

# Ethics Office

## 2012 - 2013 Business Plan

Audit & Ethics Committee

May 22, 2012

Since 1999

No Sunset on Ethics

SB 60 Continuing Mandate

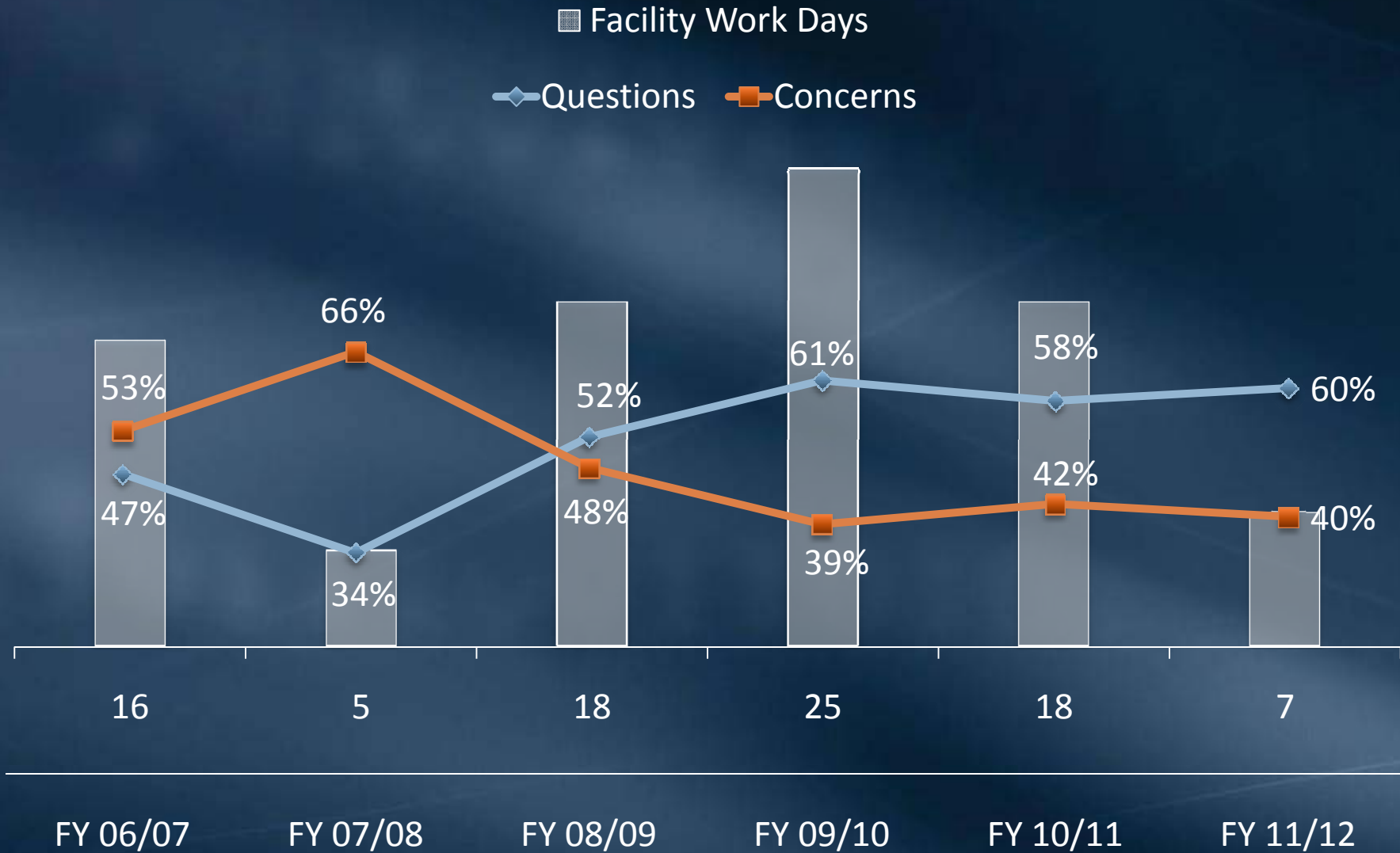


# SB 60 Mandates

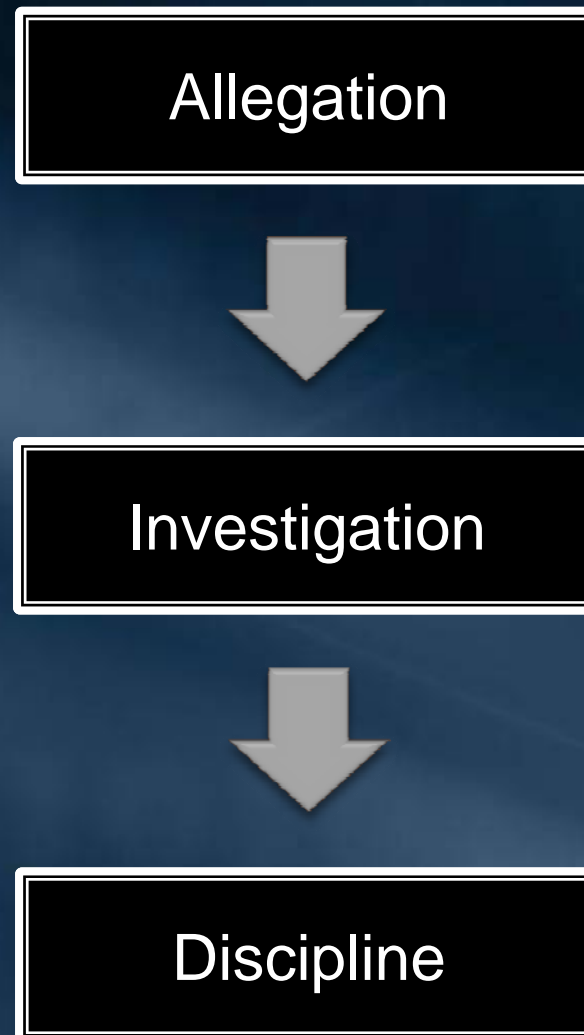
## Compliance v Ethics

1. Independent/professionally staffed Ethics Office
2. Ethics rules and regulations
3. Educational programs
4. Investigations of complaints
5. Confidentiality & protection of whistleblowers
6. Reporting
7. Schedule of penalties for violations of the rules

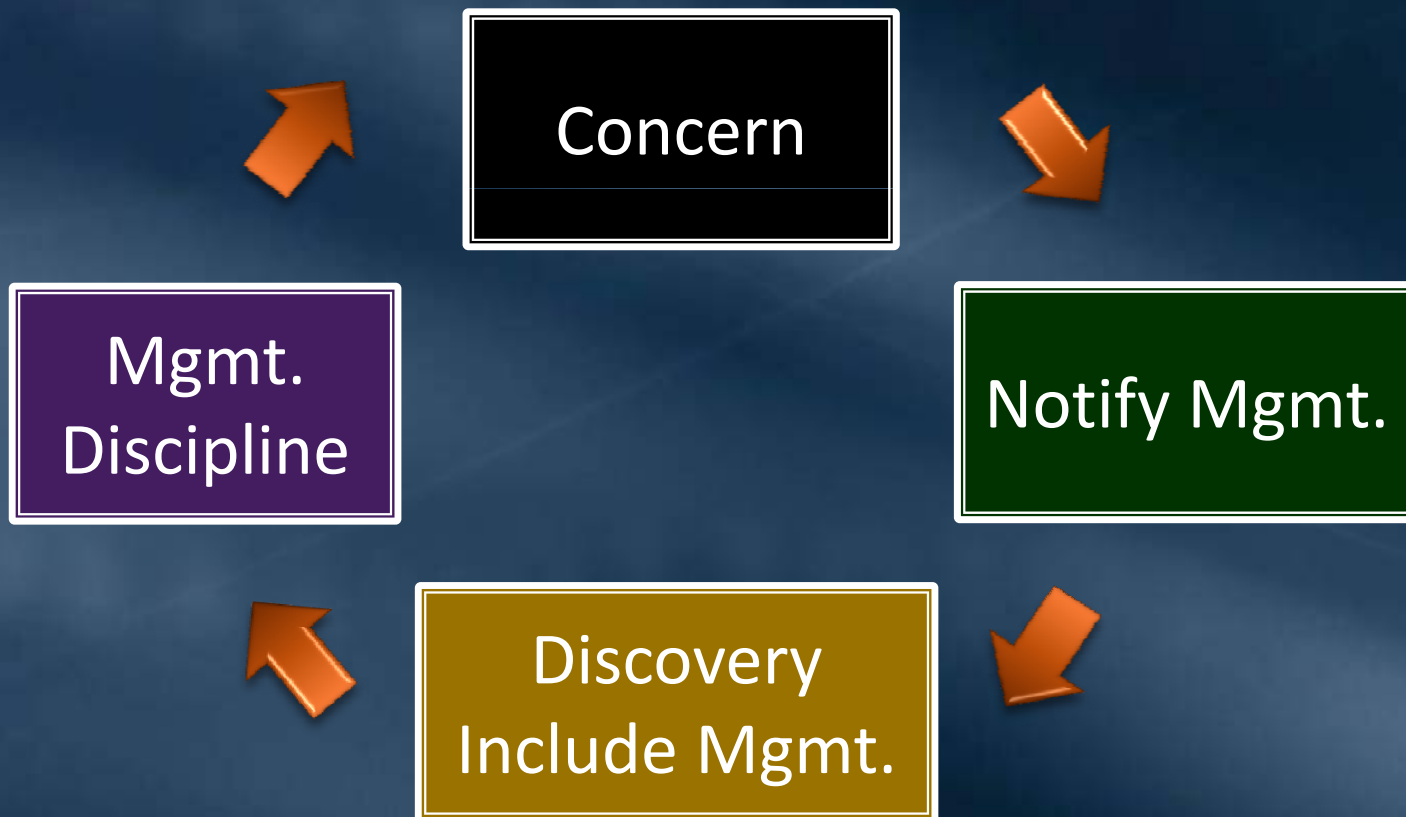
# Direct Contact With Employees



# Traditional Compliance Based Program



# Metropolitan Water District

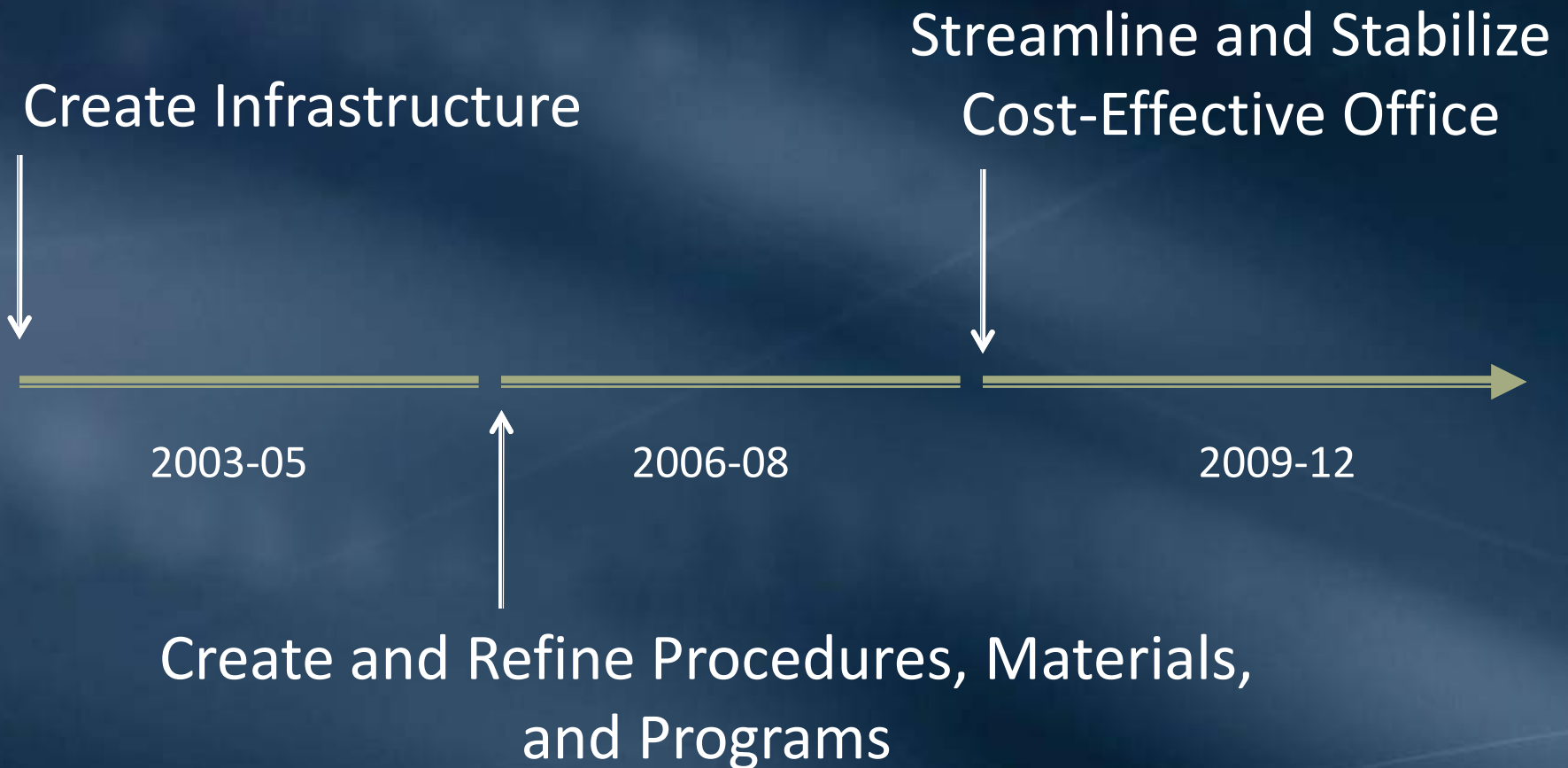


# SB 60 Mandates

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# Evolution of Ethics Office





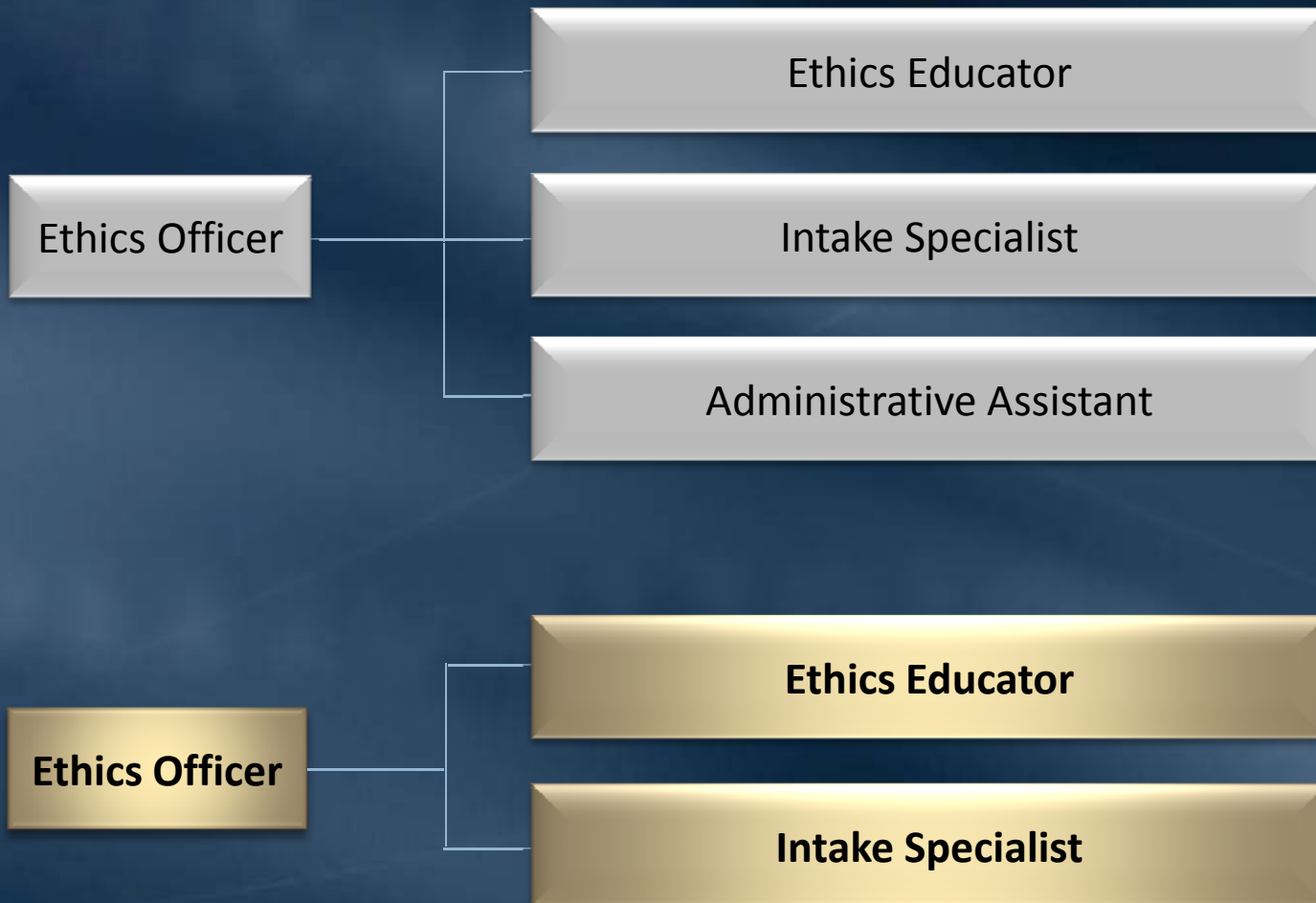
Streamline and Stabilize  
Cost-Effective Office



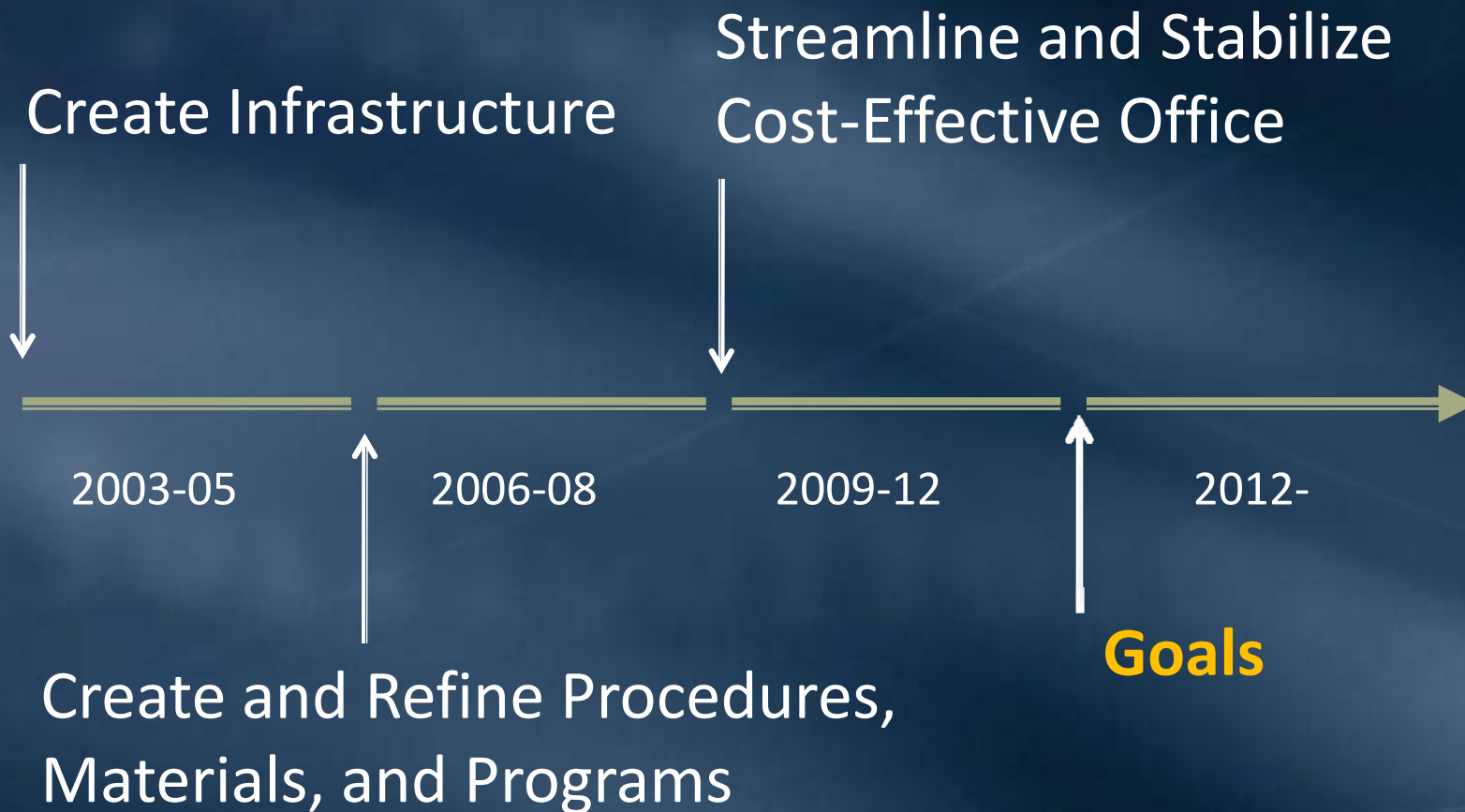
2009-12

# Organization

Ethics Office



# Ethics Office



# Six Goals

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## 1. State Mandates and Agency Expectations

Establish and maintain standards for Ethics Office Best Practices

## 2. Workshops and Training Materials

## 3. Ethics Office Visibility

Review and assess new methods of communication with employees

## 4. Provide Requested Resources for Member Agencies

Determine alignment of organizational needs and interests of our member agencies

## 5. Ethics Office Staff Development

Design and implement employee cross training program

## 6. Program Review

Commission external assessment/review of Ethics Office and programs

Evaluate current and future staffing needs

Use developed performance measures to provide annual program review of Ethics Office