



Ethics Office Monthly Report

September 2020

EEO COMPLAINT PROCESS REVIEW

Initiated an independent review of Metropolitan's handling of Equal Employment Opportunity complaints filed over the past 5 years. This review was developed with input from the Organization, Personnel and Technology (OP&T) Committee and will focus on relevant policies and practices. The Ethics Officer will report back to the General Manager and the OP&T Committee upon completion of the review.

EDUCATION

Provided individual training sessions for two new Form 700 filers. Coordinated state-mandated AB 1234 ethics training for Metropolitan officials.

ADVICE

Submitted a request for formal advice to the Fair Political Practices Commission (FPPC) regarding the application of a state ethics law to Metropolitan and its officials. Also consulted with the FPPC on how to address financial disclosure requirements for employees in temporary promotions.

Collaborated with the General Counsel on a complex advice matter involving application of Metropolitan's outside employment policy.

Addressed 14 advice matters involving political activities, conflicts of interest, confidential information, financial disclosure, outside employment, gifts, and other ethics-related topics.

COMPLIANCE

Assisted Board members and employees with Annual, Assuming Office, and Leaving Office Form 700 filings. Assistance included troubleshooting for the electronic filing system and helping filers determine what interests to report on Form 700.

Monitored the status of past due Assuming Office and Leaving Office Form 700 filings and obtained compliance from three current employees and one former employee with overdue filings.

INVESTIGATIONS

Received six complaints: three alleged workplace violations unrelated to ethics rules and were referred to HR; two did not allege any potential workplace violation and were closed after further discussions with the complainants; and one complaint was under review at the time of this report.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	14
Complaints Received	6
Investigations Opened	0
Pending Investigations	0