



Monthly Report

June 2025

EDUCATION Program

This month, the Ethics Office launched its new, live *Government Ethics 101* training program. Staff also presented an Ethics Office overview at new employee orientations hosted by Human Resources and participated in safety events at Gene Camp, Iron Mountain, Lake Mathews, and Weymouth.

Staff attended ethics-related training, including: *Accessible Trainings: Accommodations & Beyond*; *Ethics Roundtable*; *Government and Nonprofit Fraud*; *Information Security & Privacy*.

COMPLIANCE Program

Form 700/Filing Officer Duties – Pursuant to state law and the Administrative Code, Compliance staff assisted directors and employees with their Annual, Assuming Office, and Leaving Office Form 700 filings. Assistance included troubleshooting the electronic filing system and issuing notices of deadlines. In total, staff addressed 58 compliance-related matters for Metropolitan Directors and staff related to Form 700.

Annual Form 700 Compliance – All Directors have filed their Annual Form 700. Twenty-three employees have not yet filed their Annual Form 700. Staff will continue efforts to reach 100% compliance.

AB 1234 Ethics Training Compliance – 94% of Metropolitan officials required to take biennial AB 1234 state ethics training are in compliance. Four officials are not in compliance. Staff will continue efforts to seek 100% compliance.

ADVICE Program

Advice staff addressed 39 time-sensitive advice requests for directors and employees related to the following ethics areas: conflicts of interest, financial disclosure, recusals, gifts, and other ethics-related topics.

Examples of advice requested:

- Whether an official must recuse from participation in Metropolitan contracts involving a client of the official's personal business.
- Whether the ban on gifts from restricted sources prohibits employees from accepting t-shirts and hats featuring the restricted source's business logo.
- Whether employees may accept free lunch from a vendor seeking Metropolitan business.
- Whether the outside employment policy prohibits accepting parttime work from a company whose client list includes Metropolitan vendors.

Staff also helped identify and advise on potential conflicts of interest in Committee and Board items, drafted recusal and disclosure scripts in accordance with state law, and requested formal advice from the Fair Political Practices Commission on behalf of a Metropolitan official.

INVESTIGATION Program

Complaints Received – The Ethics Office received five new complaints involving the following allegations:

- Unfair treatment by a manager during a recruitment process. [Closed after a preliminary review]
- Misuse of authority by a manager for personal gain and retaliation against the employee for reporting the conduct. [Under review]
- Inefficient management of staff for an operations program. [Under review]
- Improper involvement by an official in a recruitment process. [Under review]
- Discrimination and retaliation by a manager against staff. [Referred to EEO]

Open Complaints and Investigations – As of June 30, 2025, the Investigation Program is managing a total of 11 open complaints and one open ethics investigation.

Resolved Complaints – Four allegations of potential ethics violations were resolved following preliminary reviews. It took an average of 29 days to review and resolve these matters, one of which included multiple complex allegations.

SNAPSHOT for June 2025

Advice Matters

39

Pending Complaints

11

Compliance Assistance

58

Investigations Opened

0

New Complaints Received

5 (87 total, FY 24-25)

Pending Investigations

1

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.