

Ethics Commission

The City of Kyle's Ethics Commission is charged with insuring that the public has confidence in the integrity, independence, and impartiality of those who act on their behalf in the City's government. Ethics Commission members use the City's Ethics Ordinance as the standard for making decisions regarding complaints involving ethics issues.

The City's Code of Ethics was adopted for the purpose of promoting confidence in the government of the City of Kyle and thereby enhancing the city's ability to function effectively. The code establishes standards of conduct, disclosure requirements, and enforcement mechanisms relating to city officers and employees and others whose actions inevitably affect public faith in city government, such as former city officers and employees, candidates for public office, and persons doing business with the city. By prohibiting conduct incompatible with the city's best interests and minimizing the risk of any appearance of impropriety, this code of ethics furthers the legitimate interests of the City.

The Ethics Commission handles complaints filed against employees, council members, and other persons related to any alleged violations of the City's Charter, its Ethics Code, or Chapter 171 of the Texas Local Government Code.

Other powers of the Ethics Commission include:

- To establish, amend, and rescind rules and procedures governing its own internal organization and operations.
- To meet as often as necessary to fulfill its responsibilities; to render decisions on complaints or issue advisory opinions.
- To request from the City Manager through the City Council the appointment or allocation of such staff as are necessary to carry out its duties.
- To review, index, maintain on file, and dispose of sworn complaints.
- To make notifications, extend deadlines, and conduct investigations both on complaint and as a result of an issue raised out of said complaint.
- To render, index, and maintain on file advisory opinions.
- To provide assistance to the Ethics Compliance Officer of the city in the training and education of city officers and employees with respect to their ethical responsibilities.
- To prepare report, as needed, to recommend to the Mayor and City Council needed changes in ethical standards or procedures.
- To take such other action as is necessary to perform its duties under Part G (Ethics Commission) of the Ethics Code.

For more terms, qualifications, and board info, see the document below in "Supporting Documents."

Ethics Commission Advisory Opinions are attached at the bottom of this page.

Place Commission Member

1 JD Sanford

- 2 **Kassie Anderson**
- 3 **Mario Perez**
- 4 **Paul Hill**
- 5 **Nicole Cloutier**
- 6 **Nancy Fahy**
- 7 **Mike Rubsam**
- Staff Support**

Jennifer Kirkland

City Secretary

(512) 262-3981

jkirkland [at] cityofkyle.com (jkirkland[at]cityofkyle[dot]com)

Christina Demirs

Messer, Fort, McDonald

Ethics Compliance Officer

Sara Kerr

Messer, Fort, McDonald

Backup Ethics Compliance Officer

Web Links

- [Ethics Code](#)

Supporting Documents

- [2025 0604 Flores-Cale v Mitchell Findings of Fact and Conclusions of Law 1.22 MB](#)
- [2025 0507 Zuniga v Mitchell Findings of Fact and Conclusions of Law 1.29 MB](#)
- [2025 0421 Compliance Officer Memo of Dismissal 307.27 KB](#)
- [2025 0410 Compliance Officer Memo of Dismissal 298.67 KB](#)
- [2025 0408 Compliance Officer Memo of Dismissal 319.25 KB](#)
- [2025 0402 Compliance Officer Memo of Dismissal 301.63 KB](#)
- [2024 0722 CCM Ethics Complaint Conflict Memo 302.75 KB](#)
- [2022 0623 Flores-Cale v Sellers Findings of Fact and Conclusions of Law - Part 2 71.68 KB](#)
- [2022 0623 Flores-Cale v Sellers Findings of Fact and Conclusions of Law - Part 1 85.24 KB](#)

- [2022 0623 Flores-Cale v Mitchell Findings of Fact and Conclusions of Law 71.22 KB](#)
- [2022 0506 Ethics Advisory Opinion re City Manager Consulting Business 155.38 KB](#)
- [Ethics Advisory Opinion re Appointment of Relatives, 3/31/2022 99.24 KB](#)
- [2022 0323 Ferrara v Sellers Findings of Fact and Conclusions of Law 87.34 KB](#)
- [2022 0323 Ferrara v Barnett Findings of Fact and Conclusions of Law 84.59 KB](#)