


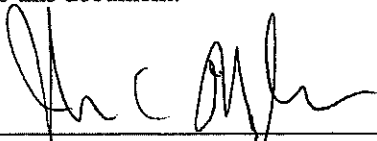
Essex County Boards, Committees, and Commissions Code of Performance

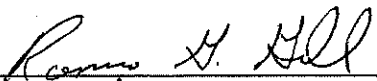
Recognizing that persons holding a position of public trust are under constant observation, and recognizing that maintaining the integrity and dignity of the public office is essential for securing a high level of public confidence in our institutions of government. The witnessed behavior of the Boards, Committees, and Commissions in honoring this Code of Performance will be evaluated on an annual basis and each member of the Essex County Boards, Commissions, and Authorities pledges to adhere to the following performance standards:

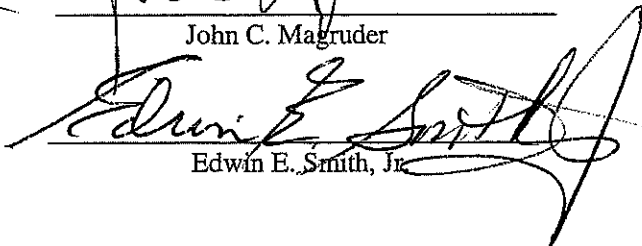
1. Attend all regularly scheduled and called meetings as well as committee meetings relevant to your service on a Board, Commission and/or Authority.
2. Make a conscientious effort to be prepared for each meeting relevant to your service on a Board, Commission and/or Authority.
3. Maintain an attitude of courtesy toward colleagues, county staff and citizens during meetings, discussions and deliberations.
4. Be tolerant. Allow colleagues, county staff, as well as citizens, sufficient opportunity to present their views and perspectives.
5. Be respectful and attentive. Avoid comments, body language or distracting behavior that conveys a message of disrespect or lack of interest.
6. Avoid the use of abusive, intimidating or threatening language or gestures directed at your colleagues, the county staff or citizens.
7. Create a positive atmosphere during public meetings wherein citizens and county staff feel welcome and comfortable as participants and/or observers.
8. Respect, honor and adhere to all local, state and federal laws during your term.
9. Respect the principles inherent with closed sessions by not discussing or sharing what was discussed in such sessions with anyone.
10. Members should respect the position and authority of county administration and limit requests for information to department heads directly responsible for such information.
11. Discharge the duties and responsibilities of your term of service in an impartial manner without fear or prejudice toward any person or group.
12. The witnessed behavior of the Board of Supervisors in honoring this Code of Performance will be evaluated on an annual basis.

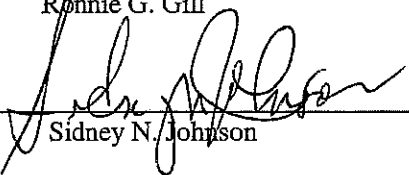
The commitment of the Essex County Board of Supervisors to honor the principles witnessed in the Code of Performance is affirmed by the Board's adoption of the Code on January 14, 2020 in public session and the signatures affixed to this document:


Robert L. Akers, Jr.


John C. Magruder


Ronnie G. Gill


Edwin E. Smith, Jr.


Sidney N. Johnson