

Monthly Status Report – Enterprise Compliance Activity

July 2021

To Be Presented
Risk and Audit Committee
September 2021

Purpose

Provide the Risk and Audit Committee with compliance monitoring and oversight analytics to aid in fulfilling their role in overseeing key compliance and ethics activities.

Executive Summary

This report provides activity regarding four components of the Enterprise Compliance program for the month of July 2021. Those components are Form 700 filings, Personal Trading Monitoring, Ethics Helpline Complaints, and Mandatory Training completion rates.

- Of all the Board and Employee Form 700 filers, 100% were filed timely.
- Of all the Consultant Form 700 filers, 75% were filed timely.
- There were no Personal Trading violations for the month.
- There were 14 ethics complaints received in the month.
- Of the Mandatory Employee Trainings, 98% were completed on time.

Additional details relating to these compliance activities can be found in pages five through sixteen.

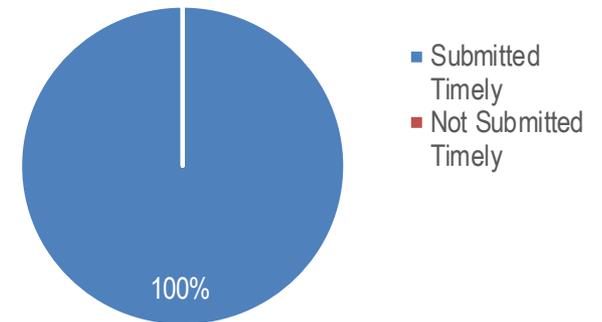
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Board & Employee Form 700 Filings

July 2021 Statements Due (Board & Employee)				
Statement Type	Submitted Timely	Submitted Late	Outstanding	Total Due
Assuming Office	8	-	-	8
Leaving Office	6	-	-	6
Grand Total	14	-	-	14

Percent Submitted Timely July 2021



Observations:

- There were 14 Board and Employee statements due in July 2021.
- There were no Board and Employee statements outstanding as of 07/31/2021.

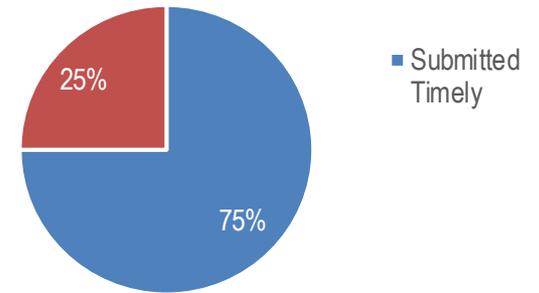
Notes:

- See Appendix for related details and definitions.

Consultant Form 700 Filings

July 2021 Statements Due (Consultant)				
Statement Type	Submitted Timely	Submitted Late	Outstanding	Total Due
Assuming Office	7	2	1	10
Leaving Office	2	-	-	2
Grand Total	9	2	1	12

Percent Submitted Timely
July 2021



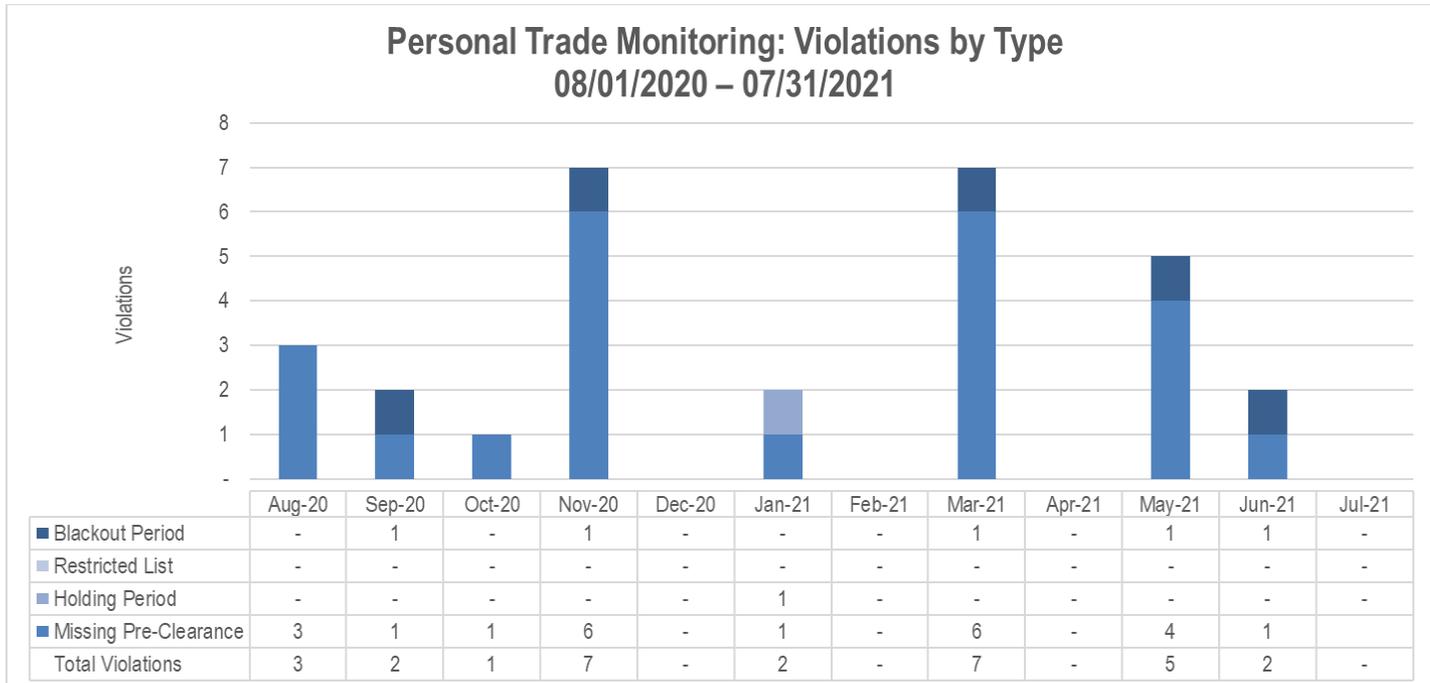
Observations:

- There were 12 consultant statements due in July 2021.
- One consultant statement was outstanding as of 07/31/2021.

Notes:

- See Appendix for related details and definitions.
- As of August 24, there was one outstanding Consultant Form 700 Filing for the reporting period..

Personal Trade Monitoring: Violations



Observations:

- There were no personal trading violations during July 2021.

Notes:

- See Appendix for related details.
- Multiple violations can be triggered by a single Covered Person at one time..

Personal Trade Monitoring: Personal Trading Affirmations

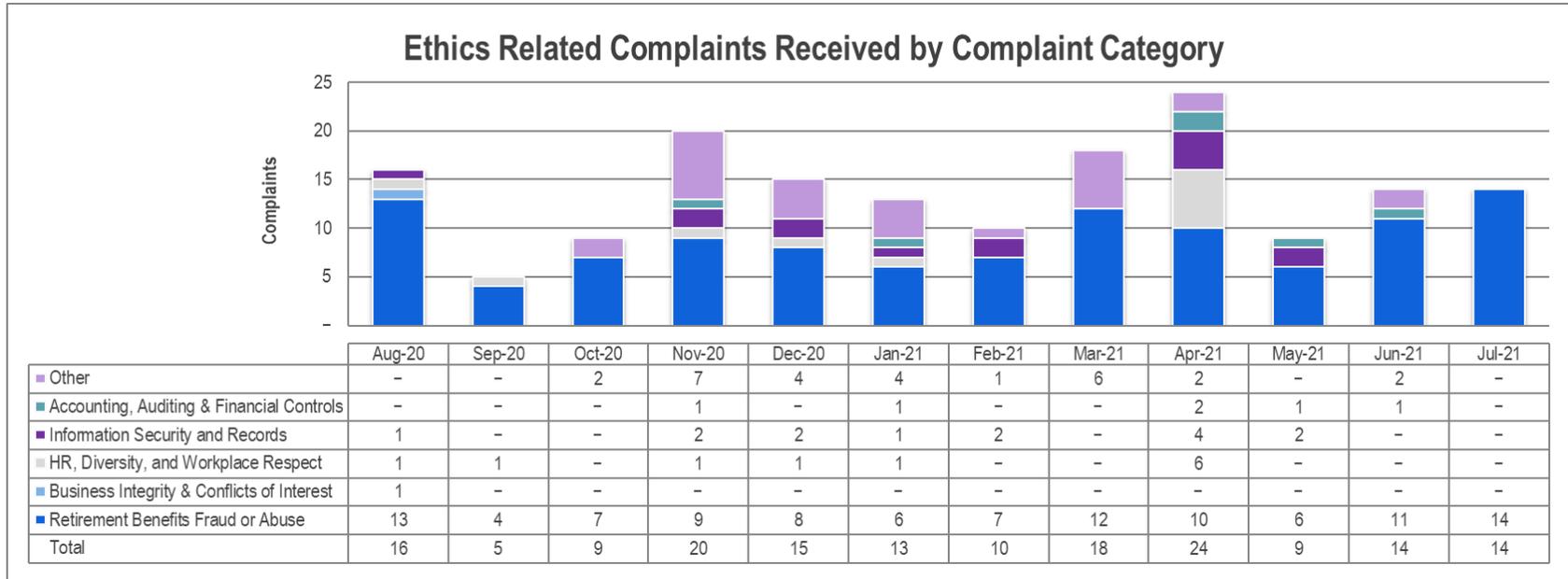
Personal Trading Affirmation / Attestation Filing Report July 2021				
Affirmation Type	Total Due	Submitted Timely	Submitted Late	Outstanding
Initial Personal Trading Affirmations	8	8	-	-
Total	8	8	-	-

Observations:

- Eight Initial Personal Trading Affirmations were due during the month of July 2021; all were submitted on time.

Note: See Appendix for related details.

Ethics Helpline: Complaints Received



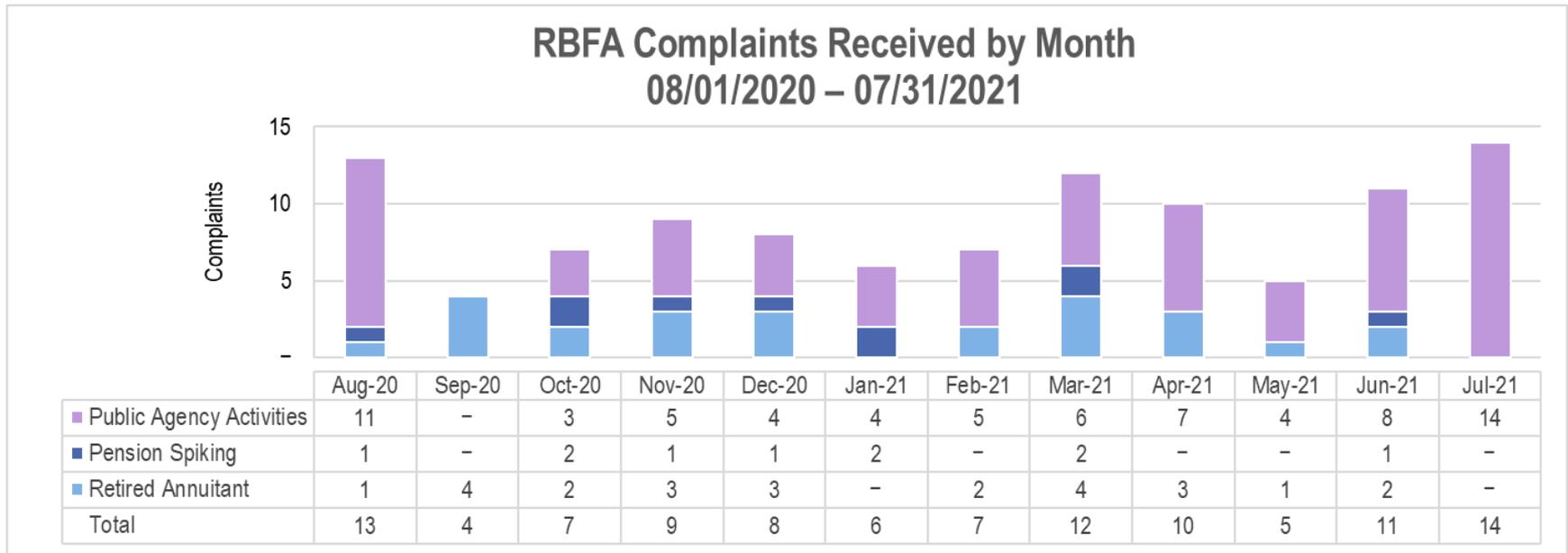
Observations:

- In July 2021, there were 14 new complaints, consistent with the prior month.
- Of the ethics related complaints received in July, 100% (14 of 14) fell under the Retirement Benefits Fraud or Abuse category.

Notes:

- See Appendix for category descriptions.

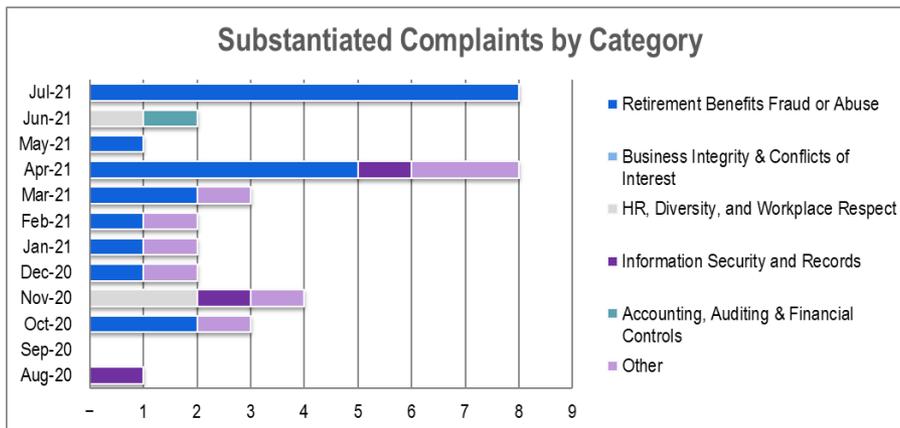
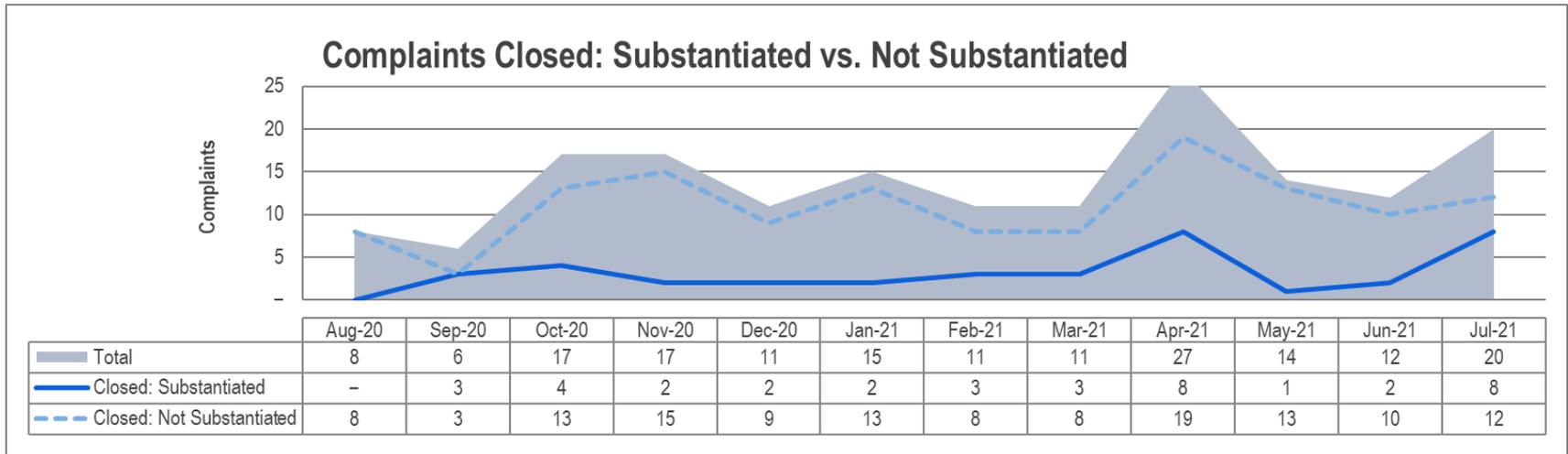
Ethics Helpline Retirement Benefit Fraud or Abuse (RBFA) 1-Year Trend



Observation:

- The Public Agency Activities subcategory accounted for 100% (14 of 14) of the RBFA complaints received in July 2021.

Ethics Helpline: Complaints Closed



Observation:

- During the month of July, 60% (12 of 20) of closed complaints were not substantiated.

Notes:

- “Not substantiated” includes complaints that were closed as unsubstantiated, inconclusive, or for insufficient information.
- See Appendix for complaint category definitions and case status definitions.

Ethics Helpline Summary of Closed Substantiated Complaints

Closed Substantiated Complaints 07/01/2021 – 07/31/2021

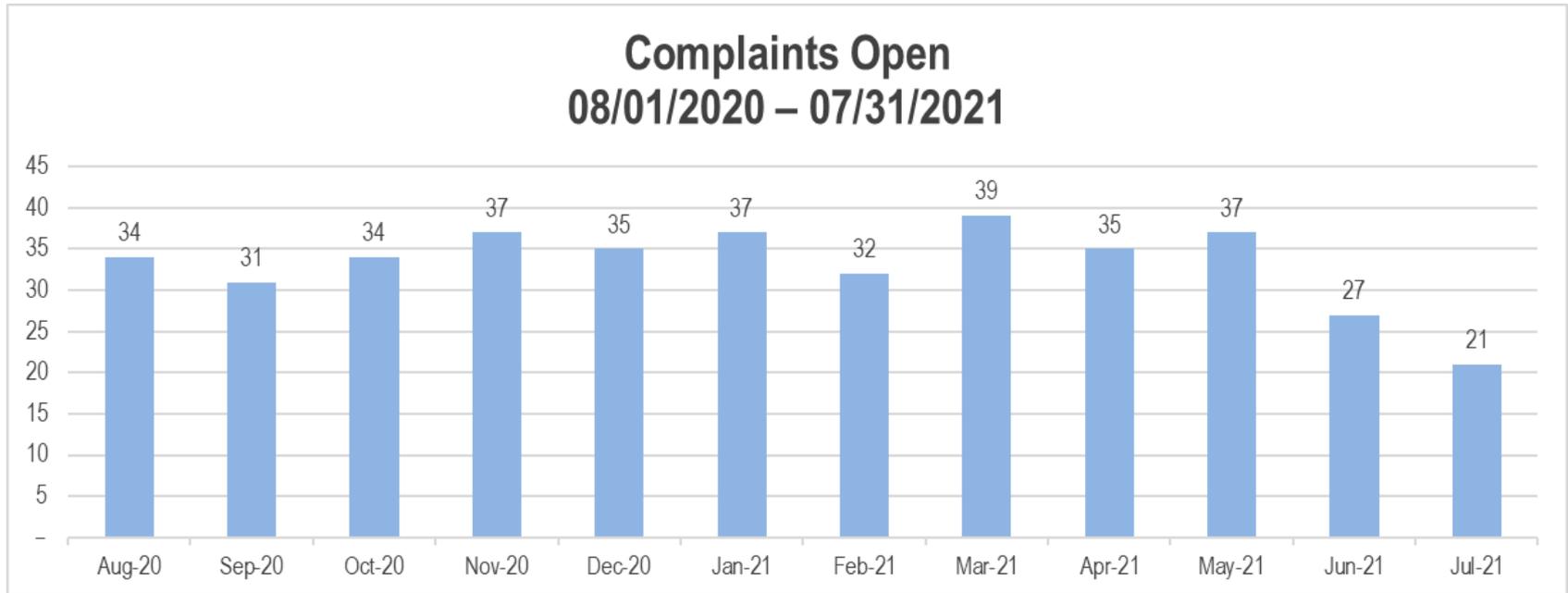
Case Number	Issue Type	Allegation	Finding	Action Taken
2021-1274	Retirement Benefits Fraud or Abuse	The reporting party alleges that a deceased member's son is still receiving and using her benefit checks.	On 7/26/21, case turned over to the Investigations Team for next steps. Date of death has been entered and benefits have been terminated.	Closed: 7/26/2021
2021-1257b 2021-1257a	Retirement Benefits Fraud or Abuse	The reporting party alleges they have been unable to purchase service credits.	On 7/26/21, after a review it was determined that arrears applied for purchased service credits. Arrears were calculated and employer paid.	Closed: 7/26/2021
2021-1243	Information Security and Records	The reporting party alleges HR is misusing myCalPERS for Length of Service awards.	On 7/30/21, HRSD reported that myCalPERS access has been disabled for the Employee Recognition program.	Closed: 7/30/1021
2020-1140b	Retirement Benefits Fraud or Abuse	The reporting party alleges an employer is participating in pension spiking.	On 7/27/21, it was reported that the employer is submitting their revised and proposed publicly available pay schedule to the next Board Meeting for approval which will bring the substantiated finding into full compliance with CalPERS.	Closed: 7/27/2021

Ethics Helpline Summary of Closed Substantiated Complaints

Closed Substantiated Complaints 07/01/2021 – 07/31/2021

Case Number	Issue Type	Allegation	Finding	Action Taken
2021-1193	Retirement Benefits Fraud or Abuse	The reporting party alleges a retiree on disability retirement is working again in the same capacity.	On 7/26/21, it was reported that the retiree is no longer substantially incapacitated and was reinstated. Disability retirement benefits were terminated.	Closed: 7/26/2021
2020-1191	Human Resources, Diversity & Workplace Respect	The reporting party alleges a manager sexually harassed them.	On 6/29/21, Allegations were substantiated. Case was referred to HRSD for remedial action.	Closed: 7/30/2021
2020-1175	Retirement Benefits Fraud or Abuse	The reporting party alleges a medically retired member is working again in the same capacity.	On 7/30/21, The retiree was found to be in violation and disability retirement benefits were terminated.	Closed: 7/30/2021

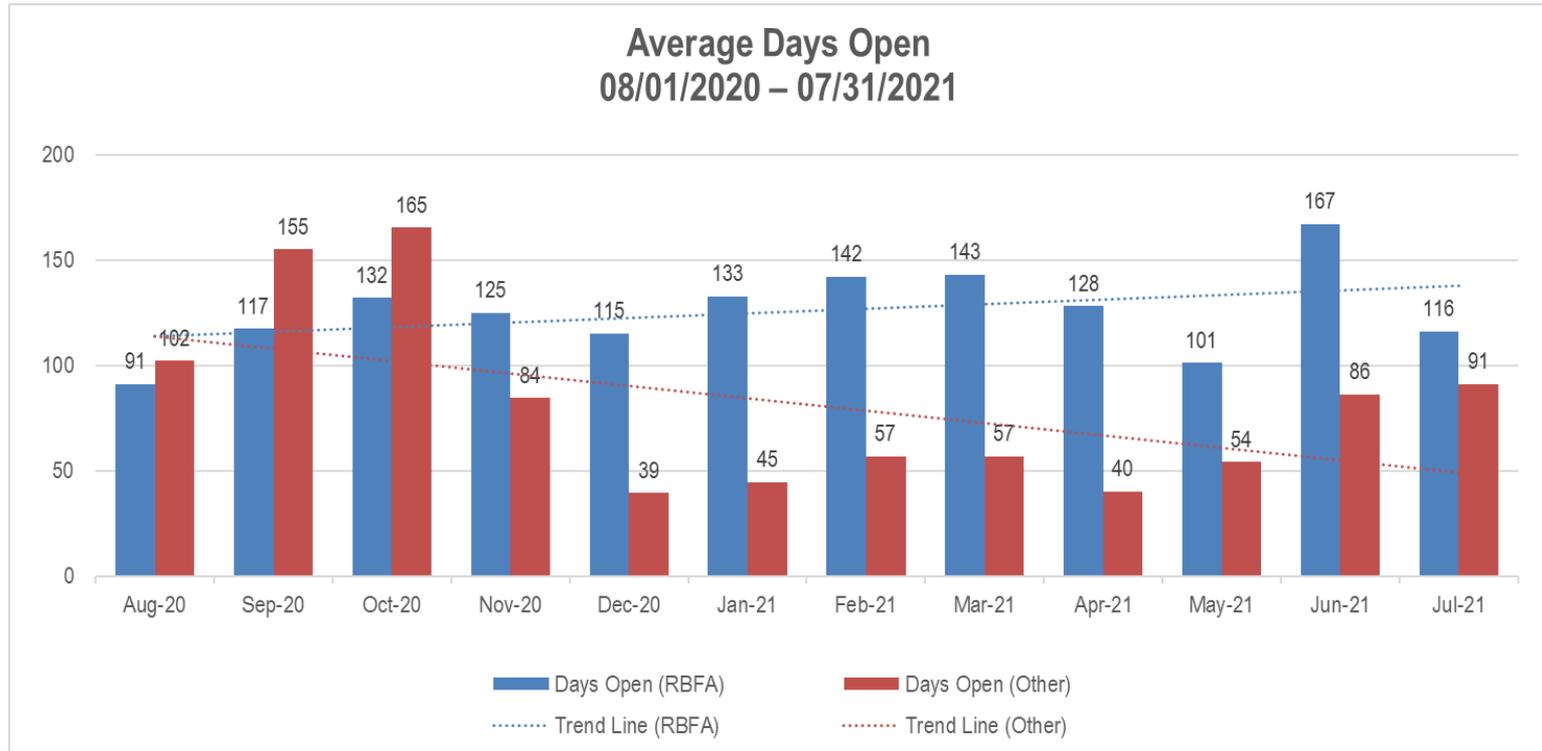
Ethics Helpline: Complaints Open



Observation:

- There were 21 open complaints as of 07/31/2021.

Ethics Helpline: Average Days Open



Observation:

- As of 07/31/21, Retirement Benefit Fraud or Abuse (RBFA) complaints were open for an average of 116 days, while all other complaints were open for an average of 91 days.

Note: Retirement Benefits Fraud or Abuse complaints often require research by external agencies, resulting in closure times greater than 30 days.

Training Compliance: Employee Mandatory Training

Employee Mandated Training – Due July 2021			
Training Type	Completed	Outstanding	Completion Rate
Acceptable Use Policy	52	2	96%
CalPERS Telework Training for Leaders: Beyond the Pandemic	597	13	98%
CalPERS Personal Trading Regulations	8	-	100%
Gift Policy Attestation for New Filers	6	-	100%
Harassment Prevention for Team Leaders	16	-	100%
Harassment Prevention for Team Members	48	1	98%
Health Insurance Portability and Accountability Act	35	-	100%
Information Security and Privacy	73	2	97%
Tools for an Ethical Workplace	20	-	100%
Workplace Violence Prevention Training	54	1	98%
AG Ethics	5	-	100%
Total	914	19	98%

Observation:

- Employees completed 98% (914 of 933) of assigned mandatory training courses due July 2021.

Notes:

- *Mandatory training is due within 30 days of a new employee’s start date.*
- *Annual enterprise-wide mandatory training due December 31 is reported separately.*
- *Completion rates are calculated based on all active team members required to take each mandatory training. Team members on an official leave of absence and retired team members who have separated are not included in the calculation.*
- *As of August 24, there were 13 outstanding Employee Mandatory Trainings for the reporting period.*

Appendix - Additional Information

- Form 700 Statement Definitions
- Personal Trading Violation Type Definitions
- Ethics Helpline Complaint Category Definitions
- Ethics Helpline Case Status Definitions
- Ethics Helpline Summary of Closed Substantiated Complaints

Form 700 Statement Definitions

Statement Type

Annual: Form 700 statement that is due on July 1st (or the following Monday if July 1st falls on a weekend).

Assuming Office: Form 700 statement that is due within 30 days of assuming office.

Leaving Office: Form 700 statement that is due within 30 days of leaving office.

Statement Status

Submitted Timely: Form 700 statements submitted within the due date.

Submitted Late: Form 700 statements submitted after the due date.

Outstanding: Unsubmitted Form 700 statements after the due date has passed.

Referred: Unsubmitted Form 700 referred to Fair Political Practices Commission (FPPC) for enforcement.

Note: See Pages 3-6 for details.

Personal Trading Violation Type Definitions

Blackout Period: Covered Persons are prohibited from buying, selling or transferring Covered Securities during the Blackout Period, which is the three (3) day period of time that commences one market day before and ends one market day after a transaction in Covered Securities by CalPERS.

Holding Period: The 30-calendar-day period between the acquisition and sale, and the 30-calendar-day period between sale and re-acquisition, of a Covered Security.

Missing Pre-Clearance: Covered Persons are required to obtain pre-clearance approval before the purchase, sale or transfer of Covered Securities is executed in a Covered Account, unless the transaction is exempt from the requirement of pre-clearance.

Restricted List: A Restricted List means the list of Covered Securities that identifies companies that CalPERS Employees and/or Board Members have information that July be material non-public.

Note: See Pages 8 and 9 for details.

Ethics Helpline Complaint Category Definitions

All Ethics Helpline complaints now fall under one of the following six issue types. These categories were developed with CalPERS’ priorities in mind and to bring our reporting processes in line with established industry standards.

Complaint Categories	Examples of Violations
Accounting, Auditing & Financial Controls	Accounting & Auditing Matters; Compliance with Laws & Regulations; Document Creation & Retention; Fraud (Non-retirement benefits related); Override of Internal Controls; Securities Valuation; Tax Issues
Business Integrity & Conflicts of Interest	Contract Compliance; Foreign Corrupt Practices Act & Improper Payments; Improper Giving & Receiving of Gifts; Insider Trading; Outside Employment & Compensation; Relationships with Clients, Suppliers & Vendors
Human Resources, Diversity & Workplace Respect	Discrimination or Harassment; EEOC or ADA Matters; Human Resources (HR); Retaliation; Safety, Health & Environment; Sexual Harassment; Workplace Violence
Information Security & Records	Badging & Access Control; Computer, Email & Internet Use; Data Privacy; Disclosure of Confidential Information; Health Insurance Portability & Accountability Act (HIPAA) Violations; Identity Theft
Retirement Benefits Fraud or Abuse	<ul style="list-style-type: none"> • Retired Annuitants - Involves retired CalPERS members who work for a CalPERS covered agency post retirement. • Pension Spiking - Involves situations where a CalPERS covered employer inflates the compensation of an employee in the years immediately preceding retirement for the purpose of increasing their monthly retirement allowance. • Public Agency Activities - Refers to a CalPERS public agency’s failure to bring a qualified employee into CalPERS membership or any other allegations that do not fit either of the other subtypes.
Other	Reporting parties can select this issue type if they feel the ethical violation they are reporting doesn’t fall under one of the other five categories.

Note: See Pages 11-13 for details.

Ethics Helpline Case Status Definitions

Case Status	Definition
Substantiated	The investigation establishes that it is more likely than not that the alleged conduct occurred.
Unsubstantiated	The investigation establishes that it is more likely than not that the alleged conduct did not occur.
Inconclusive	The investigation fails to establish one way or another whether the alleged conduct occurred.
Insufficient Information	Information submitted was not sufficient to initiate investigation.

Note: See Page 13 for details.