

From: Patel, Swati <SwatiPatel@gov.sc.gov>

To: Pitts, Ted <TedPitts@gov.sc.gov>

CC: Soura, Christian <ChristianSoura@gov.sc.gov>

Date: 6/9/2014 1:47:36 PM

Subject: FW: Draft Code of Conduct E-mail

Attachments: Code of Conduct Task Force Letter.pdf

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We decided to cancel the second public hearing due to only 2 people speaking up (although others were in attendance) and instead attempt to get better input from the cabinet by having you send the below email.

Let me know if you are ok with this.

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From: Holly Pisarik [mailto:Holly.Pisarik@lir.sc.gov]

Sent: Monday, June 09, 2014 1:40 PM

To: Patel, Swati

Subject: Draft Code of Conduct E-mail

Cabinet Directors,

As you know, the Governor signed Executive Order 2014-23, establishing the State Employee Code of Conduct Task Force. So far, the Task Force has held one public hearing with several state employees in attendance. During this meeting, employees seemed hesitant to voice their opinions about the content of the Code of Conduct. The Governor would really like input from state employees since ultimately they will be bound by it. To that end, please do two things –

- 1) Your HR Director should have received the attached letter signed by the Governor from Sam Wilkins. Check with your HR Director to make sure this letter has been distributed to all of your employees.
- 2) Be proactive in soliciting feedback from your employees. For example, Director Barber has formed an employee committee at DJJ to solicit feedback. Other ideas include sending a questionnaire to all of your employees asking specific questions about the topics outlined in the Executive Order (i.e. – Do you think state employees should be allowed to receive gifts? If so, should the gifts be restricted by a dollar amount? Are you aware of the whistleblower protections for reporting employee misconduct currently provided for in law? If so, do you think they are sufficient?) or discussing this topic in staff meetings. If employees feel more comfortable, they can send their feedback directly to [conduct@lir.sc.gov](mailto:conduct@lir.sc.gov).

I expect each Director to respond to Holly Pisarik, chair of the Task Force, by no later than June 17<sup>th</sup> reporting your efforts and any employee feedback you have received.

Let me or Swati know if you have any questions.

Thanks, Ted