



MEMORANDUM

FC 14

TO: Board of Directors

FROM: Ethics Ad Hoc Committee

SUBJECT: Board Member Complaint

DATE: October 28, 2025

This memorandum provides an update on the Ethics Ad Hoc Committee formed on October 14, 2025. The committee is comprised of Vice Chair Santos and Director Hsueh.

Per GP 6.5.8, on Friday, October 17, 2025, the Ethics Ad Hoc Committee met to evaluate a board complaint received on September 23, 2025, and to determine if it has sufficient information whether the alleged conduct both occurred and violated any Board Directors Code of Ethics and Conduct, Board Governance Policies, or local, state, or federal law.

Per GP 6.5.8.2, the Committee determined that it needs additional information to conclude whether the alleged conduct occurred and/or constituted a violation of policy or law as set forth above. The Committee has decided to have the complaint investigated.

Per GP 6.5.9, the Committee has authority to retain an independent investigator to conduct investigations within the scope of this policy. The Committee has selected the investigator with the assistance of the District Counsel's office.

Per 6.5.10.1, the Committee shall advise the board within one month of the commencement of the investigation.

Board member comments and suggestions can be forwarded to Candice Kwok-Smith, Clerk of the Board, at (408) 630-3193 or by email to ckwok-smith@valleywater.org.

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