

MONTANA PUBLIC EMPLOYEES' RETIREMENT BOARD

TITLE: Employee Ethics, Conduct, and Conflicts of Interest Policy

POLICY NO: BOARD Prsnl 05 EFFECTIVE DATE: 04/12/2018

I. Policy and Objective

The purpose of this policy is to ensure compliance with Title 2, Chapter 2, Part 1 of the Montana Code by adopting the Department of Administration's Employee Ethics, Conduct, and Conflicts of Interest Policy.

The guiding principle of this policy is that the Board expects and trusts Montana Public Employee Retirement Administration (MPERA) employees to respect their public office and act in an ethical manner. MPERA Employees must use sound judgment and think clearly about how they discharge their public duties to the citizens of Montana, avoiding any activities that compromise the public trust.

II. Applicability

This policy applies to all MPERA employees. MPERA shall follow all provisions of this policy unless they conflict with collective bargaining agreements, which will govern to the extent applicable.

III. Guidelines

The Board has chosen to adopt the Department of Administration's Employee Ethics, Conduct, and Conflict of Interest Policy and to utilize the guidelines and parameters set out in that document. At a minimum, this policy will be reviewed on a biennial basis immediately following the legislative session to ensure compliance with current and future State law.

IV. Cross References

The following laws, rules or policies may contain provisions that apply to this policy. The list should not be considered exhaustive – others may also apply.

State Ethics Policy

State of Montana Code of Ethics: Title 2, Chapter 2, Part 1, MCA

V. History

Originally approved April 2018.