

EXHIBIT C

Utilities Commission City of New Smyrna Beach, Florida

Code of Ethics

The Utilities Commission believes that the conduct of every employee in a Materials Management position should be governed by a code of ethical principles, and as such, should adhere to the following:

- (a) Believes in the worth and dignity of the service rendered by the organization and is aware of his own social responsibilities as a trusted employee and public servant;
- (b) Is governed by the highest ideals of honor and integrity with regard to all business and personal relationships in order that we may be deserving and inspire the confidence of those he serves;
- (c) Believes the misuse of public or personal relationships to achieve selfish ambitions is dishonest and not tolerable;
- (d) Believes that character is the greatest asset in commerce and therefore will not accept gifts or other things of value from vendors where the intent is to influence the purchaser;
- (e) Has the obligation to keep his employer informed of problems and progress, doing so through appropriate channels by emphasizing the facts without personal aggrandizement;
- (f) Handles all personnel matters on a merit basis. Political, religious and/or racial considerations carry no weight in personnel administration of the organization represented;
- (g) Resists interference of control of personnel in order to preserve his integrity as a professional administrator. He handles each administrative problem objectively, without discrimination of the basis of principle and justice;
- (h) Cooperation with all organizations engaged in activities which develop and further enhance Materials Management as a profession.