



Ethics, Organization, and Personnel Committee

Ethics Office FY 2023/24 Annual Report and FY 2024/25 Business Plan

Item 6c

July 9, 2024

Item 6a

Subject

Ethics Office FY 2023/24 Annual Report and
FY 2024/25 Business Plan

Purpose

To review FY 2023/24 and share the Ethics
Officer's plan for the upcoming FY 2024/25

Core Programs – Education

Performance Highlights

28 Sessions
1,371 Employees



In-Person

Virtual

Treatment Plants:

- Jensen
- Mills
- Skinner
- Weymouth

Pumping Plants:

- Eagle Mountain
- Gene/Whitsett Intake
- Iron Mountain
- Julian Hinds

Other:

- Union Station
- La Verne Water Quality Lab
- Lake Matthews
- Soto Street Facility

Core Programs – Education

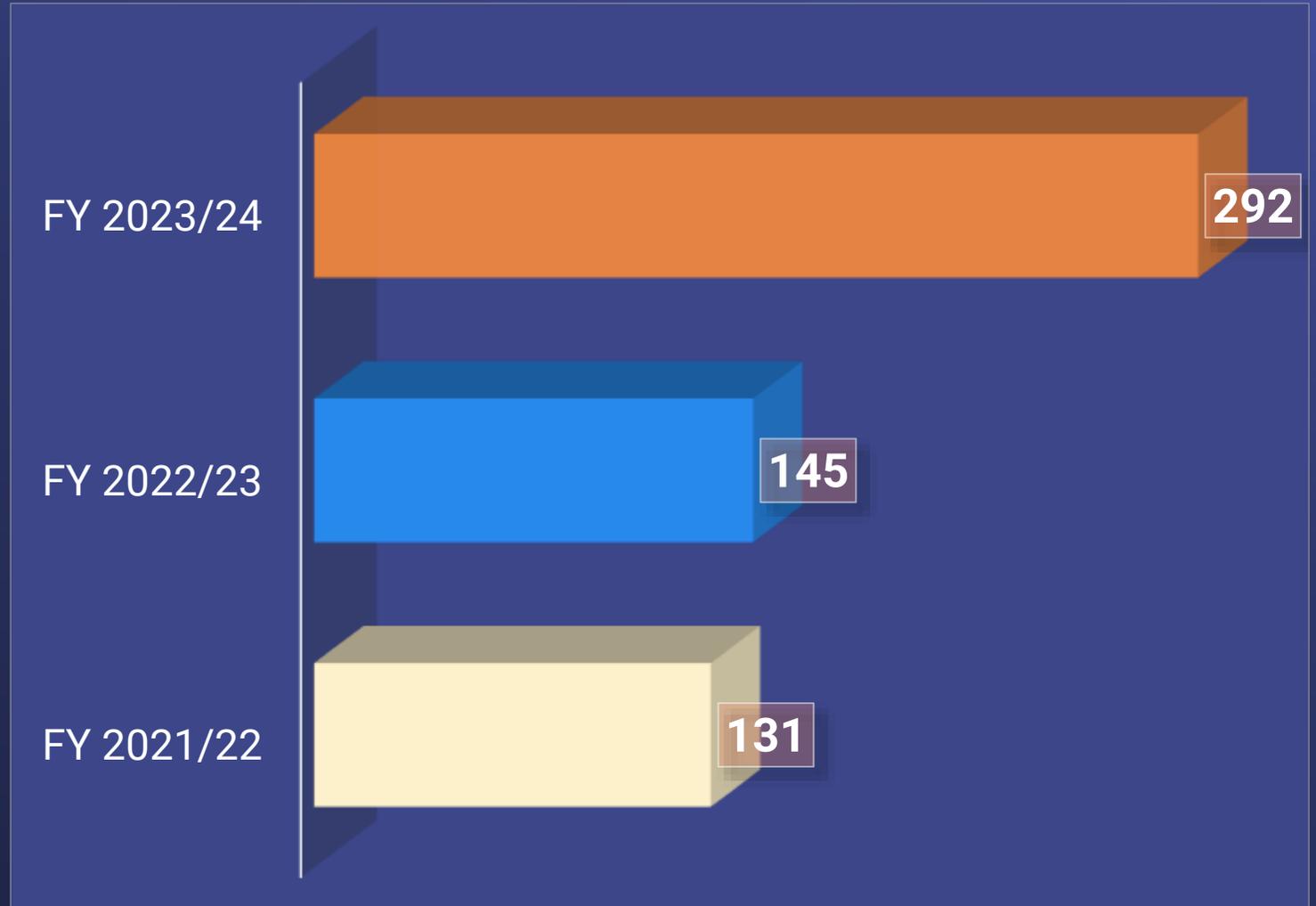
Performance Highlights

Director Education at EOP Committee:

- Prohibited Director Communications
- Use of Confidential Information
- Statements of Economic Interests (2 sessions)
- Conflicts of Interest - Contracts With Member Agencies
- Gift Limits and Reporting Requirements
- Screening for Conflicts of Interest – Conflicts Bulletin
- Contractor Code of Conduct
- Pay-to-Play Law (Levine Act)

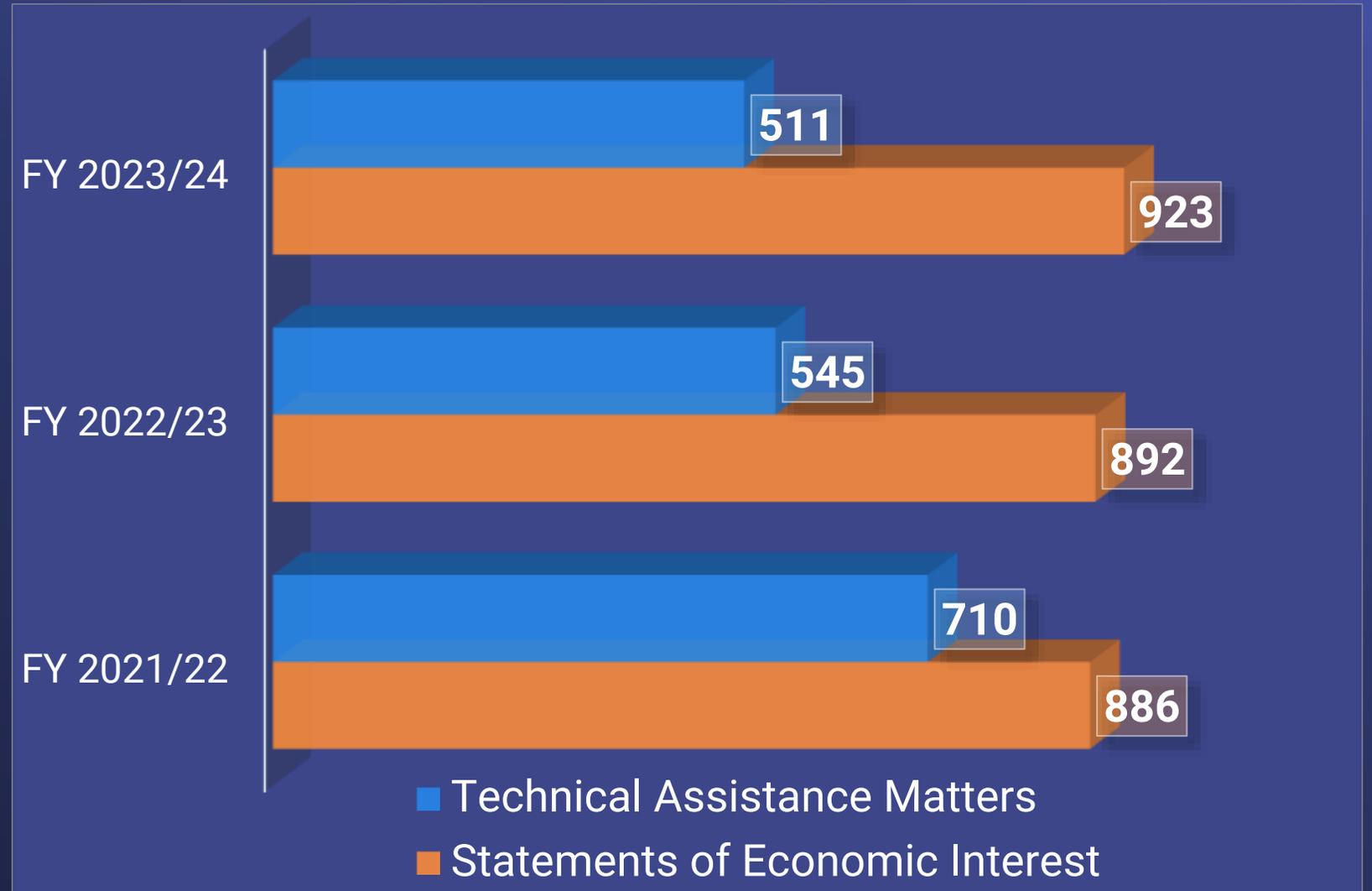
Core Programs – Advice

Performance Highlights



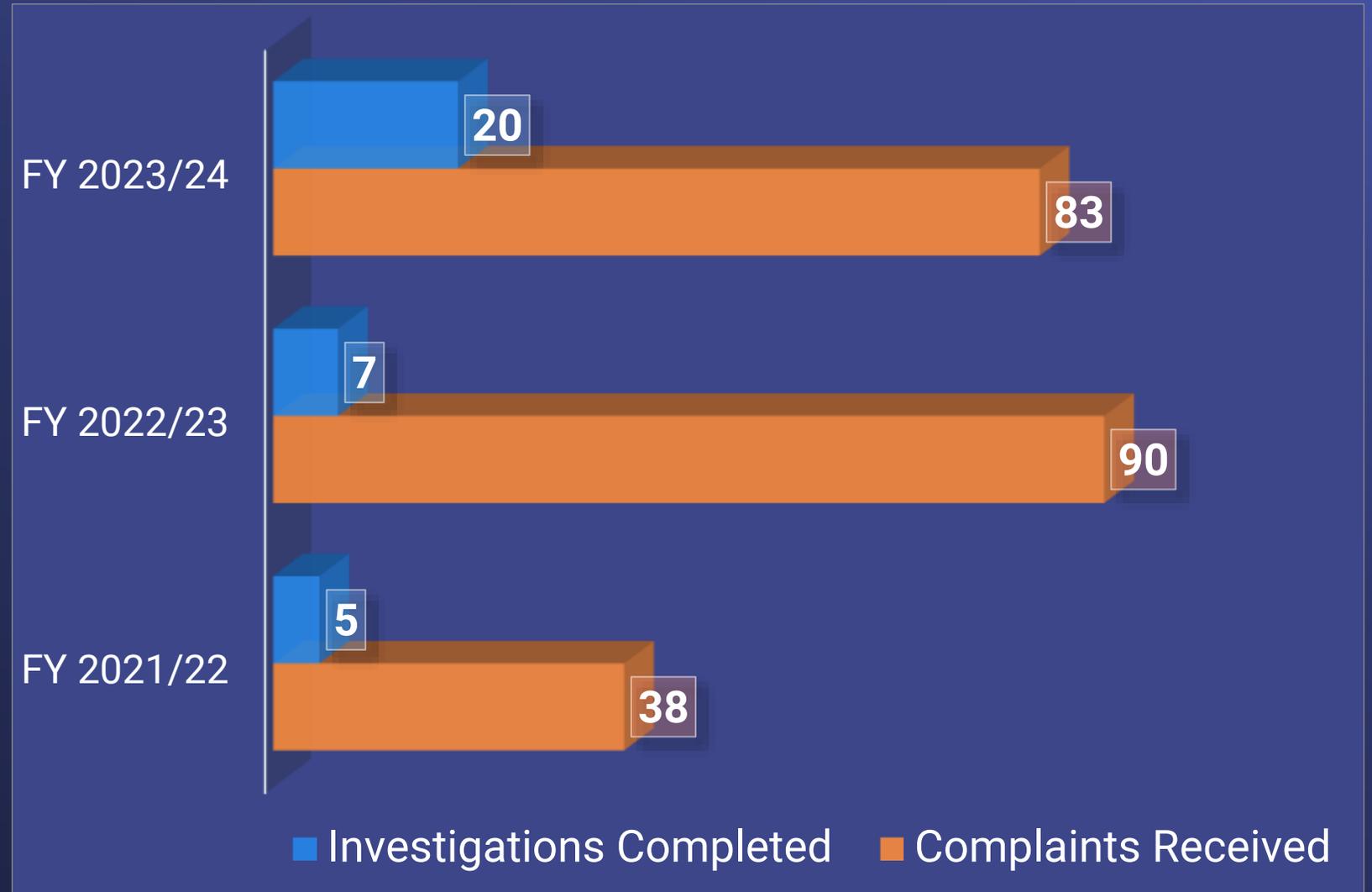
Core Programs - Compliance

Performance Highlights



Core Programs – Ethics Investigations

Performance Highlights



Southern California Ethics Symposium

Leadership Roundtable

19 Organizations
66 Participants



Special Projects

Performance Highlights

- Review of protections for confidential investigation information
- Contractor Code of Conduct
- EEO investigations

Ethics Officer's Business Plan

Fiscal Year
2024/25

- Strategic Priorities
- Core Programs

Strategic Priorities

Fiscal Year
2024/25

- Employee survey
- Reviews - processes and risks
- Collaborate with leadership on risk assessments
- Employee engagement – quarterly ethics newsletter and update website/intramet

Fiscal Year
2024/25

Core Programs

- Education
- Advice
- Compliance
- Policy development
- Investigations

