



MWD

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

Ethics Office

June 30, 2008

Dear Friends,

Metropolitan directors and officers complete mandated ethics education every two years. Thanks to the Ethic Office's new on-line module, ethics education is available to Metropolitan employees 24/7 via the Intranet. The premier module, gifts and discounts, helps employees think through how and when offers and freebies become problematic for public employees. Included scenarios are based on questions and concerns received by the Ethics Office. Employees may peruse the module and test their knowledge anonymously or may have the course credited to their employee training. Modules currently in progress or production include employee modules on outside employment and community and political activity. Upcoming modules for directors include gifts and discounts and conflicts of commitment.

Fourteen matters were received in the Ethics Office between April 1, 2008 and June 30, 2008. Five questions and nine concerns were logged during this period. The issues covered include employee relations (2); conflicts of interest/commitment (1); contractor relations (1); customer relations (1); director staff concerns (1); falsification of company records (1); favoritism (1); gifts (1); nepotism (1); outside employment (1); safety issues and sanitation (1); sexual harassment (1); and theft of time (1).

Sincerely,

Deni Elliott
Ethics Officer