



● Ethics Officer's March 2011 Monthly Report

Summary

This report provides a general update on the progress and activities for the Ethics Office for March 2011.

Attachments

None

Detailed Report

Activities

1. The Ethics Officer is working with the Legal Department and the General Manager's office on needed policy revisions.
2. The Ethics Officer is working with IT to develop a social media policy.
3. The Ethics Educator visited Lake Mathews, Mills, Skinner, Diamond Valley Lake, Hinds, Eagle Mountain, Iron Mountain, Gene Camp and Laverne.
4. The Ethics Office staff conducted New Employee Orientation for one employee.
5. The Ethics Office website logged 1,111 visitors from March 1-31, 2011.

Logged Questions and Matters of Concern

1. **March 3, 2011 Issue: Employee Relations**
A query was received from an employee regarding an interpretation of a directive from senior management. After meeting with the Ethics Officer and reviewing alternatives, the employee decided to confirm with his/her supervisors that he/she had a correct interpretation of the matter and will let the Ethics Office know of any future problems. (520)
Disposition: Closed
2. **March 10, 2011 – Issue: Nepotism**
A concern was received from an employee regarding an alleged violation of the Nepotism Policy. The matter was reviewed. It was found that two related employees reported to the same supervisor, although they worked at different locations. The employees now report to different supervisors. (521)
Disposition: Closed
3. **March 19, 2011 – Issue: Policy Issue**
A concern was received from the Hotline regarding retired employees who allegedly were rehired by Metropolitan. The matter is under investigation. (522)
Disposition: Pending
4. **March 24, 2011 – Issue: Policy Issue**
A query was received from a member of the public regarding Metropolitan's lobbying rules. The matter is under review. (523)
Disposition: Pending
5. **March 24, 2011 – Issue: Nepotism**
A query was received from an employee requesting clarification on Metropolitan's nepotism policy. Metropolitan's nepotism policy was reviewed with the employee. The employee was being proactive in his/her future employment possibilities. (524)
Disposition: Closed

Ethics Officer's March 2011 Monthly Report

6. **March 28, 2011 – Issue: Customer Relations**

A query was received from an employee regarding whether it is permissible for vendors to approach Metropolitan employees regarding their product during work hours. Vendors are not allowed access to Metropolitan employees or Metropolitan facilities for non-business needs. (525)

Disposition: Closed