

CITY OF DOVER

ETHICS COMMISSION MINUTES

Meeting Type: Regular Meeting
Meeting Location: First Floor Conference Room, City Hall
Meeting Date: Friday, April 10, 2026
Meeting Time: 2:00 p.m.

1. CALL TO ORDER

The meeting was called to order at 2:00 pm

2. ATTENDANCE

Present: Allan Krans (AK), Jim Fieseher (JF), Matt Keane (MK), Marion Cheney (MC), Michele Holt-Shannon (MHS), and Jennifer Perez, Deputy City Attorney

3. APPROVAL OF MINUTES: February 2, 2026

Motion was made to Move to Approve February 2, 2026 draft minutes (MC)

Second AK

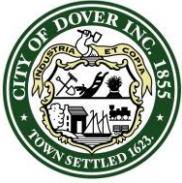
Vote: All in favor

Vote: Pass Unanimous

4. DISCUSSION ON ETHICS HANDOUT AND CHEAT SHEET

Everyone was able to review the handout and cheat sheet prior to the meeting. Attorney Perez stated for the record that she did review the handout and returned comments to MK for review prior to the meeting but has now supplied a hardcopy with her comments in red-lined format to the Committee at this meeting. MC commented that she thought the handout was very well done. AK added the same comment regarding effort and creativity and going above and beyond in its creation. MK wanted to recap on the intent of the handouts on how to get the message of the Ethics Commission out to all the Boards & Commissions in the city and help them understand what the Commission does and what their roles are. His action was to come up with a new draft from all of the documentation that already exists on the website and added to it the information and ideas that were discussed at the last meeting.

Much discussion between all members on the commission such as certain phrases being used, code language, hypothetical issues/concerns and when/if they should be used, instituting new language to avoid any type of compromising position, using real case law instead of hypotheticals, transparency, clarity with the code, what is this group really trying to accomplish and what are the grey areas of the code, does City Attorney's office need to come up with more rules/education for the Ethics Commission on interpreting the code and their goals, give councilors an idea where the grey areas are within the code, need to make people aware of what the code is



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and where the grey areas may come up. AK feels the Ethics Commission was created to be the judges in matters/cases, not educators in a matter.

MK moved on discussing whether to table these documents, but others wanted to keep moving it forward to clarify them to see if there would be a clear pathway to its use. Jen Perez noted that is entirely up to the group, that the commission members can keep moving forward on it, but she has no vote in how they proceed with it and is just trying to push back in areas that she sees there might be some issues. She suggested a path forward would be coming up with an alternate 1-2 page document of "this is our process of the code". MK asked if anyone would like to start a draft of that. AK and JF said they would take that on together, send a draft to Jen when ready and then the group can schedule a follow up meeting on it.

5. GENERAL DISCUSSION

No further discussion.

6. ADJOURN

Motion: MC
Second: JF
Vote: Pass Unanimous
Adjourned at 3:16 pm