



**MWD**

*METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA*

*Ethics Office*

September 30, 2008

Dear Friends,

Ethics policy and the practice of directors, officers and employees are intended to be in harmony. But, that is an ideal goal with policy informing individuals of the need to redirect their efforts. And, at times, individual practice exposes the need for additional policy.

So it was for this period. The Ethics Office and Office of External Affairs collaborated in the development of policies that encourage community involvement with the district sponsored Solar Cup competition without losing the activity's focus in a sea of private interest sponsorships. The employee ethics policy was updated to add policies that protect employees when romantic or sexual relationships develop between supervisors and those that they manage.

Twenty-four matters came to the attention of the Ethics Office between July 1, 2008 and September 30, 2008. Four of those matters concerned outside employment by employees, and four involved claims of retaliation. Three addressed employee relations and three concerned gifts. Two matters involved alleged conflicts of interest, two claimed misuse of position, and two involved policy issues. The following categories of concern reflected one item each: customer relations, falsification of company records, misuse of resources, and wage-hour issues.

Sincerely,

Deni Elliott  
Ethics Officer