



Office of the Ethics Officer

- Report on FY 2025-26 Achievements

Summary

This report highlights Ethics Office achievements for Fiscal Year 2025-26. The Ethics Office successfully administered five core ethics programs, in addition to completing special projects.

For the new Fiscal Year 2026-2027, once the General Manager’s strategic priorities are finalized, I will ensure the Ethics Office programs and special projects are incorporated into Metropolitan’s comprehensive Business Plan, while maintaining Ethics Office independence in ensuring integrity, transparency and accountability.

Detailed Report

This report covers the Ethics Officer’s achievements for Fiscal Year 2025-26, from July 1, 2025 through April 30, 2026.¹ The Ethics Officer’s work centered around the following:

Core Ethics Programs

- Effectively administering Education, Advice, Compliance, Investigations, and Policy Development

Special Projects

- Obtaining Transparency Certificate of Excellence
- Expanding outreach (live ethics training events, ethics newsletters)
- Initiating collaboration in developing an Organizational Code of Conduct
- Performing internal review of ethics policies and procedures

The information below demonstrates achievement of last year’s goals. Due to a leadership transition in the General Manager position, the Ethics Office delayed completion of the organizational Code of Conduct to allow time for input from and collaboration with the General Manager. In light of the new Ethics Committee, the Ethics Officer delayed proposing new ethics rules and procedures to allow time for Committee orientation.

I. Core Ethics Programs

A. Education Program

Education Program highlights:

- Live, in-person *Government Ethics 101* training program for employees

¹ Unless otherwise noted, all data in this report reflects the period of July 1, 2025, through April 30, 2026 (noted in the charts below as “FY 2025-26*”) as compared to last fiscal year which reflected July 1, 2024 through June 17, 2025.

- Ethics rule fact sheets
- Outside legal opinion on inspection trips
- State ethics law updates for directors
- Ethics rule overviews for directors at Committee meetings
- Live ethics orientation sessions for new employees
- Live trainings by workgroup and topic
- 4 quarterly newsletters for workforce

Ethics staff also continued professional ethics education through:

- Council on Governmental Ethics Laws annual conference (two directors and two staff attended)
- Society of Corporate Compliance and Ethics Academy and Annual Conference
- COGEL web-based training sessions
- FPPC web-based trainings
- Association of Workplace Investigators web-based trainings

Key Education Statistics:

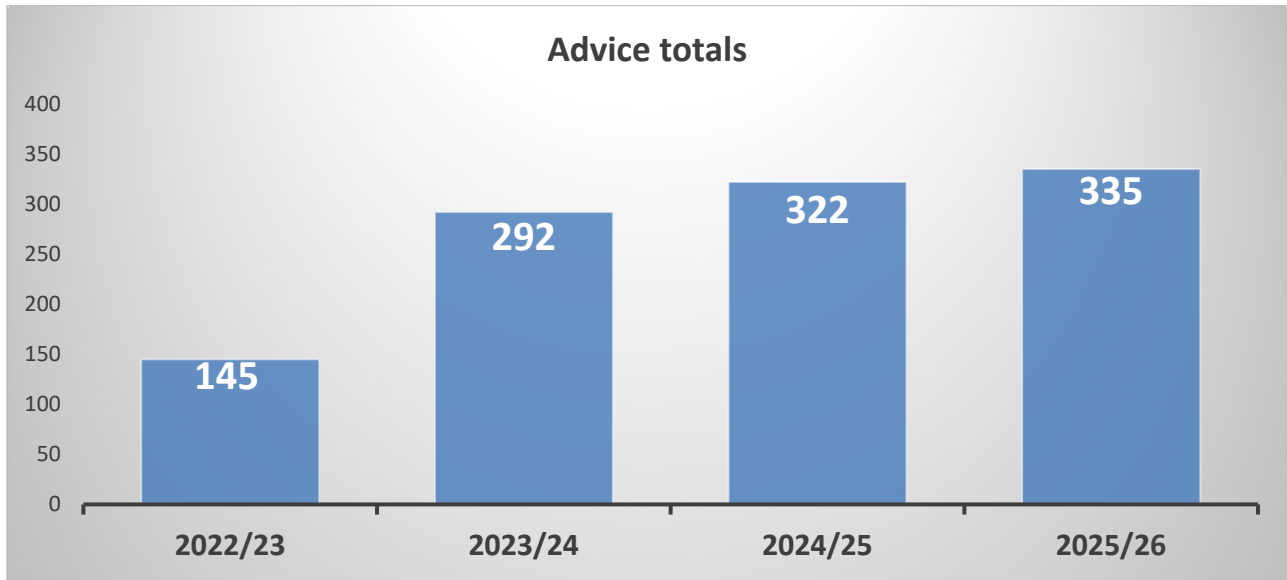


B. Advice Program

The Advice Program continued an upward trend from previous years:

- Timely analyzed and responded to 335 advice matters regarding ethics laws and policies (335 as of May 6, 2026)
- Produced conflicts bulletins for Committee/Board items, recusals, and disclosure scripts for directors
- Reviewed conflict of interest disclosure forms submitted by prospective consultants
- Prepared formal requests for advice to the FPPC for directors

Advice Matters by Year:

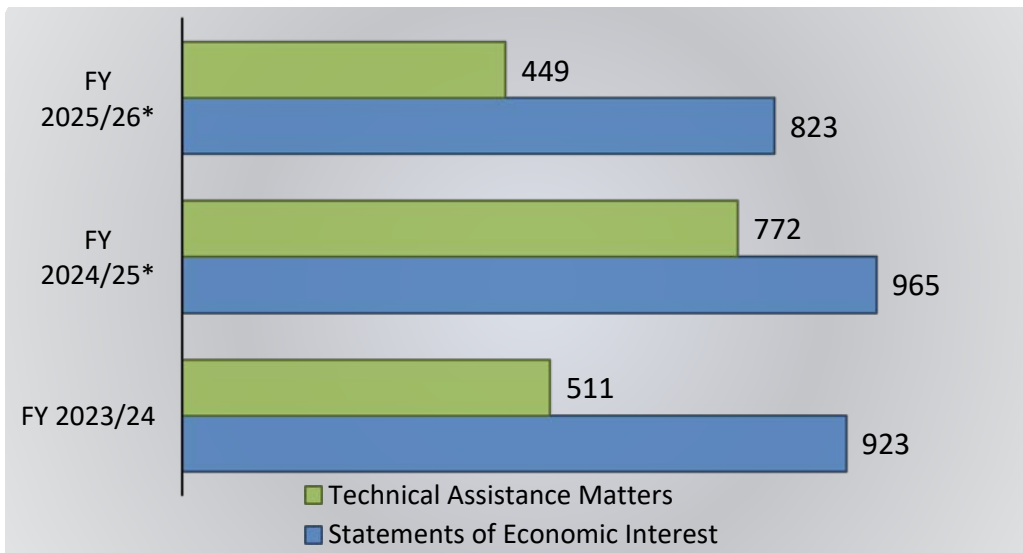


C. Compliance Program

Compliance Program highlights:

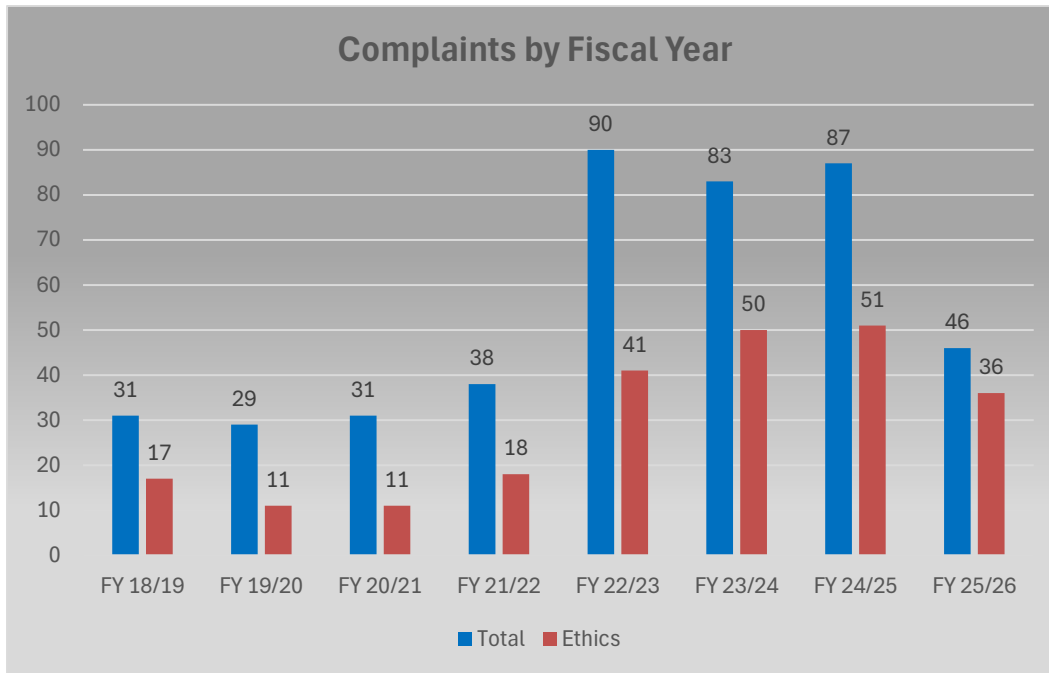
- Served as Metropolitan’s filing officer for 823 Statements of Economic Interest (Form 700)
- Achieved 91% compliance from Form 700 filers to date
- Managed Metropolitan’s compliance with state ethics training requirements (AB 1234)
- Assisted with Form 700 filings, including notifications and e-filing system

Compliance Highlights by Year:

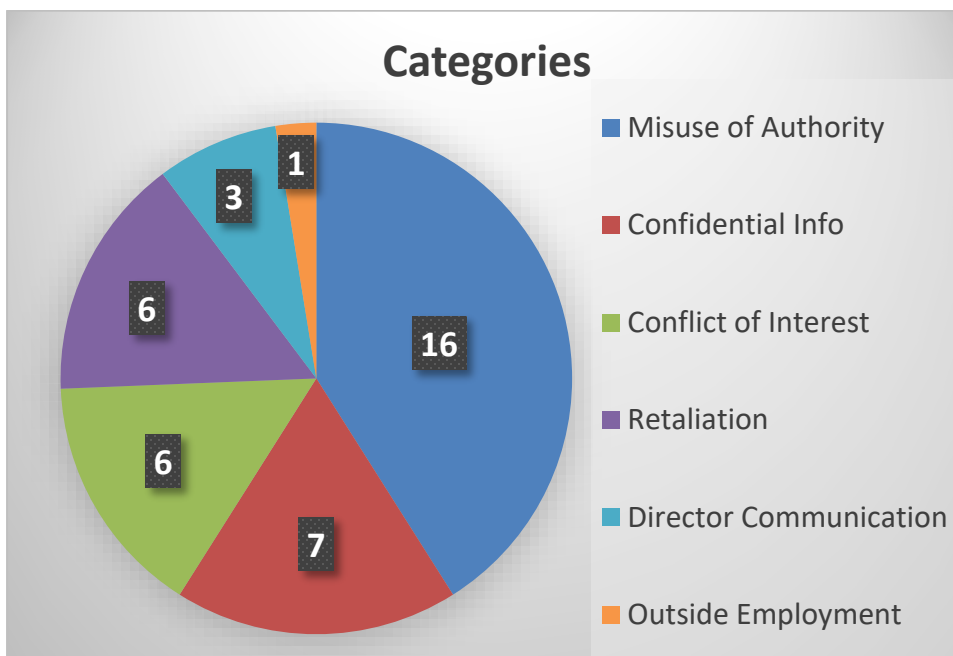


D. Investigations Program

Complaints Received by Fiscal Year (as of 4/30/2026):



Categories – 36 Ethics Complaints Received in FY2026 (as of 4/30/2026):



Status of 36 Ethics Complaints Received in FY2026 (as of 4/30/2026):

- 8 Investigations (3 completed, 5 ongoing)
- 28 Preliminary Reviews (23 completed, 5 ongoing)

E. Policy Development Program

Policy Development Program highlights:

- Surveyed other government ethics agencies to compare ethics rules and procedures
- Reviewed ethics-related Administrative Code and assessed for potential amendment
- Discussed Lobbying Registration and Reporting program with Community and Workplace Culture Committee in preparation for proposed amendment to the program
- Made recommendations for amending operating and other policies from an ethics perspective

II. Special Projects

In addition to our core work, the Ethics Officer completed the following special projects:

- Led collaborative process for Metropolitan to obtain a Transparency Certificate of Excellence from the Special District Leadership Foundation.



- Completed an ethics-related review on Metropolitan's Sponsorships Process

III. Looking Ahead

Fiscal Year 2026-27

Core Ethics Programs

- Continue to efficiently administer core ethics programs: Education, Advice, Compliance, Investigations, and Policy Development

Special Projects

- Employee Ethics Survey
- Ethics-related Review - Fleet vehicle use policies/procedures
- Propose amendments to ethics rules and procedures for Board approval

IV. Conclusion

Metropolitan's Ethics Office is a protective barrier that maintains public trust in Metropolitan programs and operations. We foster an organizational culture of integrity, transparency, and accountability. Metropolitan consistently brings excellence in everything we do, but even small ethical lapses can tarnish the incredible efforts of our employees, the reputation of our agency, and diminish the public's trust and support for our endeavors.

The Ethics Office administers the board directed ethics program that includes organizational values and rules intended to promote a public official's ability to discharge their duties only with the public's well-being in mind and with uncompromised allegiance to public duty. The Ethics Officer continues to be committed to a collaborative working relationship with leadership, bargaining units, employees, and other stakeholders to promote a culture that encourages ethical conduct and compliance with the law and policies.

Mission – *The Ethics Office promotes the highest standards of government integrity to support Metropolitan's mission through an independent and comprehensive program that enhances trust, transparency, and accountability for the benefit of the workforce and the public it serves.*

Vision – *Our vision is to be a leader in governmental ethics with an unparalleled commitment to supporting an ethical organizational culture.*
