Ethics Committee

Ethics Office Overview, Part II

Item 6b
October 12, 2026
Presented by: Ethics Officer Abel Salinas

Item 6b

Subject

Ethics Office Overview, Part II

Purpose

Provide a brief summary of the Ethics Office's mission, core programs, and investigation statistics.

Why Ethics at Metropolitan Matters

1. Maintains public's trust
2. Safeguards Metropolitan's reputation
3. Promotes integrity in decision making
4. Encourages a speak up culture
5. Minimizes exposure to liability
6. Supports the combined assurance model

Ethics Office Core Programs

Education

- *Government Ethics 101:* in-person training
- Quarterly Newsletters
- New employee orientation
- Ethics Committee Briefings
- AB 1234 Ethics Training
- Tailored trainings by topic and workgroup
- Safety Fairs
- Site visits
- Ethics Fact Sheets
- Individual sessions by request
- Form 700 Guides
- Monthly reports
- Ethics Law Updates-Board
- Webinars
- Ongoing continuing ethics education for Ethics staff

Advice

- Individual advice
- Conflicts bulletins
- Conflicts screenings
- Recusal scripts
- Contractor conflicts
- FPPC advice requests
- Ethics counsel management

Compliance

- Filing Officer duties
- Form 700 Compliance
- AB1234 Training Compliance
- COI Code review
- Lobbying program

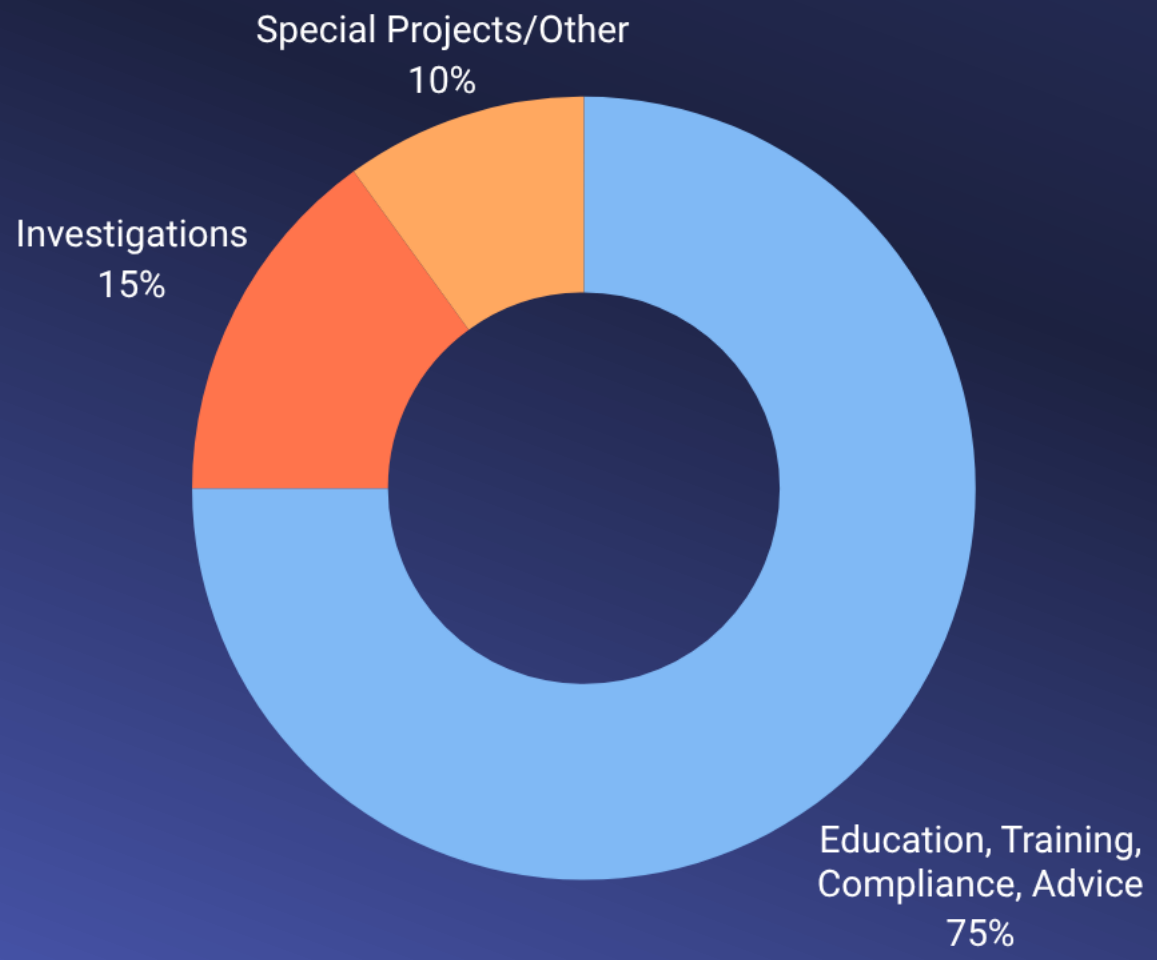
Investigations

- Complaint assessment
- Preliminary reviews
- Formal investigations
- Policy reminders
- External firm management
- Records management
- Hotline monitoring
- Risk prevention

Policy Development

- Review, amend, propose ethics rules and procedures
- Survey best practices
- Monitor state ethics legislation
- Review MWD policies, provide feedback from ethics perspective

All Core Programs Contribute to Education & Changing Culture



Investigation of Complaints Alleging Policy/Rule Violations

ETHICS OFFICE

Directors / Employees

Ethics rule violations, such as:

- Misuse of authority
- Conflict of interest
- Disclosure of confidential information
- Retaliation (other than EEO retaliation)
- Gift from contractor

EEO OFFICE

Directors / Employees

Discrimination or harassment based on an EEO protected category (e.g., age, disability, gender, race) or retaliation for EEO protected activity, in violation of Metropolitan EEO policies

EMPLOYEE RELATIONS

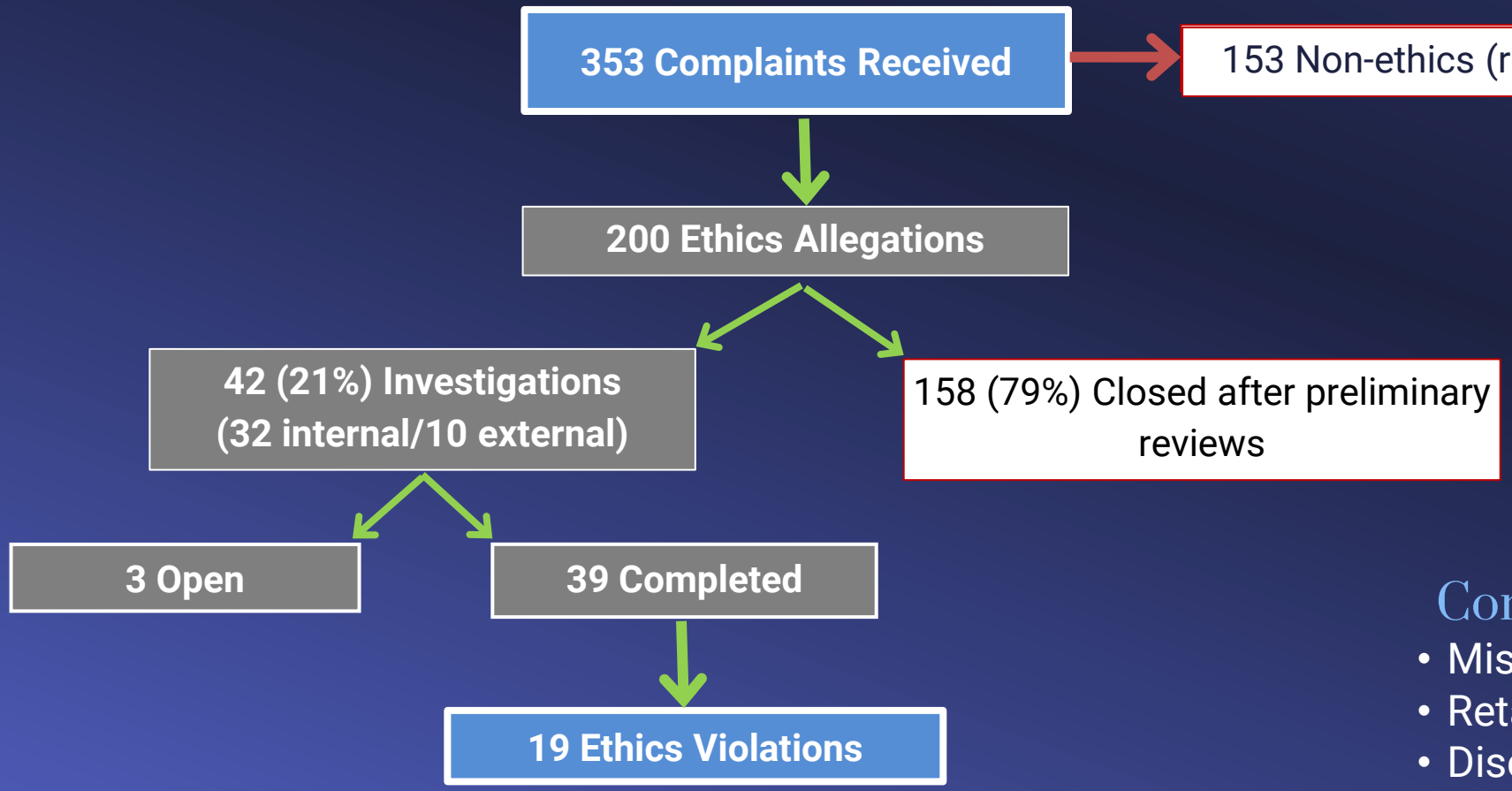
Employees

Non-Ethics/non-EEO misconduct under the Administrative Code, MOUs, and operating policies, such as:

- Insubordination
- Workplace violence
- Bullying
- Tardiness
- Abuse of leave

Ethics Office Complaint Tracking

July 1, 2021 – June 30, 2026



Common Ethics Complaints

- Misuse of authority
- Retaliation
- Disclosure of confidential information
- Conflicts of interest

THE METROPOLITAN WATER DISTRICT OF
SOUTHERN CALIFORNIA
1928