



Ethics Office Monthly Report

August 2022

POLICY

Proposed revisions to ethics-related provisions in the Administrative Code consistent with the California State Auditor's report of findings and recommendations. The Board of Directors approved the package of proposed amendments, and the updated ethics policies became effective August 16, 2022.

EDUCATION

Staff provided overview of Metropolitan's new gift rules at the General Manager's monthly Group Managers meeting.

COMPLIANCE

Continued management of the Form 700 annual filing season, which began January 1, 2022, and ended April 1, 2022. To date, filings from one director and one employee are pending and 675 filings have been received and filed. Staff continues efforts to obtain full compliance for Metropolitan.

Assisted employees with Assuming Office and Leaving Office Form 700 filings. Assistance included troubleshooting the electronic filing system and notifications of deadlines.

Monitored the status of past due Assuming Office and Leaving Office Form 700 filings; sent notices to four current employees and three former employees and obtained compliance from three current and two former employees.

ADVICE

Addressed 8 advice matters involving: conflicts of interest, financial disclosure, political activities, and other ethics-related topics.

INVESTIGATIONS

Received complaints alleging that:

1) An employee harassed another employee based on that employee's race; 2) A manager misused their authority to personally benefit an employee during a recruitment process; 3) Management did not follow normal recruitment procedures during an employee recruitment process; 4) A manager retaliated against a supervisor for raising workplace safety concerns; 5) A supervisor did not conduct a fair and equitable recruitment process; 6) A supervisor cheated on a work-related examination; 7) An employee has physically threatened several coworkers; 8) Disparate treatment by executive management in hiring and promotion practices; 9) An employee was hired and promoted in the direct line of supervision of their immediate relative; 10) A Metropolitan official pressured management to hire their immediate relative; 11) A manager promoted an employee based on racial preferences; 12) Management systemically favors relatives of employees in the hiring and promotion processes; and 13) An employee physically threatened coworkers.

Complaints alleging potential EEO violations were referred to the EEO Officer. Complaints alleging physical threats were referred to members of Metropolitan's Threat Assessment Team.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	8
Compliance Assistance	36
Complaints Received	13
Investigations Opened	0
Pending Investigations	1