



## MONTGOMERY COUNTY ETHICS COMMISSION

**September 12, 2024**

**Waiver 24-09-008**

Pursuant to § 19A-12(b)(1)(B) of the Public Ethics Law, a public employee must not be employed by a business that negotiates or contracts with the County agency with which the public employee is affiliated, unless the Ethics Commission grants a waiver.

Tricia Teichler is an Office Services Coordinator at the Children, Youth and Family Services (CYFS) Division at the Montgomery County Department of Health and Human Services (DHHS). She would like to engage in outside employment as a Unit Support Coordinator with Adventist Healthcare – Shady Grove Hospital (Adventist), an entity that has contracts with DHHS.

As an Office Services Coordinator with CYFS, Ms. Teichler is the office service coordinator for Linkages to Learning and School Community Youth Services (SCYS) that also incorporates Bridge to Wellness (BTW). Additionally, she provides administrative office support to the team, contracted staff and programs. She does not work directly with clients.

In her proposed role as a Unit Support Coordinator at Adventist, she will be assigned to the Neonatal Intensive Care Unit (NICU). As a unit support coordinator (unit secretary), she will be at the front desk of the unit monitoring entry into the unit, answering phones, answering call lights, restocking items, providing administrative support to staff.

She would have no contract monitoring, procurement or execution responsibilities in her role with Adventist, and she has no contract monitoring responsibilities in her official capacity with DHHS either.

Adventist contracts with DHHS but Ms. Teichler's role as a Unit Support Coordinator with Adventist is not funded by any County contracts with Adventist.

Pursuant to § 19A-8(b)(3) of the Public Ethics Law, the Ethics Commission may grant a waiver of the prohibition of § 19A-12(b) if the Ethics Commission concludes that the proposed employment is not likely to create an actual conflict of interest. Upon a review of the request and the Department's concurrence in and support for the waiver request, the Commission finds that there is no actual conflict of interest. Pursuant to the standard of § 19A-8(b)(3), the Commission grants the waiver of the prohibition of § 19A-12(b).

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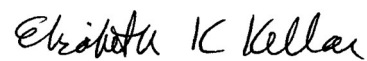
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The Commission notes that while 19A-12(b)'s prohibition is waived, the other provisions of the ethics law are not, including those prohibiting an employee from working on official matters relating to the outside employer. The approval of this waiver is conditioned on the facts upon which the waiver is based remaining unchanged. It is also conditioned on Ms. Teichler not making referrals as a County employee to Adventist. She will pass any DHHS clients needing such a referral to a colleague at DHHS.

This waiver expires when the outside employment approval with which it is associated expires, unless a continuation request for outside employment is timely filed and subsequently approved by the Ethics Commission. In reaching this decision, the Commission has relied upon the facts as presented by Ms. Teichler.

For the Commission:



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Elizabeth Kellar, Chair