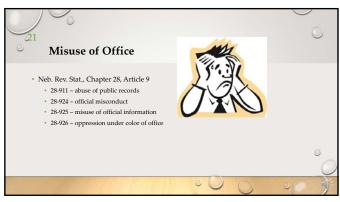


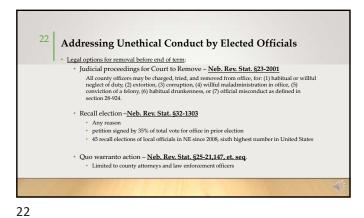












We've Discovered an Unethical Official:
Can't We Cancel His/Her Bond or Insurance?
... Not always that easy

Part A: Public Employee Dishonesty, paragraph D:

1. Cancellation As To Any Employee: This insurance is cancelled as to any employee:
a. Immediately upon discovery by you or any official or employee authorized to manage, govern or control your employees, of any act on the part of an employee whether before or after becoming employed by you which would constitute a loss covered under the terms of this coverage.

Covered loss? Needs to qualify as an act of "employee dishonesty" (Can be difficult when criminal proceedings are pending)

Tragedy in a Small Nebraska County

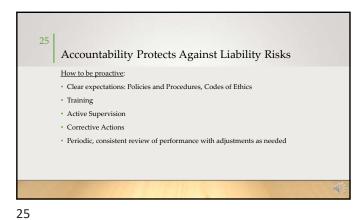
Board member unilaterally instructed his personal friend to undertake a road work project as part of his personal "agenda"

No bidding process
Project had previously been removed from the 1 and 6 year plan – not budgeted
Never approved by Board in any public meeting prior to performance of work
Member tried to push his friends billing invoices for payment by Board after-the-fact
Federally protected weldnade.

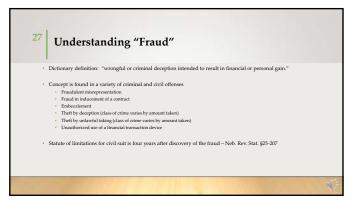
Country Attorney reported the misconduct to AG's office, resulting a special prosecutor filing several misdemeanor charges against the Board member

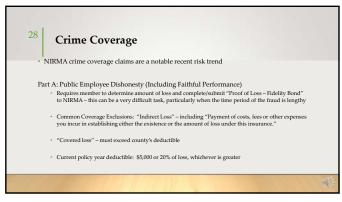
Board member committed made threats, and ultimately committed suicide

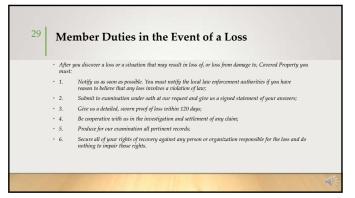
Civil Litigation followed – because friends of the deceased board member were never paid for the road work

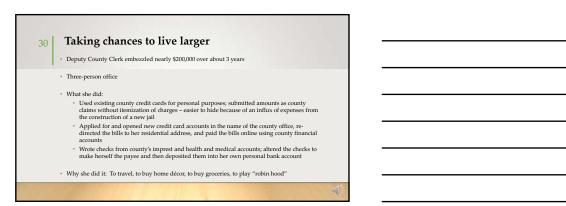








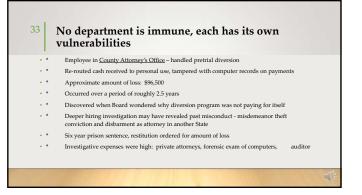




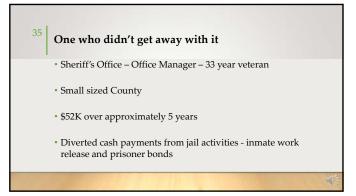


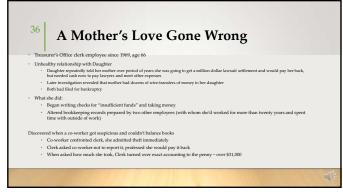
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State Audit revealed numerous problems in small elected office of combined County Clerk/Register of Deeds/District Court Clerk/Election Commissioner
Excessive petty cash
Late payments on credit card and to federal government, resulting in unnecessary fees
Employee enimbursement claims with excessive tipping, alcohol, insufficient documentation
An improper donation to a silent auction
Improper personal use of "cash back rewards" and "incentive gifts" from online stores
Inventory inaccuracies
Unpaid fees to District Court resulted in no collection efforts or declaration of uncollectible
Led to bigger issue with payroll/fund discrepancies, still under investigation by outside counsel

A cautionary tale from a village

 Clerk for the Village of Pilger – news story from Jan. 2020
 https://www.letv.com/articlepilger.could-have\_used\_a-lot-of-that-money/30461942
 S719,000 in questionable expenditures going back to 2006
 Several of the payments went to entities in New York, Connecticut and Quebec, Canada, at mailing addresses that the auditor described as "questionable business locations." They included a vape store, UrS locations, mailrooms and apartment buildings in both the U.S. and Canada. Some of the checks paid for services never received, the audit said.
 According to Nebraska State Auditor's report, Village Clerk gave blank checks to the Pilger Board Chair, who simply signed them.

 Charged with felonies, criminal proceedings are ongoing

