



City & County of San Francisco
Ethics Commission



Proposition D Implementation Overview



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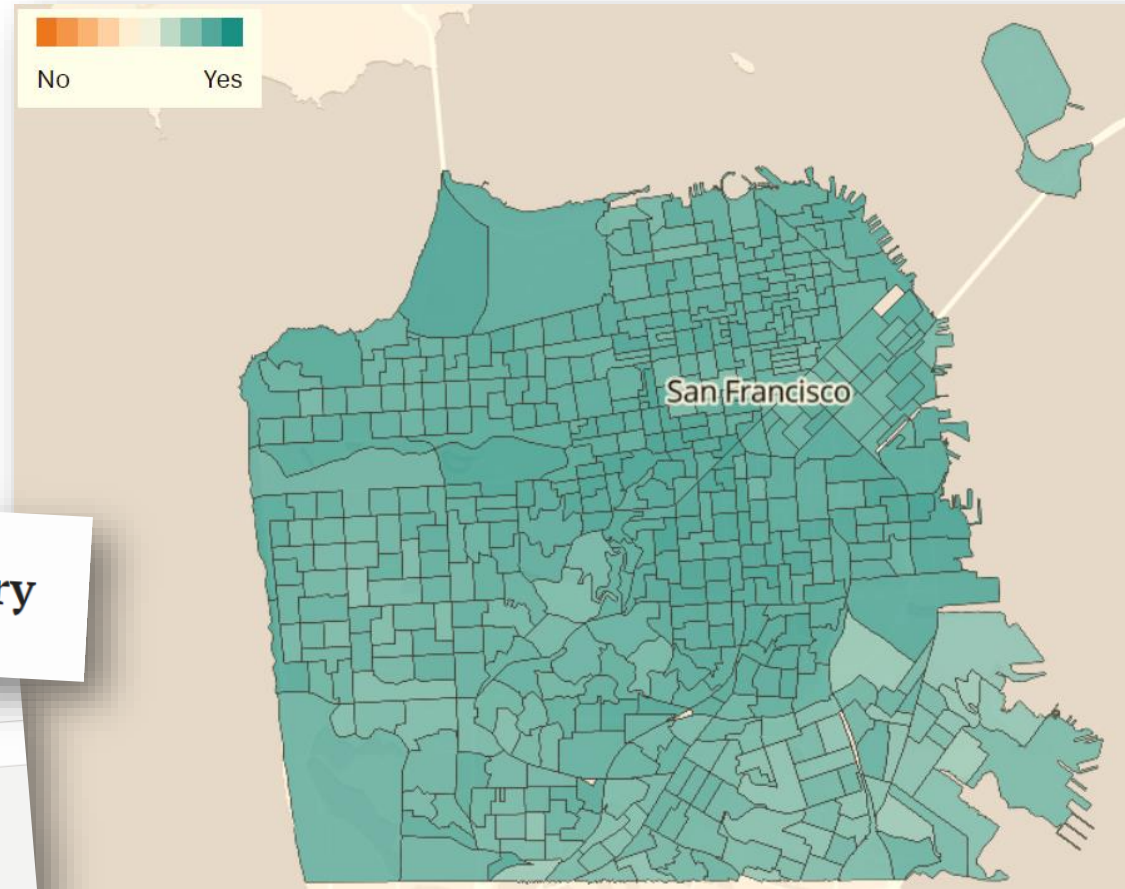
01

Election Results & Next Steps

Election Results

Broad support for Ethics reform

- Final election results: 89.21% Yes
- One of the most successful ballot measures in San Francisco History
- The most successful in the last 30 years.



SPOTLIGHT
Ethics overhaul lands easy victory
By Troy Wolverton | Examiner staff writer | Mar 11, 2024 Updated Mar 11, 2024

The San Francisco Standard
News Politics & Policy Business Opinion Life Food & Drink Arts & Entertainment
Politics & Policy
San Francisco voters approve Prop. D, changing city ethics rules

Source: San Francisco Chronicle

Ongoing Policy Steps

The Policy Division will remain engaged in supporting the implementation process.

The Policy Division is:

- Currently meeting with bargaining units regarding regulations for Section 3.218 (*meetings are scheduled for April and May*) will return to the Commission with these following this process.
- Looking to identify additional regulations that may be beneficial to the implementation of Prop. D and will prepare those for the consideration by the Commission once developed.
- Continuing to liaise with stakeholders on the changes brought by Proposition D.
- Supporting other divisions in developing trainings and other compliance materials regarding Proposition D.



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Summary of Departmental Engagement

Ethcis@Work Programming To-Date

- Wide range of educational materials created, including:
 - Online summaries
 - Printable summaries
 - Videos
 - Online courses
- Broad reach
 - Content sent to over 20,000 City officers & employees
 - Hundreds of online video views
 - Dozens of video placements on San Francisco Government Television (cable & streaming)
 - Live trainings

Departmental Engagement

- Departmental outreach began in Spring 2023
- Goal was to develop unique plans to share most relevant materials
- Dozens of departments engaged with us and & executed plans

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Proposition D Implementation Plan

Implementation Plan Outline

- I. Updated General Ethics Training
- II. Education on the Changes
- III. Departmental Gift Disclosure
- IV. Personal Relationship Disclosure
- V. Transitioning Statements of Incompatible Activities
- VI. Updates To Existing Guidance Content

I. Updated General Ethics Training








- Ethics Training already mandated for City officers.
 - Elected Officials
 - Commissioners & Board Members
 - Department Heads
- Mandated by California Assembly Bill 1234.
- Proposition D expands training requirement for all Form 700 Filers.

I. Updated General Ethics Training, cont.

- Previously managed by Dept. of Human Resources, with Ethics & City Atty. support.
- Ethics Commission was already assuming ownership prior to Proposition D.
- Updating training for:
 - Accessibility compliance
 - Representative wording & Imagery
 - Relevant scenarios & quizzes
- Building on in-depth content produced to date by Ethics@Work

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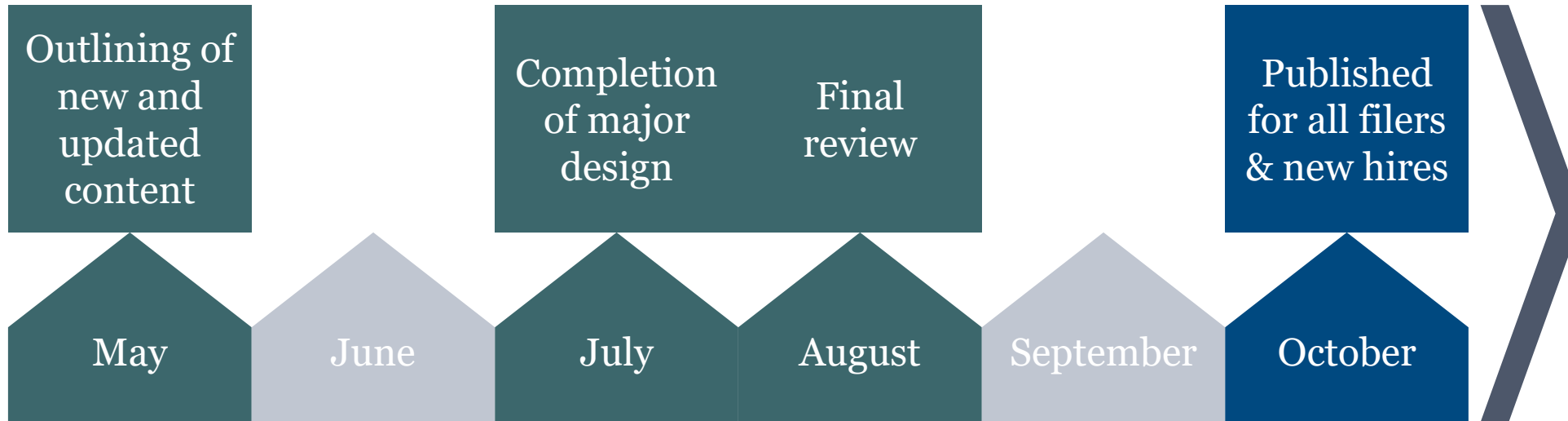
Select a module below to begin. You must complete all modules to fulfill the annual Core Ethics Training requirement.

 FORM 700 25 MINUTES	 GIFTS & HONORARIA 30 MINUTES	 CONFLICTS OF INTEREST 15 MINUTES	 BEHESTED PAYMENTS 45 MINUTES
 POST-EMPLOYMENT 20 MINUTES	 POLITICAL ACTIVITY 20 MINUTES	 SUNSHINE ORDINANCE 30 MINUTES	

TAKE THE QUIZ

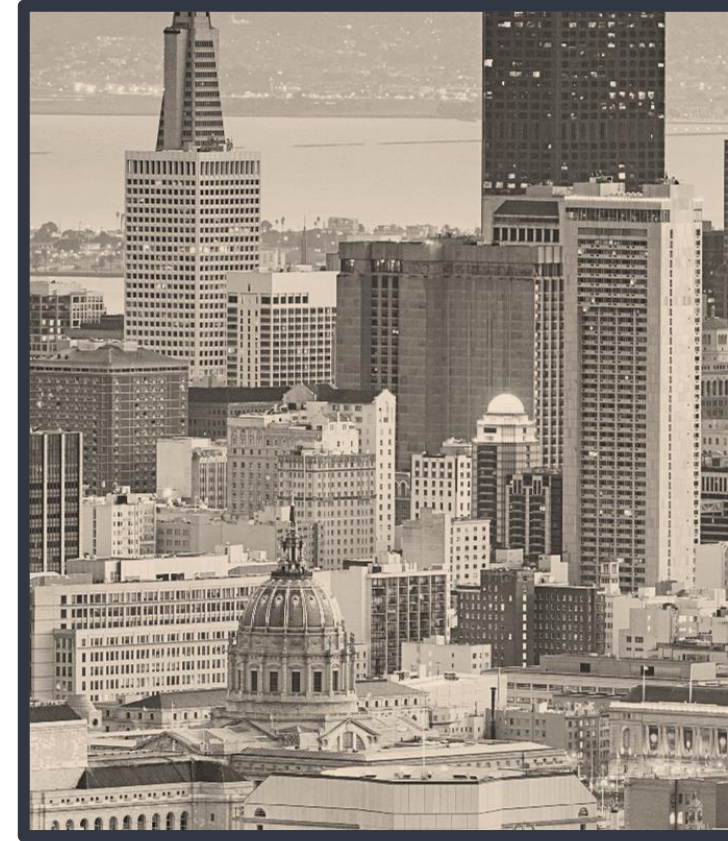
I. Updated General Ethics Training

Timeline



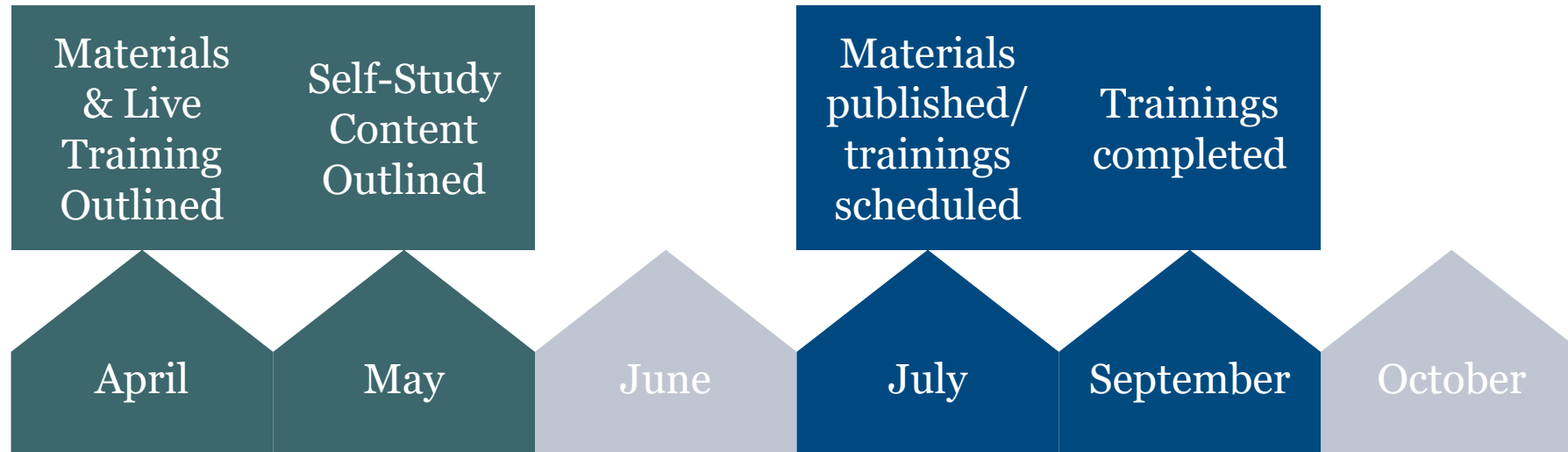
II. Education on the Changes

- Develop materials detailing Proposition D's changes for general usage.
- Will include summaries and online training.
- Deliver on agreements reached with San Francisco Municipal Executives Association (MEA).
 - Two two-hour live, interactive trainings
 - Four hours of self-study content



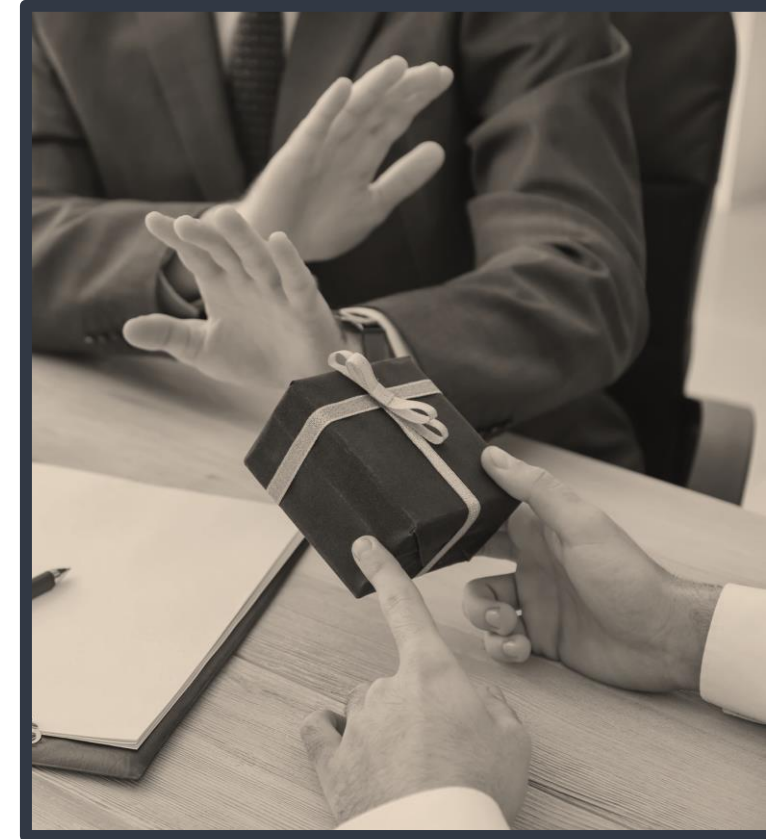
II. Education on the Changes

Timeline



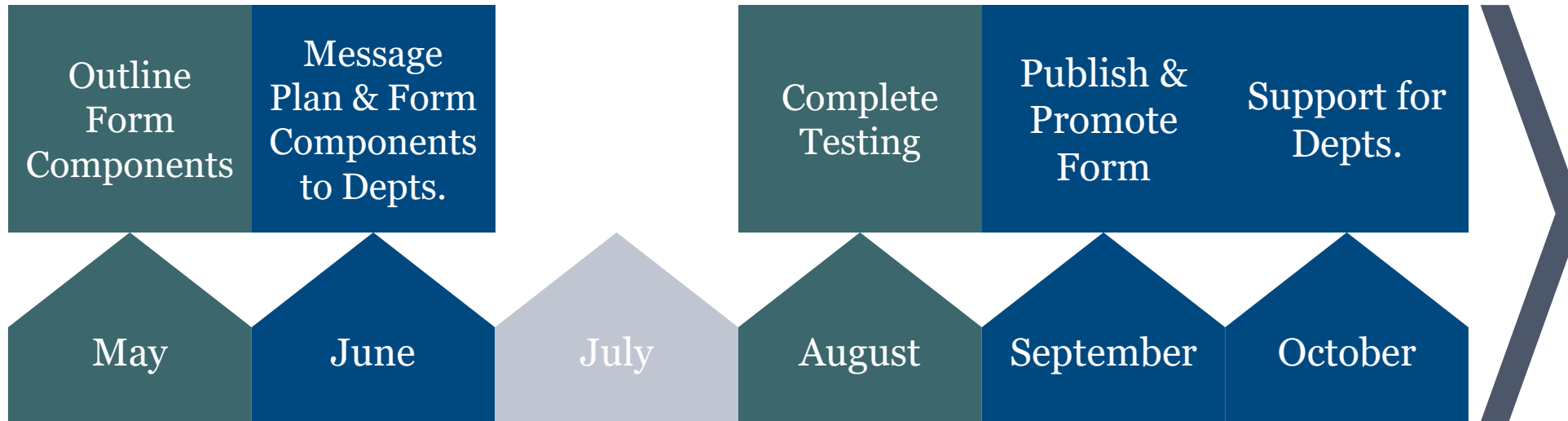
III. Departmental Gift Disclosure

- New requirement that Depts. Disclose all gifts from private entities; replaces multiple requirements with one.
- Develop form structure and guidelines
- Testing electronic form submittal
- Communication to departments
 - Early on prospective timeline
 - Ahead of implementation
 - At implementation time, with support



III. Departmental Gift Disclosure

Timeline



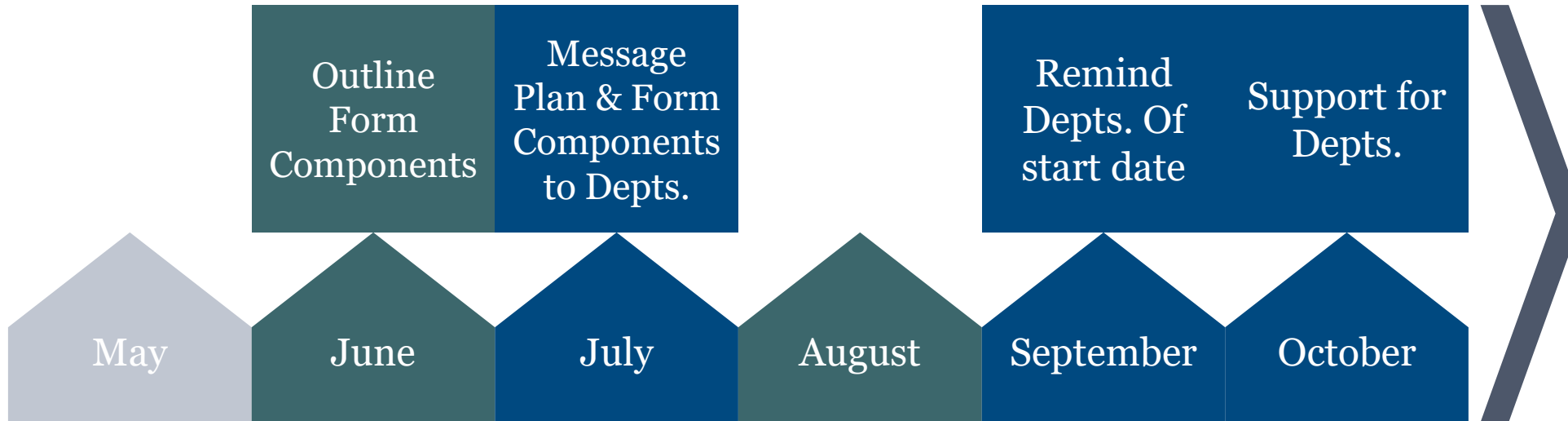
IV. Personal Relationship Disclosure

- Proposition D allows for penalties for not disclosing personal relationships & requires disclosures via internal memos.
- Develop form structure and guidelines for department's adaptation.
- Support departments' adoption of the process.



IV. Personal Relationship Disclosure

Timeline



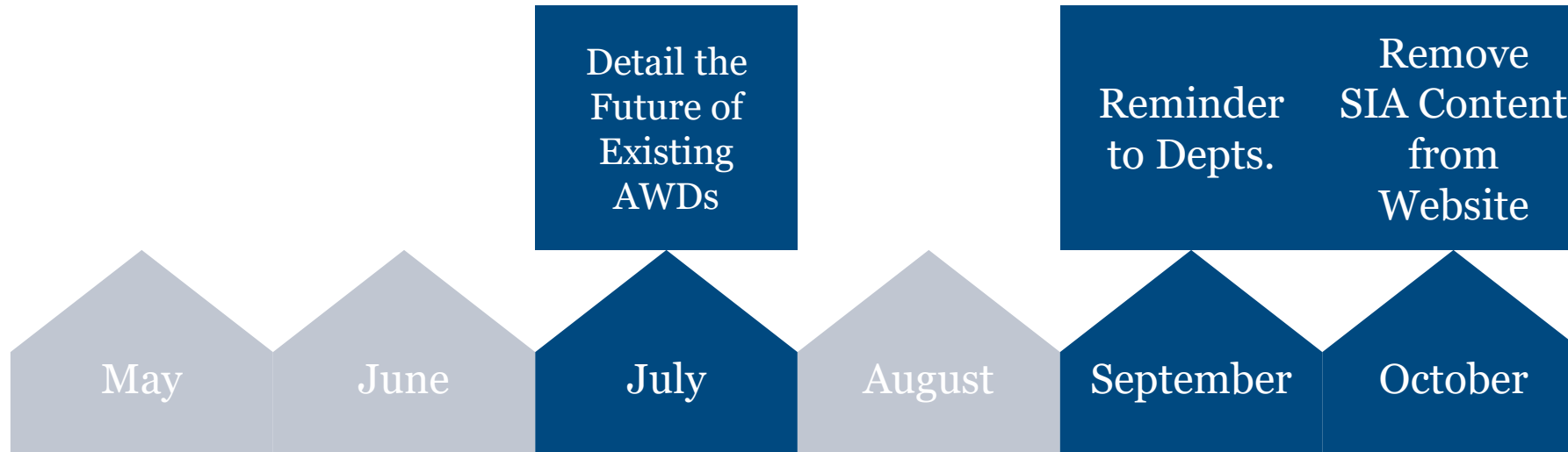
V. Transitioning Statements of Incompatible Activities

- Ethics has already communicated forthcoming change to departments.
- Will communicate specific issues around Advanced Written Determinations
- Continue to engage and share updates with Departments.



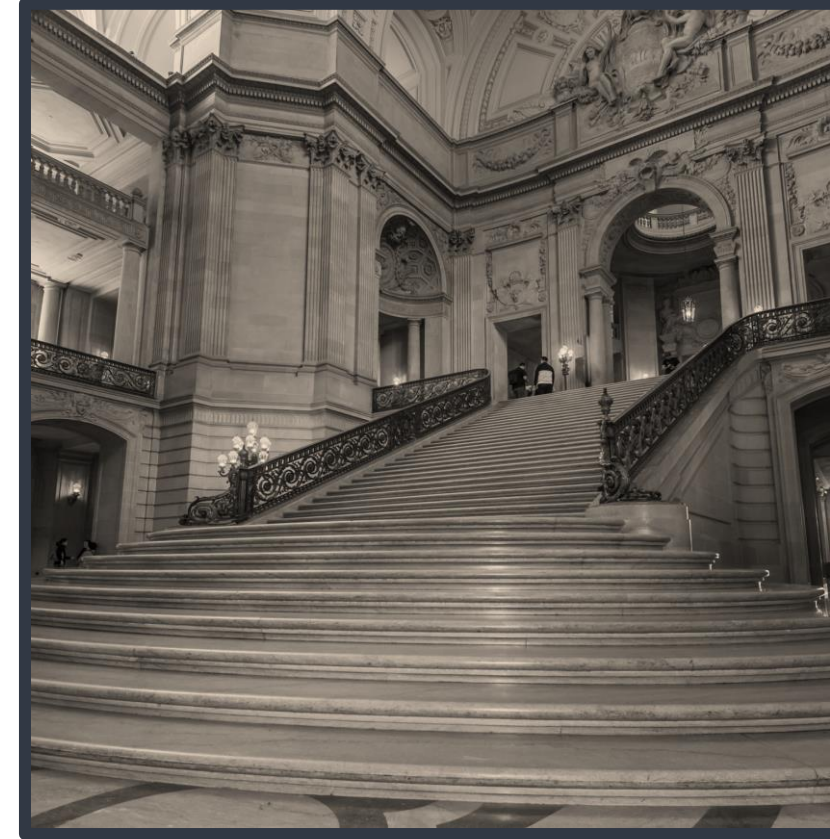
V. Transitioning Statements of Incompatible Activities

Timeline



IV. Updates To Existing Guidance Content

- Will update all website materials to reflect all Proposition D-related changes
- Concurrent with other improvements to website structure and accessibility.
- Will flag key content for translation.



04

Growing Ethics Advice Program



Ethics Advice

- Mandatory ethics training for all Form 700 filers will increase demand for advice.
- Proactively growing capacity & structure for ethics advice program.
 - Expanding staffing with Ethics@Work Team
 - Building new online portal
 - Updating protocols for improved response time & consistency
- Covers law defined in [Article 3, Chapter 2 & 6](#).
- Focused on past, present, and future City Officers & Employees.



Questions & Feedback

THANK YOU FOR YOUR TIME & INTEREST!