



CONFLICT OF INTEREST DISCLOSURE STATEMENT

All City employees, appointed or elected officials, or board members shall adhere to the provisions and disclosure requirements of the Utah Municipal Officers' and Employees' Ethics Act as set forth in Utah Code Ann. §§ 10-3-1301, et. seq., as adopted by reference by the City, including the signing of this Disclosure Statement.

Definitions

Family Member: Includes father, mother, spouse/domestic partner, son, daughter, sister, brother, uncle, aunt, nephew, niece, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandfather, grandmother, or step-children.

Business Relationship: Includes outside employment, provision of services, services in competition with Draper City, and/or interest in businesses from which Draper City may secure or will secure goods or services, but excludes attorney/client, doctor/patient, priest/clergy and penitent/communicant relationships.

Conflict of Interest: Arises when an employee, elected official, or board member may benefit financially from a decision s/he could make in such capacity, including receiving special benefits for the employee, elected official or board member, or their family members or for others. A conflict may also arise when an employee, elected official or board member uses information not available to the public that was obtained as a result of service to Draper City (e.g., selling or divulging Draper City phone records, etc. to outside parties) to secure financial or special benefits for the employee, elected official, board member, their family, or others. Additionally, a conflict of interest may arise when an employee, elected official or board member's affiliation with another organization may detrimentally affect that person's availability or ability to do his/her job.

Please complete the following questions.

1. **Other Employment in Addition to Draper City:** List any employment other than your position with Draper City. Include the name of the company and your position.

None or please explain:

2. **Outside Interests, Financial and Other:** Do you or any family member have an interest in a business that is regulated by Draper City (e.g. receives a business license or alcohol license through Draper City)?

My husband operates a law firm within Draper

None or please explain:

Do you or any family member have an interest in an entity that does business with Draper City (e.g. contract work)?

None or please explain:

Do you or any family member have a substantial investment in a Draper business or publicly traded company doing business in Draper (e.g. financial gain)? "Substantial investment" means at least a 10% ownership or equity interest in the business.

None or please explain:

3. Gifts, Gratuities, Services and Entertainment: Have you or a family member accepted gifts, gratuities, lodging, dining, or entertainment that might reasonably appear to influence your judgement or actions concerning the business of the City?

None or please explain:

4. Family or Business Relationship Conflicts: Identify any family or business relationships you may have with an appointed or elected Draper City official, Draper City board or commission member or employee of Draper City.

None or please explain:

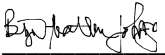
5. Other: Identify any other activities in which you or a family member are engaged that might be regarded as constituting a conflict of interest.

None _____ or please explain: My husband is a member of Hidden Valley Country Club and some of the land is located in Draper.

I, Bryn Heather Johnson, have read and understand the attached Draper City Conflict of Interest / Code of Ethics Policy (Section 6050), and I will conduct myself to avoid any conflicts or potential conflicts of interest relating to my position as an employee, appointed or elected official or board member of Draper City.

To the best of my knowledge, I certify that the above information is true. I further agree to promptly file another Disclosure Statement regarding any situation that may develop. I understand that failure to provide accurate information or to update the Disclosure Statement should changes occur may result in disciplinary action, up to and including termination of employment.

Signatures:

Employee:  Date: 12/21/2023

Director/Supervisor:  Date: 12/21/2023

For employees: This signed disclosure should be reviewed and signed by the employee's department director and submitted to Human Resources. The department director, in consultation with the City Manager and the City Attorney if necessary, is charged with determining if an actual conflict exists and making a determination as to any restriction that may be required, such as a prohibition from participating in deliberations and decisions related to the conflict of interest. If the employee is a director or equivalent, the determination will be made by the City Manager.

For elected officials or board members: Signed disclosures for elected officials and board members do not need to be reviewed or signed by any other person. These documents will be kept on file and are subject to GRAMA requests.

Section 6050 - CONFLICTS OF INTEREST/CODE OF ETHICS

General Policy Statement:

The City recognizes the right of employees to participate in private activities outside their employment, which are unrelated to City business. However, employees are hired and continue their employment with the understanding that the City is their primary employer and that other employment or business involvement which conflicts with City business interests may subject an employee to corrective action. Any outside employment activities shall comply with [Section 5070](#). If an activity is contemplated which could result in a real or perceived conflict of interest, the employee must make full disclosure of the activity to their Department Head for prior review and approval.

All employees shall adhere to the provisions and disclosure requirements of the Utah Municipal Officers' and Employees' Ethics Act as set forth in Utah Code Ann. §§ 10-3-1301, et. seq., as adopted by reference by the City, including the signing of a Disclosure Statement.

Policy:

1. **General Principles.** The following Code of Ethics sets forth general principles, which guide and protect employees and the City. Since it is impractical to address all possible ethical issues, specific questions about the propriety of employee conduct and/or business relationships should be brought to the Department Head's and if concerns arise after a review by the employee's Department Head the City Attorney and City Manager shall also review.
2. **Employee Integrity.** Employees of Draper City have, as their first duty, to conduct themselves in a manner deserving of public trust and confidence, both on and off the job. The City's reputation for excellence and fairness in business activities is built upon each individual's ethical conduct. We expect all employees to conduct themselves with utmost integrity and at the highest of ethical standards at all times.
3. **Employee Conflicts of Interest.** To maintain independence of judgment, employees must avoid potential conflicts or appearance of compromise that might arise because of economic or personal self-interest.
4. **Participation in Community Activities.** Employees are encouraged to participate in charitable, religious, educational, and community nonprofit activities. The City supports participation in such activities so long as employee job performance is not affected. However, unless approved by the employee's Department Head and the City Manager, City supplies and equipment shall not be used to solicit financial support or provide other assistance to community organizations.
5. **Non-Business Relationships.** Personal relationships are improper if others can reasonably construe them as influencing or obligating the employee in current or future business dealings or as attempts to improperly influence others.
6. **Reporting Violations.** Employees are required to report to their Department Head, the City Attorney, the Human Resources Director or the City Manager all violations or suspected violations of this Code of Ethics. All reports will be handled professionally and as confidentially as possible.
7. **Disciplinary Action.** Employees who breach or disregard the Conflict of Interest / Code of Ethics policy will be subject to corrective action, up to and including termination.

ADOPTION – AMENDMENTS – REVISIONS

Amended 10/02/2012

Resolution No. 12-42

