



Ethics Office Monthly Report

July 2021

ANNUAL PLAN PRESENTED TO AUDIT & ETHICS COMMITTEE

Presented Ethics Office Annual Plan for fiscal year 2021-22 to the A&E Committee. Strategic priorities for the year included: adoption of Ethics Code amendments, education and outreach, and collaboration with leadership. Operational and board-directed priorities were also highlighted.

INDEPENDENT REVIEW OF EEO RELATED CONCERNS

Continued overseeing the board-directed independent review of Metropolitan's handling of EEO-related matters with outside firm Shaw Law Group (SLG). Visited desert facilities with SLG attorney and managed public disclosure of SLG's report and presentation to the Special OP&T Committee meeting on July 27, 2021.

COMPLIANCE

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

Monitored the status of past due Assuming Office and Leaving Office Form 700 filings; obtained compliance from one current employee and issued past-due notices to three former employees.

ADVICE/EDUCATION/OUTREACH

Addressed six advice matters involving: conflicts of interest, outside activities,

contracting integrity, and other ethics-related topics.

INVESTIGATIONS

Received complaints alleging that: 1) an employee violated outside activities rules; 2) management mishandled an EEO matter; 3) EEO retaliation and related allegations; 4) several supervisors misused Metropolitan vehicles for personal use; and 5) a manager favored an employee for a promotional opportunity.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	6
Compliance Assistance	15
Complaints Received	5
Investigations Opened	0
Pending Investigations	3