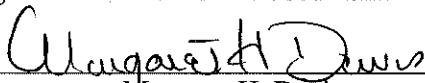


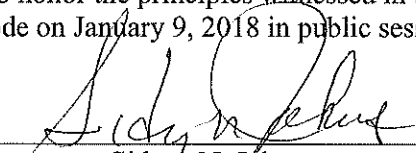
## Essex County Board of Supervisors Code of Performance

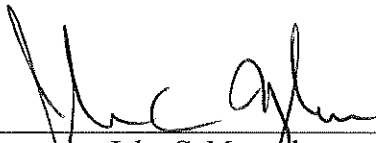
Recognizing that persons holding a position of public trust are under constant observation, and recognizing that maintaining the integrity and dignity of the public office is essential for securing a high level of public confidence in our institutions of government, each member of the Essex County Board of Supervisors pledges to adhere to the following performance standards:

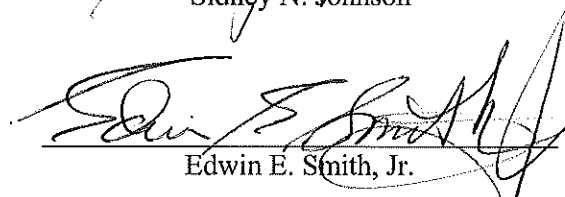
1. Attend all regularly scheduled and called meetings as well as committee meetings relevant to your office.
2. Make a conscientious effort to be prepared for each meeting relevant to your office.
3. Maintain an attitude of courtesy toward colleagues, county staff and citizens during meetings, discussions 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 affecting your elected office.
9. Respect the principles inherent with closed Board sessions by not discussing or sharing what was discussed in such sessions with anyone.
10. Supervisors 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 office 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.

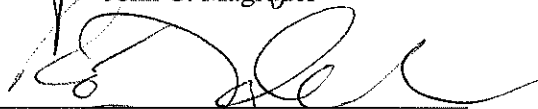
The commitment of the Essex County Board of Supervisors to honor the principles witnessed in the Code of Performance is affirmed by the Board's adoption of the Code on January 9, 2018 in public session and the signatures affixed to this document:

  
Margaret H. Davis

  
Sidney N. Johnson

  
John C. Magruder

  
Edwin E. Smith, Jr.

  
Robert L. Akers, Jr.