



Ethics Office Monthly Report

October 2022

SPECIAL PROJECTS

Coordinated with the General Manager's Equal Employment Opportunity (EEO) Office on a presentation given at the October A&E Committee meeting regarding revising the process for EEO investigations involving directors and department heads.

EDUCATION

Completed a series of six live webinars on safety-related retaliation in the workplace, in coordination with Metropolitan's Water System Operations group training staff. Over 1400 employees have completed training.

COMPLIANCE

Obtained full compliance for the 2021 Form 700 annual filing season which began January 1, 2022 and ended April 1, 2022. As of October, all 677 officials required to file a 2021 annual Form 700 have done so.

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 two current employees and five former employees and obtained compliance from three current employees and one former employee; referred one current employee and one former employee to the state Fair Political Practices Commission for non-filing of Assuming Office and Leaving Office 700, respectively.

ADVICE

Addressed 14 advice matters involving: conflicts of interest, financial disclosure, political activities, misuse of government position, outside employment, and other ethics-related topics.

INVESTIGATIONS

Received complaints alleging that: 1) A Metropolitan official acted on matters in which they had a financial conflict of interest; 2) A supervisor misused their authority to benefit a job candidate related to a former employee; 3) A Metropolitan official acted on matters in which they had a financial conflict of interest; 4) A supervisor retaliated against an employee for reporting an ethics concern; 5) Metropolitan officials retaliated against a manager for participating in an EEO investigation; 6) Metropolitan officials acted on matters in which they had a personal conflict of interest; 7) A supervisor retaliated against an employee for reporting safety and bullying concerns; 8) A supervisor misused their authority by giving favorable treatment to one employee; 9) A manager misused their authority by recommending that another manager take actions that would violate policy; and 10) A manager misused their authority by providing favorable assignments to some employees.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	14
Compliance Assistance	25
Complaints Received	10
Investigations Opened	1
Pending Investigations	2