

CITY OF SPOKANE ETHICS COMMISSION

Ethics Commission's Findings, Conclusions and Decision Regarding Complaint filed by Johann Joseph against Josh Kent

FINDINGS

The Ethics Commission makes the following findings:

1. On or about August 14th, 2025, Johann Joseph filed an ethics complaint against City of Spokane employee Josh Kent.
2. Mr. Joseph alleged workplace harassment, bullying, and violating ADA accommodations. Mr. Joseph failed to cite a specific provision of SMC 1.04B.050 as being violated by Mr. Kent.
3. On August 18th, 2025, Staff Director Megan Kapaun forwarded the complaint to the Ethics Commission.
4. In the time between the complaint being alleged and the next meeting of the Ethics Commission, Staff Director Kapaun reviewed the complaint for jurisdictional issues pursuant to SMC104B.150A to see (1) if Mr. Kent is subject to the Code of Ethics and (2) if the alleged conduct, if found to be true constitutes prohibited conduct in violation of any provision of SMC 1.04B.050. Staff Director Kapaun determined that as a MySpokane/311 employee, Mr. Kent is a member of the Local 270 bargaining unit. Local 270 has not agreed to be subject to the Code of Ethics, therefore Mr. Kent is not subject to the Code of Ethics. Staff Director Kapaun recommended to the Ethics Commission that at the September meeting the complaint be summarily dismissed by the Ethics Commission Chairperson.
5. On September 17th, 2025, the Ethics Commission held a meeting to review the complaint to determine whether, pursuant to SMC 01.04B, the Commission had jurisdiction to conduct further proceedings and whether the complaint, on its face, alleges facts that, if true, would substantiate a violation. At the meeting, the Ethics Commission Chairperson considered the August 14th, 2025 complaint filed by Mr. Joseph in conjunction with the Code of Ethics listed in SMC 1.04B.050.

CONCLUSIONS

The Ethics Commission Chairperson makes the following conclusions:

The complaint against Mr. Kent must be dismissed under SMC 1.04B.150 as he is not subject to the City's Code of Ethics. Furthermore, the Commission does not have jurisdiction to review the complaint. Failure to dismiss the complaint against Mr. Kent would constitute an unfair labor practice (ULP) by the City.

DECISION

Based upon the Findings and Conclusions set forth above, the Ethics Commission Chairperson concludes that the complaint by Mr. Joseph must be dismissed pursuant to SMC 01.04B.150 on the basis that Mr. Kent is not subject to the City's Code of Ethics and review by the Ethics Commission would be improper.



Jennifer Huffaker

9/17/25

Date