

Ethics Training Plan Overview

Fiscal Year 2023

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DEPARTMENT OF
FINANCE

A Look Back



ICMA Code of Ethics Review Focusing on Diversity, Equity, and Inclusion

At the very core of ICMA is the mission to promote an ethical culture in local government.

INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION

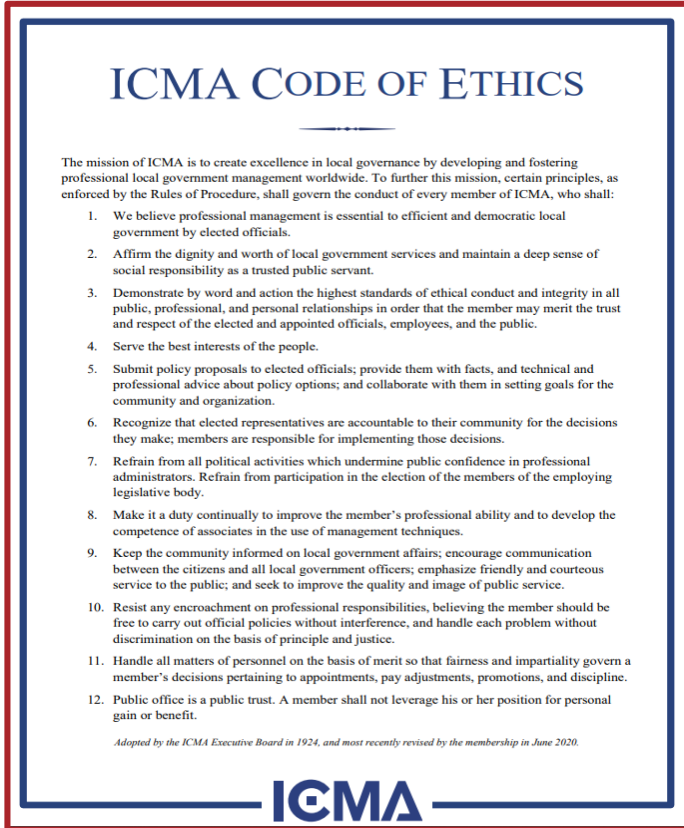
RICHMOND CITY COUNCIL

ETHICS REFORM TASK FORCE

RECOMMENDATIONS

FINAL REPORT

What's on the horizon and components of training



Components of an Ethics Training Program

- Targeted content with material developed to meet the employees at every level and stage of their career;
- Use of a hybrid delivery model to enhance learning and efficacy with a combination of in-person and on-line courses;
- Incorporated within annual training and will include assessments with minimum scoring and certificate of completion;
- Sustained training as part of the organization's DNA.



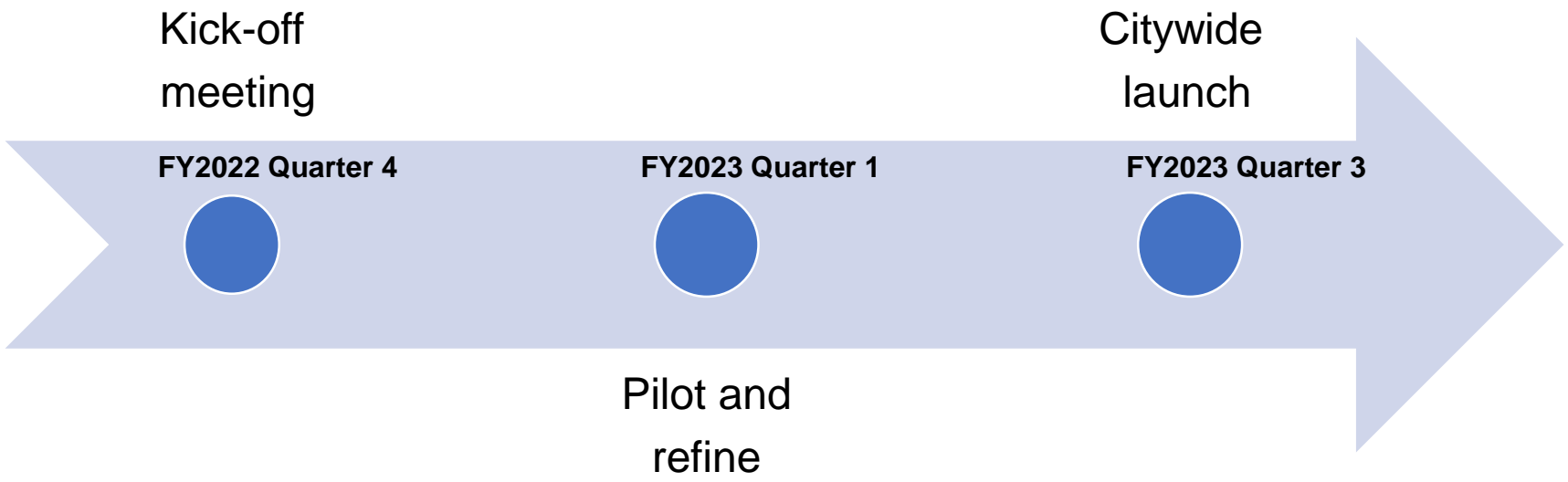
Drilling down into the organization

A focus on Finance, the fiscal year 2023 training plan:

- ❑ Launch a training program for the entire department focused on ethics, leadership, teambuilding, finance and accounting topics.
- ❑ Partner with Internal Audit to develop an ethics training curriculum for Finance -- using the ICMA model and the recommendations from the Ethics Task Force;
- ❑ Partner with the City Attorney's office to assess and consult on the specific processes to increase compliance with state and local code and reduce risk to the city;
- ❑ Partner with CliftonLarsonAllen to deliver relevant training related to current accounting practices, new pronouncements and emerging guidance;
- ❑ Partner with Human Resources to deliver relevant training topics to increase knowledge and compliance with the administrative regulations and policies;
- ❑ Engage with an accounting firm to consult on the internal control review to assess the control environment and make recommendations for improvements.



Next Steps



Questions?

