



Special Community and Workplace Culture Committee

Ethics Office FY 2024/25 Year End Report and FY 2025/26 Business Plan

Item 6a

June 24, 2025

Item 6a

Subject

Ethics Office FY 2024/25 Annual Report and
FY 2025/26 Business Plan

Purpose

To report on FY 2024/25 achievements and
share the Ethics Officer's plan for FY
2025/26

Ethics Office

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.

Performance Highlights

Core Programs – Education

- Ethics Educator
- Fact Sheets
- Tailored Sessions
 - Managers
 - Recruitment Staff
 - Group Managers
 - Safety Event Trainings – (Pending, June 2025)

Performance Highlights

Core Programs – Education

Trainings for Directors

- Prohibited Director Communications
- Gifts
- Ethics and Public Service
- AB 1234

Educational Materials for Directors

- Fact Sheets
- Memoranda on Ethics Issues
- New Form 700 Filing Process

Performance Highlights

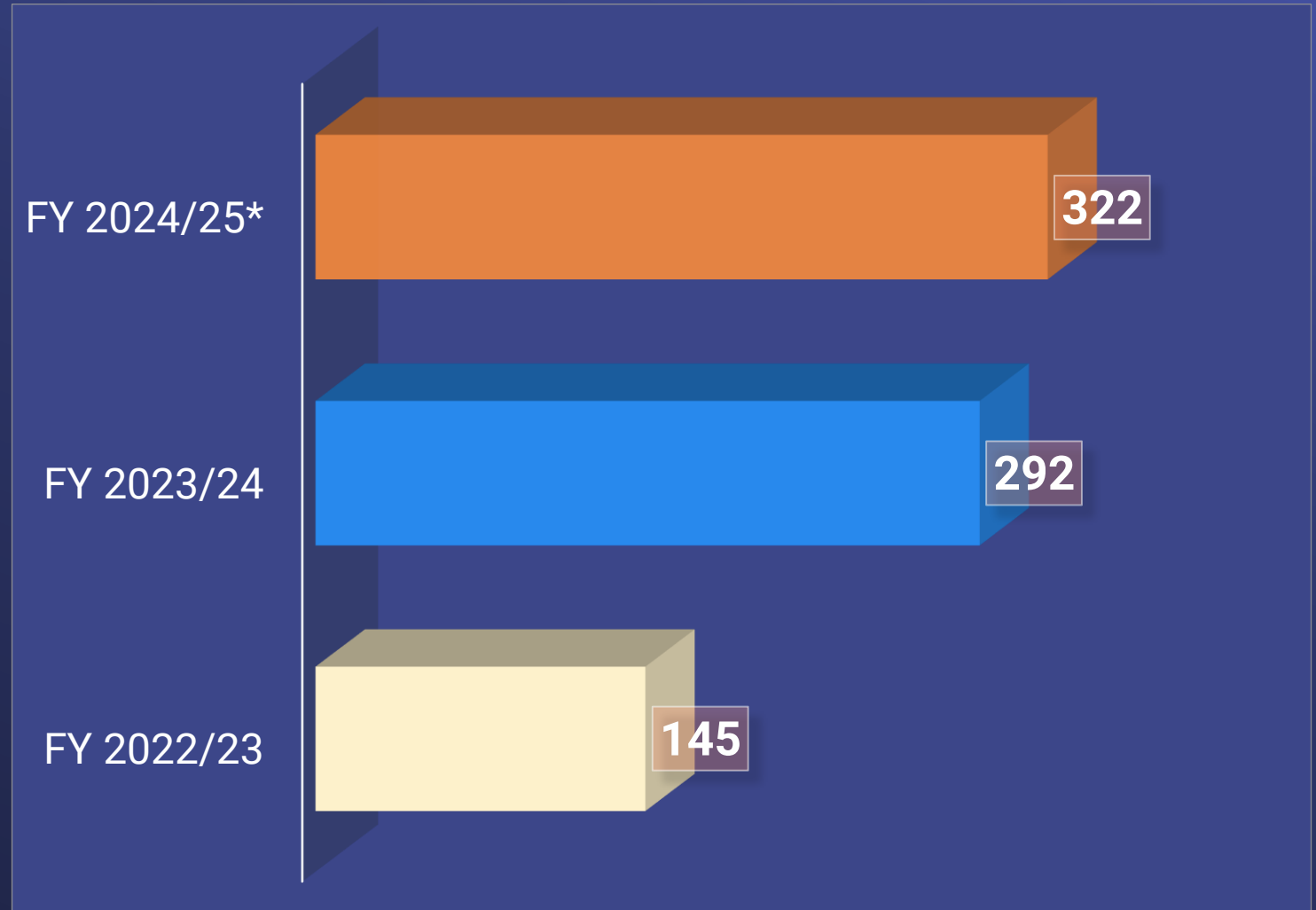
Core Programs – Education

Training for New Employees

- Ethics Orientations – 25 sessions
- Ethics Overview (Web-Based) – 119 employees
- Safety-Related Retaliation (Web-based) – 130 employees

Performance Highlights

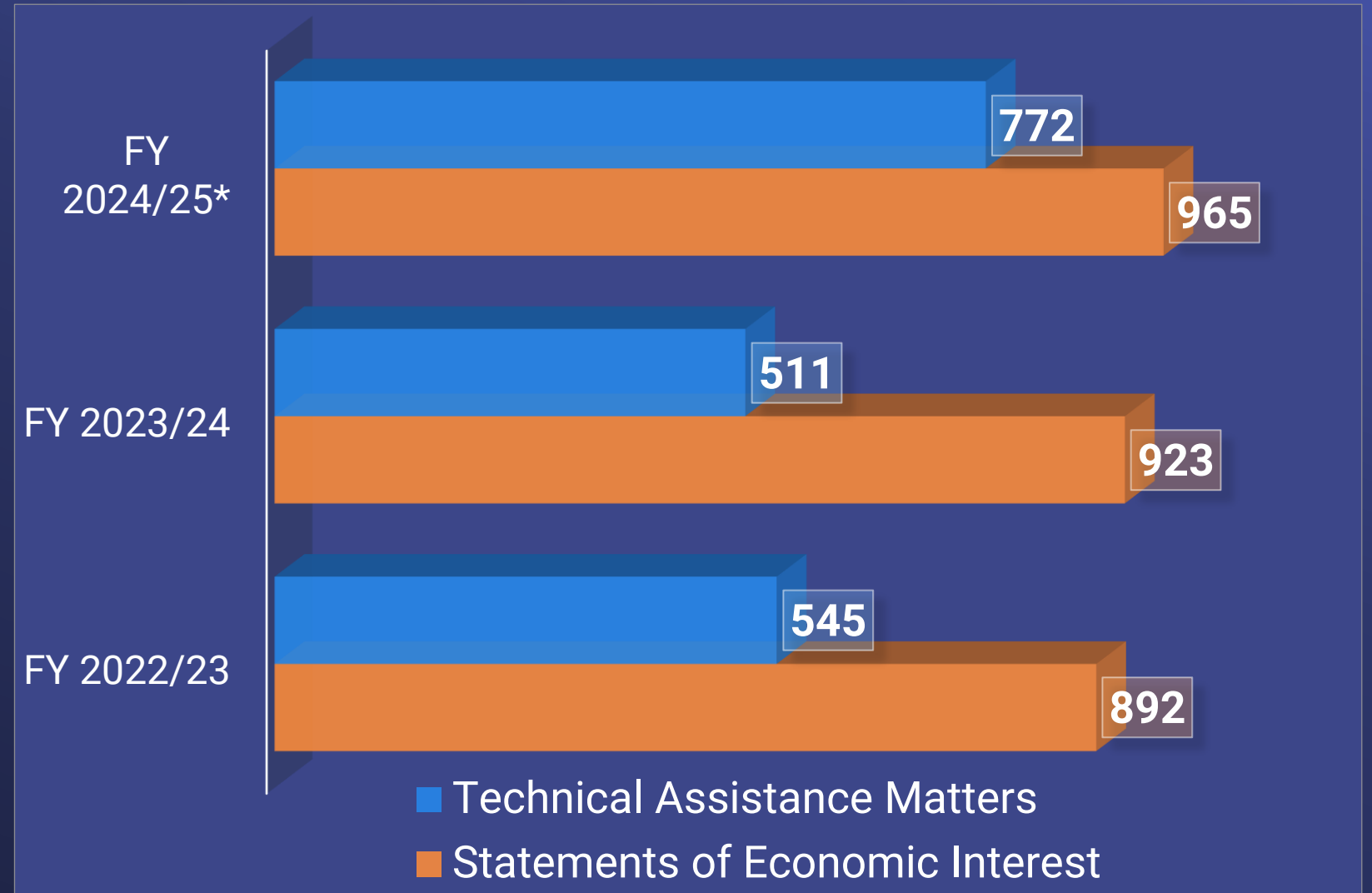
Core Programs – Advice



**July 1, 2024 – June 17, 2025*

Performance Highlights

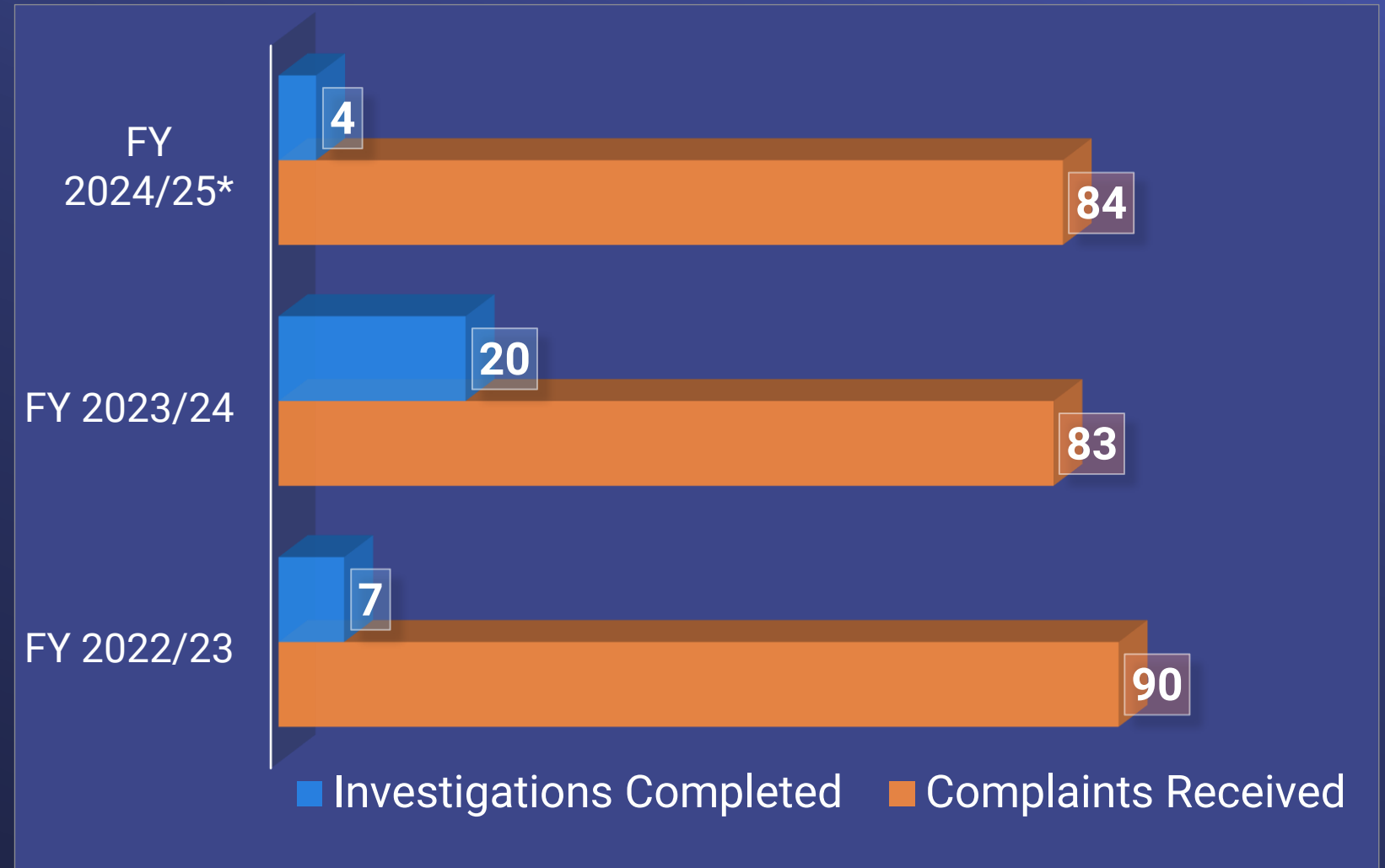
Core Programs - Compliance



**July 1, 2024 – June 17, 2025*

Performance Highlights

Core Programs – Investigations



**July 1, 2024 – June 17, 2025*

Performance Highlights

Core Programs – Investigations

- Ethics investigator
- Presentation of two cases to Board
- Alternative complaint hotline
- Analysis of investigation procedures
- Five EEO complaints

Performance Highlights

Core Programs – Policy Development

- Expanded AB 1234 training to all Form 700 filers
- Collaborated on Operating Policy H-03
- Recommended Administrative Code and Operating Policy revisions

Performance Highlights

Special Projects

- Ethics Survey
- Quarterly Newsletters
- Special Reviews
 - Non-Competitive Appointments
 - Board Form 700s
- Independent Workplace Climate Survey
- Hosted Anaheim Ethics Officer
- Mission and Vision
- Field Visits

Special Projects

Employee Ethics Survey



Independent Workplace Climate Survey



Outreach and Engagement

ETHICS IN FOCUS

Office of Ethics Quarterly Newsletter



ETHICS IN FOCUS

Office of Ethics Quarterly Newsletter



Diamond Valley Lake

A Message From the Ethics Officer

Abel Salinas

IN THIS ISSUE

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ETHICS IN FOCUS

Office of Ethics Quarterly Newsletter



ETHICS IN FOCUS

Office of Ethics Quarterly Newsletter



Ethics Officer Abel Salinas, Gene Camp

A Message From the Ethics Officer

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ETHICS OFFICE SERVICES

Professional Development

Society of Corporate Compliance and Ethics



Council On Governmental Ethics Laws



Fiscal Year
2025/26

Core Priorities

- Education
- Advice
- Compliance
- Policy Development
- Investigations

Fiscal Year
2025/26

Special Projects

- Code of Conduct
- Transparency Certificate of Excellence
- Internal Review of Ethics Policies and Procedures
- Expanded Outreach (FAQs, Live Events)



Questions?

