



Ethics Office Monthly Report

November 2020

INDEPENDENT REVIEW OF EEO RELATED CONCERNS

Received direction from the Board to coordinate and oversee an independent, external review of allegations of systemic workplace harassment and retaliation, Metropolitan's Equal Employment Opportunity programs and practices, and related issues and concerns. Interviewed multiple firms and began the selection process.

CHANGES TO STATE ETHICS LAWS

The Fair Political Practices Commission approved several amendments to state ethics regulations. Most notably:

- Increased Annual Gift Limit to **\$520** (effective January 1, 2021)
- Simplified process for officials filing statements of economic interests for multiple positions (Form 700)

The Ethics Office will apply these regulatory updates when advising Metropolitan officials on gifts and Form 700.

EDUCATION

Provided individual sessions for four new Form 700 filers covering: financial disclosure requirements, conflicts of interest, state gift laws, and related ethics policies.

ADVICE

Addressed 13 requests for advice involving: conflicts of interest, financial disclosure, outside activities, political activities, campaign contributions, 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. Staff also communicated with eight former employees regarding overdue filings. Five of the eight subsequently submitted their overdue filings.

INVESTIGATIONS

Received one complaint alleging retaliation, which is currently under review.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	13
Complaints Received	1
Investigations Opened	0
Pending Investigations	0