

# Memorandum

**REPORT TO:** Board of Ethics

**FROM:** Greg Sullivan, City Attorney  
Jennifer A. Giuttari, Assistant City Attorney

**SUBJECT:** Ethics Mock Hearing

**MEETING DATE:** March 30, 2026

**AGENDA ITEM TYPE:** Plan/Report/Study

**RECOMMENDATION:** N/A

**STRATEGIC PLAN:** 7.1 Values-Driven Culture: Promote a values-driven organizational culture that reinforces ethical behavior, exercises transparency and maintains the community's trust.

**BACKGROUND:** In June 2024, the Board of Ethics established a work plan. The Board's work plan contains five items:

1. Revise the City's Ethics Handbook (completed);
2. Adopt ordinance on procedural changes for ethics complaints and opinions (completed);
3. Perform a substantive review of the Code of Ethics (on-going);
4. Meet with board chairs regarding changes (completed at Board's discretion); and
5. Conduct a mock ethics hearing.

This special presentation fulfills item 5 of the Board's work plan. Volunteer actors will present the Board with a mock ethics hearing so that the Board can practice presiding over an ethics hearing, including following [Sec. 2.03.640](#), which governs the procedures for ethics complaints, and applying the Board's [Ethics Hearing Rules of Procedure](#).

*\* Please note: The attached documents were created solely for the purpose of this ethics mock hearing. The complaint, response, preliminary analysis, and repair ticket are not to be considered legal advice nor represent the views or opinions of the City. These attached documents are considered a work of fiction solely to be used as a fabricated setting for the ethics mock hearing.*

**UNRESOLVED ISSUES:** As identified by the Board.

**ALTERNATIVES:** As identified by the Board.

**FISCAL EFFECTS:** None.

Attachments:

[Mock Ethics Complaint filed by Taylor Swift.pdf](#)  
[Mock Response from Respondent City Employee Beyonce .pdf](#)  
[Mock Beyonce evidence.pdf](#)  
[Mock Analysis by City Attorney Aretha Franklin.pdf](#)

Report compiled on: March 25, 2026