



# Ethics Office Monthly Report

**December 2020**

## **INDEPENDENT REVIEW OF EEO RELATED CONCERNS**

Began coordinating interviews and document requests on behalf of Shaw Law Group, to facilitate the independent review of Metropolitan's handling of EEO-related matters.

## **STAFF DEVELOPMENT**

Staff attended the Council on Governmental Ethics Laws (COGEL) annual conference which was held virtually this year. Sessions included the "Ethics Update", "Enforcement Update" and the plenary session "Voting in Times of Crisis."

## **EDUCATION**

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

## **ADVICE**

Addressed 14 requests for advice involving: conflicts of interest, financial disclosure, post-employment lobbying, gifts, nepotism, and other ethics-related topics.

## **COMPLIANCE**

Facilitated state-mandated AB 1234 biennial ethics training for directors and staff. The compliance period ended December 31, 2020. Staff will continue efforts to achieve 100% compliance.

Assisted Board members and employees with Annual, Assuming Office, and Leaving Office Form 700 filings. Assistance included troubleshooting 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 five current employees and two former employees.

## **INVESTIGATIONS**

Initiated an investigation based on a complaint that an employee was engaging in outside work activity on Metropolitan time. This investigation is ongoing.

Received one complaint alleging that a manager was unfair during a recruitment/promotion process. The matter was referred to Human Resources.

## **ADVICE AND INVESTIGATIVE DATA**

Advice Matters	14
Complaints Received	1
Investigations Opened	1
Pending Investigations	0