



City of Madison

City of Madison
Madison, WI 53703
www.cityofmadison.com

Master

File Number: 87483

File ID: 87483

File Type: Resolution

Status: Items Referred

Version: 2

Reference:

Controlling Body: COMMON
COUNCIL

File Created Date : 03/05/2025

File Name: Adopting the Updated Elected and Appointed Official
Code of Ethical Conduct

Final Action:

Title: SUBSTITUTE: Adopting the Updated Elected and Appointed Official Code of
Ethical Conduct

Notes:

Sponsors: Bill Tishler, MGR Govindarajan, Regina M. Vidaver,
Badri Lankella, John P. Guequierre, Michael E.
Verveer And Derek Field

Effective Date:

Attachments: PROPOSED: Updated Elected and Appointed
Official Code of Ethical Conduct3.pdf, IN EFFECT:
Elected and Appointed Official Code of Ethical
Conduct Updated 7-2-24.pdf, BPW Presentation
Elected and Appointed Official Code of Ethical
Conduct.pdf, Updated Presentation Elected and
Appointed Official Code of Ethical Conduct.pdf,
Updated 7-17-25 Elected and Appointed Official
Code of Ethical Conduct.pdf, BCC Code of Conduct
Feedback Notes.pdf, Draft for Discussion Code of
Expected Conduct - Govindarajan Alternate.pdf,
Public Comment re_ 87483.pdf, 87483 V1.pdf,
Updated Elected and Appointed Official Code of
Conduct Substitute 102325.pdf, Version 3 Elected
and Appointed Official Code of Conduct.pdf

Enactment Number:

Author: Alder Nasra Wehelie

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Council Office	03/05/2025	Referred for Introduction				
	Action Text: This Resolution was Referred for Introduction						
	Notes: Common Council Executive Committee (3/25/25), Common Council (3/25/25)						
1	COMMON COUNCIL	03/11/2025	Refer	COMMON COUNCIL EXECUTIVE COMMITTEE		10/28/2025	Pass

Action Text: A motion was made by Figueroa Cole, seconded by Duncan, to Refer to the COMMON COUNCIL EXECUTIVE COMMITTEE,. The motion passed by the following vote:

Notes: Additional Referrals to Board Of Public Works (5/7/25), Plan Commission (5/12/25), Board Of Park Commissioners (5/14/25), Landmarks Commission (5/19/25), Madison Public Library Board (6/5/25), Equal Opportunities Commission (6/12/25), Police Civilian Oversight Board (6/18/25), Transportation Commission (6/25/25), Affirmative Action Commission (7/3/25), Economic Development Committee (7/10/25), Alcohol License Review Committee (7/16/25), Disability Rights Commission (7/24/25), Common Council (8/5/25)

Ayes: 16 Michael E. Verveer; Regina M. Vidaver; Marsha A. Rummel; Nikki Conklin; Yannette Figueroa Cole; Bill Tishler; Tag Evers; Isadore Knox Jr.; Dina Nina Martinez-Rutherford; Jael Currie; Sabrina V. Madison; Charles Myadze; John P. Guequierre; John W. Duncan; Juliana R. Bennettand Derek Field

Noes: 2 MGR Govindarajanand Barbara Harrington-McKinney

Excused: 2 Nasra Wehelieand Amani Latimer Burris

Non Voting: 1 Satya V. Rhodes-Conway

1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	BOARD OF PUBLIC WORKS	
	Action Text: This Resolution was Referred to the BOARD OF PUBLIC WORKS				
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	PLAN COMMISSION	05/12/2025
	Action Text: This Resolution was Referred to the PLAN COMMISSION				
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	BOARD OF PARK COMMISSIONER S	06/11/2025
	Action Text: This Resolution was Referred to the BOARD OF PARK COMMISSIONERS				
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	LANDMARKS COMMISSION	05/19/2025
	Action Text: This Resolution was Referred to the LANDMARKS COMMISSION				
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	MADISON PUBLIC LIBRARY BOARD	06/05/2025
	Action Text: This Resolution was Referred to the MADISON PUBLIC LIBRARY BOARD				
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	EQUAL OPPORTUNITIES COMMISSION	
	Action Text: This Resolution was Referred to the EQUAL OPPORTUNITIES COMMISSION				
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	POLICE CIVILIAN OVERSIGHT BOARD	
	Action Text: This Resolution was Referred to the POLICE CIVILIAN OVERSIGHT BOARD				
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	TRANSPORTATI ON COMMISSION	06/25/2025
	Action Text: This Resolution was Referred to the TRANSPORTATION COMMISSION				
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	ALCOHOL LICENSE REVIEW COMMITTEE	07/16/2025
	Action Text: This Resolution was Referred to the ALCOHOL LICENSE REVIEW COMMITTEE				
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	ECONOMIC DEVELOPMENT COMMITTEE	07/16/2025
	Action Text: This Resolution was Referred to the ECONOMIC DEVELOPMENT COMMITTEE				

1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	AFFIRMATIVE ACTION COMMISSION	09/04/2025	
	Action Text: This Resolution was Referred to the AFFIRMATIVE ACTION COMMISSION					
1	COMMON COUNCIL EXECUTIVE COMMITTEE	03/12/2025	Referred	DISABILITY RIGHTS COMMISSION	08/28/2025	
	Action Text: This Resolution was Referred to the DISABILITY RIGHTS COMMISSION					
1	ALCOHOL LICENSE REVIEW COMMITTEE	03/19/2025	Table			Pass
	Action Text: A motion was made by Verveer, seconded by Barushok, to Table. The motion passed by voice vote/other.					
1	ALCOHOL LICENSE REVIEW COMMITTEE	03/19/2025	Take Off The Table			Pass
	Action Text: A motion was made by Barushok, seconded by Verveer, to Take Off The Table. The motion passed by voice vote/other.					
1	ALCOHOL LICENSE REVIEW COMMITTEE	03/19/2025	Re-refer	ALCOHOL LICENSE REVIEW COMMITTEE	07/16/2025	Pass
	Action Text: A motion was made by Verveer, seconded by Barushok, to Re-refer to the ALCOHOL LICENSE REVIEW COMMITTEE. The motion passed by voice vote/other.					
1	BOARD OF PUBLIC WORKS	05/07/2025	Return to Lead with the Recommendation for Approval	Council Office		Pass
	Action Text: A motion was made by Ald. Guequierre, seconded by Williams, to Return to Lead with the Recommendation for Approval to the Council Office. The motion passed by voice vote/other.					
1	PLAN COMMISSION	05/12/2025	Return to Lead with the Recommendation for Approval	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025	Pass
	Action Text: A motion was made by Guequierre, seconded by Heck, to Return to Lead with the Recommendation for Approval to the COMMON COUNCIL EXECUTIVE COMMITTEE. The motion passed by voice vote/other.					
1	LANDMARKS COMMISSION	05/19/2025	Return to Lead with the Following Recommendation(s)	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025	
	Action Text: This Resolution was Returned to Lead with no comments from the commission.					
	Notes: The commission had no comments on the document.					
1	MADISON PUBLIC LIBRARY BOARD	06/05/2025	Return to Lead with the Recommendation for Approval	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025	Pass
	Action Text: A motion was made by DeChant, seconded by Lovelace III, to Return to Lead with the Recommendation for Approval to the COMMON COUNCIL EXECUTIVE COMMITTEE. The motion passed by voice vote/other.					
1	BOARD OF PARK COMMISSIONERS	06/11/2025	Return to Lead with the Recommendation for Approval	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025	Pass
	Action Text: Common Council Chief of Staff Kapusta-Pofahl gave an overview of the updated policy. This applies to both Park Commission and subcommittees.					
	Motion made by Harrington, seconded by McDonald, to RETURN TO LEAD WITH THE RECOMMENDATION FOR APPROVAL TO THE COMMON COUNCIL EXECUTIVE COMMITTEE.					
	Motion passed by voice vote/other.					

1	TRANSPORTATION COMMISSION	06/25/2025	Return to Lead with the Recommendation for Approval	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025	Pass
	Action Text: Common Council Chief of Staff Karen Kapusta-Pofahl provided verbal reports and was available for questions.					
	Olson moved to Return to Lead with the Recommendation for Approval, seconded by Webber. The motion passed by voice vote/other.					
	After this item, the meeting went to ITEM 3.					
1	ECONOMIC DEVELOPMENT COMMITTEE	07/16/2025	Return to Lead with the Following Recommendation(s)	COMMON COUNCIL		
	Action Text: Duncan gave an overview of the Code of Ethical Conduct followed by questions and comments from members. A motion was made by Bulgrin seconded by Liggon to return to lead with the recommendation to adopt with the following recommendations:					
	1. That it stay a living document					
	2. That it is made available to the public					
	The motion passed unanimously by voice vote. Madison was absent at the time of the vote.					
	Notes: A motion was made by Bulgrin seconded by Liggon to return to lead with the recommendation to adopt with the following recommendations:					
	1. That it stay a living document					
	2. That it is made available to the public					
	The motion passed unanimously by voice vote. Madison was absent at the time of the vote.					
1	ALCOHOL LICENSE REVIEW COMMITTEE	07/16/2025	Return to Lead with the Recommendation for Approval	COMMON COUNCIL		Pass
	Action Text: A motion was made by Farley, seconded by Carter, to Return to Lead with the Recommendation for Approval to the COMMON COUNCIL. The motion passed by voice vote/other. Figueroa Cole abstains.					
	Recommendation to Add terminology regarding culture and speaking to members of the media.					
	Notes: Add terminology regarding culture and speaking to members of the media.					
1	COMMON COUNCIL	08/05/2025	Re-refer	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025	Pass
	Action Text: A motion was made by Govindarajan, seconded by Guequierre, to Re-refer to the COMMON COUNCIL EXECUTIVE COMMITTEE. The motion passed by voice vote/other.					
1	EQUAL OPPORTUNITIES COMMISSION	08/14/2025	Return to Lead with the Recommendation for Common Council to Adopt			Pass
	Action Text: Commissioner Klebba made a motion to approve two with general changes; 1. define the acronym BCC and be clear in the language when referring to appointed official and BCC member and make corrections throughout the document and 2. provide a clear link to the City of Madison website for public civilians to review the Alder's Code of Conduct to make complaints on Alder's behavior and lack of conduct. It was seconded by Commissioner Ketcham. The vote was unanimous.					
	Notes: Return to Lead with Recommendation for Common Council to Adopt Commissioner Klebba made a motion to approve two with general changes; 1. define the acronym BCC and be clear in the language when referring to appointed official and BCC member and make corrections throughout the document and 2. provide a clear link to the City of Madison website for public civilians to review the Alder's Code of Conduct to make complaints on Alder's behavior and lack of conduct. It was seconded by Commissioner Ketcham. The vote was unanimous.					
1	POLICE CIVILIAN OVERSIGHT BOARD	08/20/2025	Return to Lead with the Recommendation for Common Council to Adopt	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025	Pass

Action Text: A motion was made by Rearick, seconded by Calmese, to Return to Lead with the Recommendation for Common Council to Adopt. The motion passed unanimously.

1	DISABILITY RIGHTS COMMISSION	08/28/2025	Return to Lead with the Following Recommendation(s)	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025
---	---------------------------------	------------	---	---	------------

Action Text: Kapusta-Pofahl led the discussion.

Feedback submitted via email -

- Wendi: I felt that it was fairly straightforward and I don't have any changes.
- Nakia: I was impressed by the ethics code's presentation. I do have a concern pertaining to the reversal of unethical behaviors from non-appointed and non-elected politicians. How can we ensure that we will not be bullied, harassed, and targeted by people who think we have money or can provide them with favors. In addition, what can stop someone or groups of people from telling lies on appointed and elected officials to get them removed from their seats or in trouble with the law? How can we ensure that we are protected?
- Kathleen: Changes to the Code of Conduct should never be taken lightly or done hastily as they need to be done thoughtfully and as a response to the changing times and needs of the city, not only as a reaction to a particular incident. The proposed changes are clearly meant to foster a safe and respectful environment to conduct the important work of the city. Having heard the presentation and read the proposed updates to the Code of Ethical Conduct again I can say that I support these changes.

Notes: Disability Rights Commission considered file 87483 at the meeting of August 28, 2025. No action was taken.

1	AFFIRMATIVE ACTION COMMISSION	09/04/2025	Return to Lead with the Following Recommendation(s)	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025
---	----------------------------------	------------	---	---	------------

Action Text: Alder Duncan presented the proposed changes.

A motion was made by Commissioner Moze, seconded by Commissioner Mathews, to approve the revisions to the code of conduct. The motion passed by voice/other.

Notes: A motion was made by Commissioner Moze, seconded by Commissioner Mathews, to approve the revisions to the code of conduct. The motion passed by voice/other.

1	COMMON COUNCIL EXECUTIVE COMMITTEE	09/16/2025	RECOMMEND TO COUNCIL TO RE-REFER - REPORT OF OFFICER		Pass
---	--	------------	--	--	------

Action Text: A motion was made by Tishler, seconded by Govindarajan, to RECOMMEND TO COUNCIL TO RE-REFER - REPORT OF OFFICER to the 10/28/25 Common Council Executive Committee meeting and the 11/25/25 Common Council meeting. The motion passed by voice vote/other.

Notes: Recommend to re-refer to the 10/28/25 CCEC meeting and the 11/25/25 Council meeting.

1	COMMON COUNCIL	10/07/2025	Re-refer	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025	Pass
---	----------------	------------	----------	---	------------	------

Action Text: A motion was made by Vidaver, seconded by Govindarajan, to Re-refer to the COMMON COUNCIL EXECUTIVE COMMITTEE. The motion passed by voice vote/other.

2	COMMON COUNCIL EXECUTIVE COMMITTEE	10/28/2025	RECOMMEND TO COUNCIL WITH THE FOLLOWING RECOMMENDATIO NS - REPORT OF OFFICER			Pass
---	--	------------	---	--	--	------

Action Text: A motion was made by Govindarajan, seconded by Lankella, to recommend to Council to adopt the Substitute. A further motion was made by Lankella, seconded by Madison, to RECOMMEND TO COUNCIL WITH THE FOLLOWING RECOMMENDATIONS - REPORT OF OFFICER the Substitute, striking the following: ", however such a resolution must be sponsored by at least two members for a vote to be in order". The motion passed by voice vote/other.

Notes: Recommend the Substitute, striking the following: ", however such a resolution must be sponsored by at least two members for a vote to be in order".

Text of Legislative File 87483

Fiscal Note

No City appropriation required.

Title

SUBSTITUTE: Adopting the Updated Elected and Appointed Official Code of ~~Ethical~~ Conduct

Body

WHEREAS, the City of Madison's vision is Inclusive, Innovative, and Thriving; and,

WHEREAS, the City of Madison is committed to equity, diversity, inclusion, equal employment and participatory government for all; and,

WHEREAS, the goal of our policy is for City work and meeting environments to be inclusive, equitable, and free of harassment, discrimination, and retaliation; and,

WHEREAS, we expect all members of the Common Council, the Mayor, and members of City Boards, Commissions, and Committees to treat their colleagues, City employees and members of the public in a welcoming, inclusive, fair, respectful, and equitable manner; and,

WHEREAS, in 2023, the Common Council passed RES-23-0000 adopting the Elected and Appointed Official Code of Ethical Conduct; and,

WHEREAS, in 2024, the Common Council passed RES-24-00450 adopting the Sexual Harassment Appendix to the Elected and Appointed Official Code of Ethical Conduct; and,

WHEREAS, the Updated Elected and Appointed Official Code of ~~Ethical~~ Conduct includes additional guidance on expected interactions between officials and members of the public, City staff, and the media; and,

WHEREAS, the Updated Elected and Appointed Official Code of ~~Ethical~~ Conduct also includes the procedure for censure of an alder for violation of the Code;

NOW, THEREFORE, BE IT RESOLVED that the Madison Common Council adopts the Updated Elected and Appointed Official Code of ~~Ethical~~ Conduct.