

FY 2024 Informal Ethics Advice, Information Request and Legal Reviews

#	Date	Case#	Source	Case Type	Issue	Opinion/Response
1.	7/2023	24-0001	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
2.	7/2023	24-0002	Citizen	Information Request	Police records request	Referred to the Prince George's County Police Department and the Office of Integrity, Compliance, and Police Accountability.
3.	7/2023	24-0004	Employee	Legal Review	Request for review of Secondary Employment	Closed for failure to submit required documentation.
4.	7/2023	24-0006	Employee	Legal Review	Request for review of Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
5.	7/2023	24-0008	Employee	Legal Review	Request for review of Secondary Employment	Inquiry moot because the employee resigned from County Government
6.	7/2023	24-0009	Employee	Legal Review	Request for review of Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
7.	7/2023	24-0011	Employee	Legal Review	Request for review of Secondary Employment	Closed for failure to submit required documentation.
8.	7/2023	24-0012	Employee	Information Request	Political Activity	An employee can contribute to any political campaign, except one that advocates for the unconstitutional or violent overthrow of the government
9.	7/2023	24-0013	Board/ Commission	Legal Review	Request for review of secondary employment	Agency approved. Legal review completed with no conflicts of interest present
10.	7/2023	24-0015	Employee	Information Request	Request as to how to access the OEA website	Information provided.

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11.	7/2023	24-0017	Citizen	Information Request	Lowe's store in MD is planning on intentionally and deliberately poisoning their feral cat population	Referred to DOE and Animal Management Division.
12.	7/2023	24-0018	Lobbyist	Information Request	Is a lobbyist required to register with the State if they register with Prince George's County?	Referred to the State Ethics Commission
13.	7/2023	24-0019	Official	Political Activity	What is permissible under the County Code of Ethics as a candidate for the Federal Office	Employee advised to seek advice before taking any action when questions remain about the appropriate course of action.
14.	7/2023	24-0020	Employee	Gifts	Food was provided to the agency by a customer who was assisted by the agency	Employee advised if the value of the gift is less than \$20 it is acceptable and does not need to be reported on a Financial Disclosure Statement (FDS).
15.	7/2023	24-0021	Board/ Commission	Conflict of Interest	Can the Board Chair submit a bid on a solicitation from the State of Maryland?	Official advised that submission of a bid would not impair impartiality, however, OEA advises to recuse themselves from any matter that comes before the Board that involves Prince George's County.
16.	7/2023	24-0022	Board/ Commission	Appointment Package	Fire Commission	Legal review completed with no conflicts of interest present.
17.	7/2023	24-0023	Employee	Legal Review	Request for review of secondary employment	Agency approved. Legal review completed with no conflicts of interest present.

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18.	7/2023	24-0024	Employee	Legal Review	Post-employment	Employee advised that “a former official or employee may not assist or represent any party other than the County for compensation”. This would allow the County/Department to retain employee, subject to budget and necessary approvals, which would be to the benefit of the County.
19.	7/2023	24-0026	Citizen	Information Request	Teacher assaulted by two students	Referred to PGCPS & PGPD
20.	8/2023	24-0028	Employee	Legal Review	Request for review of secondary employment	Agency Approved. Legal review complete with safeguards in place to ensure no conflict of interest.
21.	8/2023	24-0029	Employee	Informal Ethics Advice	Can supply donations come from the agency?	Employee advised that a gift is permitted if it supports the County Executive's initiatives.
22.	8/2023	24-0030	Employee	Information Request	Are temporary employees required to file Financial Disclosure Statements?	Even if the employee is seasonal or temporary in nature, a strict reading of the Code states that they are employed by the County, and the employee would still be required to seek secondary employment/conflict review.
23.	8/2023	24-0032	Board/Commission	Legal Review	Re-appointment Package	Legal review complete with no conflicts of interest present
24.	8/2023	24-0035	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.

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25.	8/2023	24-0037	Employee	Informal Ethics Advice	Secondary Employment	Employee is prohibited from providing notary services while on county time, using county resources if not an approved Vendor for the county. Also, the employee is prohibited from using her county position to advertise or promote her private business to other DOE employees and/or customers during work hours or on County property.
26.	8/2023	24-0041	Employee	Informal Ethics Advice	Gifts	Employee advised that the gift is less than \$20 and therefore may be accepted
27.	8/2023	24-0044	Citizen	Legal Review	Appointment Package	Legal review complete with no conflicts of interest present.
28.	8/2023	24-0045	Employee	Information Request	Information Request	Case was referred to the County Department of Family Services for assistance.
29.	8/2023	24-0046	Boards/ Commission	Legal Review	Request for review of Secondary Employment	Denied by the agency. No legal review necessary.
30.	8/2023	24-0047	Employee	Informal Ethics Advice	Conflicts of Interest	Employee advised that the employee's role as the Contract Services Manager is administrative as it relates to involvement with potential subcontractors, and it is permissible to use a firm that may have a contract with the agency as a Prime or Subcontractor to install a Star Link satellite dish on their property.
31.	8/2023	24-0053	Employee	Information Request	Policy on retreats	There is no Code of Ethics requirement or County Administrative Policy related directly to conducting an off-site office retreat. Employee advised to review and follow Administrative Procedure 640 – Travel Regulations.

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32.	8/2023	23-0055	Employee	Legal Review	Request for review of secondary employment	Agency approved. Legal review complete with no conflicts of interest present
33.	8/2023	24-0057	Employee	Legal Review	Request for review of secondary employment	Agency approved. Legal review complete with no conflicts of interest present.
34.	8/2023	24-0058	Employee	Informal Ethics Advice	Post-employment	The matter is moot as the employee did not accept the position with WSSC.
35.	8/2023	24-0059	Employee	Legal Review	Request for review of secondary employment	Closed for failure to submit required documentation.
36.	9/2023	24-0063	Official	Informal Ethics Advice	Request for advice on gifts/invitation to a college football game	Official advised that a gift from a governmental agency under the County Ethics Code related to acceptance of tickets to a sporting event is not prohibited, subject to certain restrictions & reporting requirements.
37.	9/2023	24-0065	Official	Informal Ethics Advice	Request for advice on gifts/invitation to professional football game	Official advised that a gift from a quasi-governmental agency under the County Ethics Code related to acceptance of tickets to a sporting event is not prohibited subject to certain restrictions & reporting requirements.
38.	9/2023	24-0066	Employee	Informal Ethics Advice	Request for advice on gift requirements.	Employee advised that that employees/officials are allowed to give and receive gifts from other employees/officials for special occasions, such as Holidays, Birthdays, Baby Showers, etc.
39.	9/2023	24-0067	Official	Informal Ethics Advice	Honorarium for a speaking engagement	Official advised that they are prohibited from accepting the honorarium if in official capacity

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40.	9/2023	24-0070	Employee	Informal Ethics Advice	Use of Resources – Permission to send email re: death in the family of colleague.	Employee advised that it is permissible for an employee to send emails regarding a death in the family of an employee per the professional relationship.
41.	9/2023	24-0071	Employee	Information Request	Possible Secondary Employment	Employee referred to Baltimore City Office of Inspector General
42.	9/2023	24-0078	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
43.	9/2023	24-0079	Official	Informal Ethics Advice	Procurement	Official advised that office staff can participate in the development and review of the solicitation/request for proposal for a not-for-profit group, which received a special appropriation grant from the office, to retain a vendor to conduct a study related to food security and access issues in their Council District subject to certain restrictions.
44.	9/2023	24-0080	Employee	Legal Review	Secondary Employment	Pending.
45.	9/2023	24-0081	Employee	Legal Review	Secondary Employment	Employee withdrew the request for Secondary Employment Legal Review.
46.	9/2023	24-0082	Employee	Legal Review	Appointment Package	Approval was signed off by the NAACP representative and not the AHB supervisor. The request is void.
47.	9/2023	24-0085	Official	Informal Ethics Advice	Gifts/Restriction (sporting event tickets) from spouse	Official advised that a gift from a spouse under the County Ethics Code related to acceptance of tickets to a sporting event is not prohibited subject to certain restrictions & reporting requirements.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
48.	9/2023	24-0086	Employee	Informal Ethics Advice	Political Activity/Conflict of Interest	Employee advised that a member of the County Executive staff may participate in a meeting of a County political organization based on a speaking request in their official capacity subject to limit to only official duties and no political activity discussion.
49.	9/2023	24-0087	Employee	Informal Ethics Advice	Conflict of Interest	Employee advised that if the candidate is selected and a matter comes before the Board and the candidate is in some way connected, the expectation is that the candidate would recuse herself or himself from the matter.
50.	9/2023	24-0093	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
51.	10/2023	24-0092	Former Employee	Informal Ethics Advice	Former County employee seeking to establish a small business operating within the county	A former employee advised that proposed work as a construction consultant through their company, registering as a local and minority-owned business with the OCS' SDDD program and potential work with or contracts with the County would not be prohibited unless retained by 3rd party or is part of a bid for a county contract.
52.	10/2023	24-0095	Employee	Legal Review	Secondary employment	Agency approved. Legal review complete with no conflicts of interest present.
53.	10/2023	24-0099	Former Employee	Informal Ethics Advice	Former County employee retained by lobbyist firm seeking advice regarding potential conflict of interest	Former Employee advised that proposed work with a registered lobbyist firm as a land-use consultant would not be prohibited if it involves activities that are prospective in nature.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
54.	10/2023	24-0103	Official	Informal Ethics Advice	County official seeking advice on potential conflict of interest for serving on a planning commission for another county.	Official advised that the proposed position as a volunteer citizen member of the surrounding jurisdiction's Planning Commission would not be prohibited under county code so long as the member recuses themselves from participating in matters that directly impact their duties with the county. Additionally, the member is prohibited from conducting Planning Commission activities during County work hours nor using county equipment. Also advised to take appropriate approved leave if Planning Commission duties are required during County work hours.
55.	10/2023	24-0104	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
56.	10/2023	24-0107	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present. Safeguards were added to prevent potential conflicts of interest.
57.	10/2023	24-0108	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present. Safeguards were added to prevent potential conflicts of interest.
58.	10/2023	24-0111	Official	Informal Ethics Advice	County official seeking informal ethics advice regarding the travel and/or gift requirements under the County Ethics Code.	Official advised that the proposed visit would be prohibited as the arrangement and/or payment by a business doing business with the County would be a prohibited gift under the Code.
59.	10/2023	24-0112	Board/Commission	Legal Review	Secondary Employment	Information requested to support the request for secondary employment.

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60.	10/2023	24-0113	Citizen	Ethics Complaint	Complaint from a citizen alleging that County Council members unnecessarily chastised County Director during a confirmation hearing.	Complaint was referred to the PGC Council Administrator for assistance and follow-up.
61.	10/2023	24-0124	Official	Informal Ethics Advice	Official requesting for informal ethics advice regarding potential conflict of interest in hiring a temp administrative aide who also works in an administrative capacity for a state delegate.	Employee advised if hired, OEA would advise the new employee to complete the Secondary Employment process to determine any possible conflicts of interest. Additionally, the candidate should seek ethics advice from the State Ethics Commission as the candidate also works for a state delegate.
62.	11/2023	24-0132	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
63.	11/2023	24-0133	OOL	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
64.	11/2023	24-0143	Official	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.

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65.	11/2023	24-0145	Employee	Informal Ethics Advice	County employee seeking advice on upcoming internships/clinics in law school program potentially causing a conflict of interest.	Employee advised that it is permissible to work as a law student in a legal clinic or do a legal internship as long as secondary employment duties are not conducted on County time or performed using County resources. Additionally, the employee was advised to contact OEA on a case-by-case basis to ensure that specific cases the employee might encounter during secondary employment do not conflict with the employee's County employment.
66.	11/2023	24-0147	Official	Informal Ethics Advice	County official seeking advice regarding potential conflict of interest of their relative's employment with a non-profit organization that is affiliated with for profit organization that does/seeking to do business with the County.	Informal advice provided; The relative's employment is not a conflict of interest under Section 2-293(a) of the County Ethics Code, however, it would prohibit officials from participating in matters involving the organization in the future.
67.	11/2023	24-0148	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
68.	11/2023	24-0149	Employee	Informal Ethics Advice	County employee seeking advice regarding potential post-employment with a company that has an existing contract with the County.	Employee advised because the employee's work as a County employee would not be specific to the work in which he seeks to participate post-employment, Section 2-293(b)(2)(A), does not prohibit him from working for the company.

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69.	11/2023	24-0150	Employee	Legal Review	Secondary Employment	Employee is prohibited from providing notary services during County time and using County resources if not an approved vendor for the County. Further, the employee is prohibited from advertising or promoting her private business to other DOE employees and/or customers of DOE during work hours or on County property.
70.	11/2023	24-0151	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with appropriate safeguards put in place to ensure no conflicts of interest present.
71.	11/2023	24-0153	Employee	Informal Ethics Advice	County employee seeking advice regarding potential conflict of interest(s) for potential appointment of two individuals who are employed by Employ Prince George's County to serve on County boards or commissions.	Employee advised that one appointment to commission creates both an actual conflict of interest as well as the appearance of a conflict under the County Code of Ethics. The other appointment may be a potential conflict or appearance issue because the relationship between the commission and the employer. Additional information should be provided as part of the appointment review process on the appointees' role with EPG regarding the partnership between the organizations
72.	11/2023	24-0155	Official	Information Request	Office of the State Prosecutor submitted a written requesting the annual Financial Disclosure Statements (FDS) for a County Official.	FDSs provided. Notification provided per Section 2-294(d)

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73.	11/2023	24-0158	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
74.	11/2023	24-0159	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
75.	11/2023	24-0160	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
76.	11/2023	24-0161	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
77.	11/2023	24-0162	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
78.	11/2023	24-0163	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
79.	11/2023	24-0164	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.

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80.	11/2023	24-0165	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
81.	11/2023	24-0166	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
82.	11/2023	24-0167	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present.
83.	12/2023	24-0168	Employee	Informal Ethics Advice	County employee who is also a student at local University seeking advice regarding upcoming fellowship for Spring semester 2024 from Jan. to April consisting of 8 hours a week.	The matter was closed as OEA was notified that the County employee withdrew the request.
84.	12/2023	24-0171	Official	Informal Ethics Advice	County official seeking advice regarding potential conflict of interest(s) for extending an invitation to persons that appear before the agency to its annual holiday party	Official advised that extending an invitation to the annual holiday party to persons that appear before the agency would create an appearance of conflict issue for the agency
85.	12/2023	24-0175	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner.	Legal review complete with no conflicts of interest present. The potential appointee submitted requested updated financial disclosure statement for review to be completed.

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86.	12/2023	24-0176	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner	Legal review complete with no conflicts of interest present. The potential appointee submitted requested updated financial disclosure statement for review to be completed.
87.	12/2023	24-0177	Board/ Commission	Legal Review	Legal review of the appointment package for potential board member/commissioner	Legal review complete with no conflicts of interest present with updated FDS submitted.
88.	12/2023	24-0178	Employee	Informal Ethics Advice	County employee seeking advice regarding her relative's application for a position within a County agency	Employee advised under, Ethics Code Sec. 2-293 - to recuse herself from the HR process in lieu of her son being a potential hire on the certification
89.	12/2023	24-0179	Citizen	Information Request	OEA received an email from a consultant business regarding a client interested in registering to lobby in Prince George's County and seeking information under the Code of Ethics	Information provided.
90.	12/2023	24-0180	Employee	Legal Review	Secondary Employment	No approval from the agency; Legal review not completed.
91.	12/2023	24-0181	Employee	Legal Review	Secondary Employment	No approval from the agency; Legal review not completed.
92.	12/2023	24-0182	Employee	Legal Review	Secondary Employment	No approval from the agency; Legal review not completed.
93.	12/2023	24-0183	Employee	Legal Review	Secondary Employment	No approval from the agency; Legal review not completed.

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94.	12/2023	24-0184	Employee	Legal Review	Secondary Employment	No approval from the agency; Legal review not completed.
95.	12/2023	24-0185	Employee	Legal Review	Secondary Employment	No approval from the agency; Legal review not completed.
96.	12/2023	24-0186	Employee	Information Request	OEA received an information request regarding restrictions on students giving gifts to teachers.	Referred to PGCPs.
97.	12/2023	24-0189	Employee	Informal Ethics Advice	County employee seeking advice regarding the possibility of holding two county positions at the same time.	Employee advised that it is not permissible to work two County positions simultaneously if the inquirer's work hours for the primary position overlap the hours of the second position.
98.	12/2023	24-0190	Citizen	Information Request	OEA received an email from a consultant business regarding a client interested in registering to lobby in Prince George's County and seeking information	Lobbying information provided.
99.	12/2023	24-0191	Citizen	Information Request	OEA received a request for digitized ethics violations prior to 2013 related to DPIE.	The case was closed as no response was received from the requestor regarding the email address.
100.	12/2023	24-0192	Citizen	Information Request	OEA received an email from a potential vendor with the County on budget matters and seeking information regarding lobbying registration.	Lobbying information provided.

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101.	12/2023	24-0193	Employee	Informal Ethics Advice	County Employee seeking advice regarding an employee who potentially has secondary employment and has requested for an extended leave without pay.	The issue is moot as the inquirer no longer needs the ethics advice.
102.	12/2023	24-0194	Citizen	Ethics Complaint	OEA received an email regarding the county executive's political campaign as a candidate for the Democratic Senate seat.	Pending.
103.	12/2023	24-0195	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
104.	12/2023	24-0196	Official	Informal Ethics Advice	Received an email from an official that County contractor sent a cookie tin to the office and sought advice on whether to memorialize the action on the gift.	Official advised that gift was to be destroyed and did not have to be memorialized but should contact the contractor to advise could not able accept gifts.
105.	12/2023	24-0197	Citizen	Information Request	OEA received an email from a business representative seeking a copy of a Formal Advisory Opinion #18-0459 as the link to the new OEA/County website was not working.	Information provided.
106.	12/2023	24-0198	Employee	Legal Review	Secondary Employment	Approved by County Council Administrator. Legal review complete with no conflicts of interest present.

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107.	12/2023	24-0199	Employee	Legal Review	Secondary Employment	Approved by County Council Administrator. Legal review complete with no conflicts of interest present.
108.	12/2023	24-0200	Board/Commission	Legal Review	Legal review of the appointment package for a potential board member/commissioner	Legal review completed with no conflicts of interest present, with updated FDS submitted.
109.	12/2023	24-0201	Official	Informal Ethics Advice	Received an email from an official regarding the Ethics Code of conduct provisions for board and commission members.	Official advised that no Ethics code of conduct other than prohibited conduct under the Code, including disclosure of confidential information by board or commission members.
110.	12/2023	24-0206	Board/Commission	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
111.	12/2023	24-0207	Board/Commission	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
112.	12/2023	24-0208	Official	Informal Ethics Advice	Received an email from a county official for informal ethics advice regarding potential conflict of interest(s) under the County Ethics Code for payment for an out-of-state conference.	Official advised that proposed participation would be prohibited under Section 2-293(d)(3)(A) of the County Ethics Code. In this case, the arrangement and/or payment by an entity doing business with the County would be a prohibited gift under the Code.
113.	12/2023	24-0210	Official	Information Request	The Office of the State Prosecutor submitted a written request for the annual Financial Disclosure Statements (FDS) for a County Official.	OSP withdrew the request for FDSs.

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114.	12/2023	24-0211	Official	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
115.	12/2023	24-0213	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
116.	12/2023	24-0214	Official	Information Request	OEA received an email regarding the public's capability of reviewing submitted Financial Disclosures Statements online or in person	Information provided regarding access to the Financial Disclosure Statements review process.
117.	1/2024	24-0215	Employee	Informal Ethics Advice	County employee inquiring about receiving gift of \$150.00 from an award nomination.	Employee advised that it is acceptable for the employee to accept a ceremonial gift or award that has an insignificant monetary value.
118.	1/2024	24-0217	Employee	Legal Review	Secondary employment	Legal review complete with no conflicts of interest present.
119.	1/2024	24-0219	Employee	Information Request	County employee request for the annual salary and grade of another employee.	Referred to OHRM for County process/policy. Contact the Office of Law and the Office of Human Relations Management to respond to the FOIA request.
120.	1/2024	24-0220	Employee	Information Request	Inquiry regarding whether an appointment as a Board member at a community recreation center needed to be disclosed.	Information provided regarding Secondary Employment request & review process
121.	1/2024	24-0222	Employee	Informal Ethics Advice	Request for guidance regarding family members working in the same department.	No action was taken as OHRM provided a response, as this was a personnel matter under the Personnel Code.

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122.	1/2024	24-0223	Employee	Informal Ethics Advice	Request for guidance as to whether a Fire/EMS employee can use leave to work a full-time secondary employment position	Employee advised that their use of leave to do secondary employment is a personnel matter and should be cleared by OHRM. All employees seeking to engage in secondary employment are required to file a request with OEA pursuant to AP 152
123.	1/2024	24-0225	Employee	Legal Review	Secondary Employment	Closed for failure to submit required documentation.
124.	1/2024	24-0226	Employee	Legal Review	Secondary Employment	Approved by CAO. Legal review complete with no conflicts of interest present.
125.	1/2024	24-0228	Board/Commission	Legal Review	Appointment Package	Legal review complete with no conflicts of interest present.
126.	1/2024	24-0229	Board/Commission	Legal Review	Appointment Package	Legal review complete with no conflicts of interest present.
127.	1/2024	24-0230	Board/Commission	Legal Review	Legal review of appointment package for potential Board /Commission	Legal review complete with no conflicts of interest present.
128.	1/2024	24-0232	Employee	Informal Ethics Advice	Request for advice regarding the ability to host a fundraising event for the County Executive's campaign	Employee advised that fundraising is not prohibited subject to restrictions under §2-293 of the County Code of Ethics.
129.	1/2024	24-0233	Official	Informal Ethics Advice	Request for advice regarding receipt of a \$150 gift from an award nomination.	Employee advised that it is acceptable for the employee to accept a ceremonial gift or award that has an insignificant monetary value.
130.	1/2024	24-0235	Employee	Informal Ethics Advice	Request for advice regarding an invitation to a conference to be reimbursed by the event partner.	Administratively closed.

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131.	1/2024	24-0236	Employee	Information Request	Request for an updated list of OCS vendors doing business within the County	Information provided.
132.	1/2024	24-0238	Employee	Informal Ethics Advice	Request for advice regarding an opportunity to shoot a video commercial	Employee withdrew inquiry for Informal Ethics Advice.
133.	1/2024	24-0262	Employee	Informal Ethics Advice	Request for advice regarding the redirection of an honorarium to another Prince George's County Commission.	Employee advised that Ethics Code Section 2-293(e)2 provides that an official may not accept an honorarium if the offering of the honorarium is in any way related to the individual's official position. It is not permissible for an employee to redirect the honorarium she would have received for the presentation.
134.	1/2024	24-0265	Employee	Information Request	Request for information as to how to file a complaint regarding position description, work assignments, and division of labor	OEA referred the complainant to the Prince George's County Office of Human Resources Management (OHRM) for assistance
135.	2/2024	24-0239	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
136.	2/2024	24-0240	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
137.	2/2024	24-0241	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
138.	2/2024	24-0242	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
139.	2/2024	24-0243	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
140.	2/2024	24-0244	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
141.	2/2024	24-0245	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
142.	2/2024	24-0246	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
143.	2/2024	24-0247	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
144.	2/2024	24-0248	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
145.	2/2024	24-0249	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
146.	2/2024	24-0250	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
147.	2/2024	24-0251	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
148.	2/2024	24-0252	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
149.	2/2024	24-0253	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
150.	2/2024	24-0254	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
151.	2/2024	24-0255	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
152.	2/2024	24-0256	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
153.	2/2024	24-0257	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
154.	2/2024	24-0258	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
155.	2/2024	24-0259	Employee	Legal Review	Secondary employment	Agency approved. Legal review completed with no conflicts of interest present.
156.	2/2024	24-0266	Citizen	Information Request	Citizen reported that the police department responded to an incident but failed to properly act/resolve the matter.	The matter was referred to the PG Police Accountability Board for follow-up.
157.	2/2024	24-0267	Employee	Informal Ethics Advice	Request for advice regarding an agency representative attending an all-expense paid conference.	Employee advised that it is permissible for the organization to cover the reasonable travel expenses for the recipient because they will be working as an instructor of a training course.
158.	2/2024	24-0268	Citizen	Information Request	Request for the FDSs of four Council Members.	Information provided.
159.	2/2024	24-0272	Employee	Legal Review	Request for legal review of potential employment conflict for a County employee's appointment to a newly created County Board.	Information provided; no apparent conflict but will be reviewed if the appointment is submitted.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
160.	2/2024	24-0275	Former Employee	Informal Ethics Advice	Former Council employee inquiry regarding post-employment restriction for serving on an advisory board for a non-profit organization; processed grant funding applications for the organization as part of County responsibilities.	Former Employee advised that volunteer position and potential advisory work with not-for-profit organization would not be prohibited under the Code as not a compensated position. Advised not to engage in any activity related to the County Council grant process on behalf of the organization for future grant applications to avoid an appearance of conflict.
161.	2/2024	24-0280	State Official	Information Request	Request from the Office of Legislative Audits for information, including Financial Disclosure Statements (FDS) filings, any audits, and investigations for members of a county board/commission.	Response provided to Department of Legislative Services, including FDS copy request form.
162.	2/2024	24-0282	Board/Commission	Legal Review	Legal review of appointment package for potential Board /Commission.	Legal review completed with no conflicts of interest present.
163.	2/2024	24-0283	Board/Commission	Legal Review	Legal review of appointment package for potential Board /Commission.	Legal review completed with no conflicts of interest present.
164.	2/2024	24-0284	Board/Commission	Legal Review	Legal review of appointment package for potential Board /Commission.	Legal review completed with no conflicts of interest present, with updated FDS submitted.
165.	2/2024	24-0285	Board/Commission	Legal Review	Legal review of appointment package for potential Board /Commission.	Legal review completed with no conflicts of interest present, with updated FDS submitted.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
166.	2/2024	24-0286	Board/ Commission	Legal Review	Legal review of appointment package for potential Board /Commission.	Legal review completed with no conflicts of interest present.
167.	2/2024	24-0287	Former Employee	Information Request	MPIA request from a former employee in the Office of the Sheriff for personnel records.	Referred to the Office of the Sheriff.
168.	3/2024	24-0289	Official	Informal Ethics Advice	Official invited to participate as a speaker for a US Department of State program with an honorarium.	Official advised that proposed participation is not prohibited under the County Code; however, the honorarium is not permissible.
169.	3/2024	24-0291	Federal Official	Information Request	Federal public defender requested 911 call records in a domestic violence matter.	The matter was referred to the OICPA and the County Police Department.
170.	3/2024	24-0292	A & I Unit	Information Request	Request for information regarding FDS filings from County employees involved with ARPA funding and reporting.	Response provided.
171.	3/2024	24-0293	Lobbying Firm	Information Request	Request received from County lobbying firm regarding requirements to file registrations for multiple clients.	The firm informed that it would need to file for each entity that meets the County Ethics Code Section 2-295(a) thresholds.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
172.	3/2024	24-0294	Employee	Informal Ethics Advice	Request for guidance regarding the appearance of a conflict of interest if a vendor of the agency supplies food and beverages to attendees of an Artificial Intelligence Conference.	Employee advised that an official or employee may not solicit a gift. However, meals and beverages consumed in the presence of the donor/vendor or sponsoring entity are acceptable as long as it does not impair the impartiality of the official or employee receiving it.
173.	3/2024	24-0295	Official	Informal Ethics Advice	Request for guidance on attending a happy hour event hosted by a county-based business.	Official advised that proposed participation in the happy hour would not be prohibited under the County Code for meals and beverages consumed in the presence of the sponsoring entity. However, any gift over \$20.00 would have to be disclosed on the official's 2024 Financial Disclosure Statement.
174.	3/2024	24-0296	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
175.	3/2024	24-0297	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
176.	3/2024	24-0298	Employee	Legal Review	Secondary employment	Agency approved. Legal review complete with no conflicts of interest present.
177.	3/2024	24-0299	Employee	Legal Review	Secondary employment	Agency approved. Legal review complete with no conflicts of interest present.
178.	3/2024	24-0303	Citizen	Information Request	Email received from a staff member of an organization seeking sponsorship for an upcoming community event.	OEA does not sponsor events.

FY 2024 Informal Ethics Advice, Information Request and Legal Reviews

#	Date	Case#	Source	Case Type	Issue	Opinion/Response
179.	3/2024	24-0305	Employee	Informal Ethics Advice	Email received from an employee with a question regarding political activity.	Employee provided OEA Political Activity FAQ for general information and encouraged to contact OEA if they had any specific questions.
180.	3/2024	24-0311	Employee	Legal Review	Secondary employment	Agency approved. Legal review complete with no conflicts of interest present.
181.	3/2024	24-0312	Employee	Legal Review	Secondary employment	Agency approved. Legal review complete with no conflicts of interest present.
182.	3/2024	24-0313	Official	Informal Ethics Advice	Request for guidance regarding an invitation for official to participate in a two-day program in Sacramento, CA to ensure no possibility or appearance of conflict of interest.	Official advised that the organization hosting the event would not be considered a prohibited donor as it has no financial interests nor conducts business with the County or County Council. Since the official has not been invited to participate in a panel or speaking engagement, the organization paying for the official's travel and accommodations would not be allowed under the Code. However, under AP 640, the County can approve payment for their travel and related expenses.
183.	3/2024	24-0314	Employee	Informal Ethics Advice	Request for guidance regarding volunteering for one day at the closing of a family-owned restaurant.	Employee advised that one-time volunteer activity for the closing of a family-owned restaurant was not a prohibited activity under the County Code of Ethics.
184.	4/2024	24-0315	Employee	Informal Ethics Advice	Request for advice regarding corporate sponsorship paying for 3 chaperones (County employees) to accompany program participants on a trip overseas.	Employee advised that corporate sponsorships that are paid through your approved fiscal agent, Jacob's Ladder Youth Foundation, cannot be used to pay for the FTE County staff/administrators to travel to London as chaperones because they would benefit as County employees. .

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
185.	4/2024	24-0316	Lobbyist	Informal Ethics Advice	Request for advice regarding the organization's digital campaign on rent stabilization.	Lobbyist advised that if they are going to be the point of contact for the National Apartment Association (NAA) on this issue they will need to register on its behalf. Lobbyist will need to comply with the reporting requirements under the Ethics Code and report any expenditures/contributions report next year in 2024.
186.	4/2024	24-0317	Official	Informal Ethics Advice	Request for advice regarding any conflict-of-interest issues with providing lunch for County employees at a meeting.	Official advised that there is no conflict of interest under the Code.
187.	4/2024	24-0318	Employee	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
188.	4/2024	24-0319	Employee	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
189.	4/2024	24-0320	Employee	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
190.	4/2024	24-0321	Employee	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
191.	4/2024	24-0322	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
192.	4/2024	24-0325	Employee	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
193.	4/2024	24-0326	Employee	Informal Ethics Advice	Request for advice regarding the possibility of a conflict of interest for an employee to work as a staff augmentee expected to perform technical tasks for the County's Capital Improvement Projects after retirement.	Employee advised that under the County Code, it is permissible for an employee to return to the County as a staff augmentee.
194.	4/2024	24-0327	Board/ Commission	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
195.	4/2024	24-0328	Board/ Commission	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present, with updated FDS submitted.
196.	4/2024	24-0329	Board/ Commission	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
197.	4/2024	24-0330	Board/ Commission	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
198.	4/2024	24-0331	Employee	Information Request	Request for advice regarding the possibility of a conflict of interest with a new employee who has secondary employment similar to their County position.	All employment outside of County Government, regardless of location, including paid, unpaid service on a non-profit board or ownership interest in a business is considered secondary and requires written approval of the appointing authority/department head and must be filed electronically with and reviewed by the OEA.
199.	4/2024	24-0332	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with safeguards in place to ensure no conflicts of interest present.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
200.	4/2024	24-0333	Employee	Informal Ethics Advice	Request for advice for awarding interns/contractual staff thirty-five-dollar (\$35) gift cards for their hard work.	Employee advised that it is permissible for the upper management team to purchase thirty-five-dollar (\$35) gift cards for temporary employees and contractors to show appreciation for doing good work for the agency.
201.	4/2024	24-0334	Board/Commission	Legal Review	Secondary Employment	Closed for failure to submit required documentation.
202.	4/2024	24-0335	Employee	Legal Review	Secondary Employment	Closed for failure to submit required documentation.
203.	4/2024	24-0336	Employee	Legal Review	Secondary Employment	Agency approved. Legal review complete with no conflicts of interest present.
204.	4/2024	24-0337	Board/Commission	Legal Review	Board/Commission Appointment Package	Legal review completed with no conflicts of interest present.
205.	4/2024	24-0338	Board/Commission	Legal Review	Board/Commission Appointment Package	Legal review completed with no conflicts of interest present.
206.	4/2024	24-0339	Employee	Information Request	Request for information related to the requirement for Financial Disclosure statements for employees of the County Redevelopment Authority.	Redevelopment Authority employees are covered under Sec. 2-294 (37) and Executive Order 13-2014 (34).

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
207.	4/2024	24-0340	Employee	Informal Ethics Advice	Request from an employee regarding any conflict-of-interest issues with the potential appointment of a Council staff member, who is from the Council Member's office that represents the area, to the Local Development Council (LDC).	Employee advised that the employee's appointment to the LDC would create an appearance of a conflict under the County Code of Ethics.
208.	4/2024	24-0341	Board/Commission	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
209.	4/2024	24-0342	Board/Commission	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
210.	4/2024	24-0343	Board/Commission	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
211.	4/2024	24-0344	Board/Commission	Legal Review	Board/Commission appointment package	Legal review completed with no conflicts of interest present.
212.	5/2024	24-0346	Board/Commission	Legal Review	Board/Commission appointment package	Closed for failure to submit required documentation.
213.	5/2024	24-0347	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
214.	5/2024	24-0348	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
215.	5/2024	24-0349	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
216.	5/2024	24-0350	Official	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
217.	5/2024	24-0351	Official	Informal Ethics Advice	Request for advice regarding the use of their official title in political communication.	Official advised that an official can use their official title in a political communication under Section 2-293(c)(1)(B).
218.	5/2024	24-0352	Citizen	Information Request	Request for follow-up regarding the status of a service request submitted to a County agency.	Referred to a County agency for follow-up.
219.	5/2024	24-0354	Employee	Informal Ethics Advice	Request for advice regarding a potential conflict of interest by hosting a summer internship with a County-based, not-for-profit organization that receives county grant funding.	Employee advised that the placement of a summer intern, in itself, would not be an actual conflict nor create the appearance of a conflict of interest under the County Ethics Code.
220.	5/2024	24-0355	Board/Commission	Legal Review	Board/Commission Appointment Package.	Legal review completed with no conflicts of interest present.
221.	5/2024	24-0356	Board/Commission	Legal Review	Board/Commission Appointment Package	Legal review completed with no conflicts of interest present and with updated financial disclosure statement.
222.	6/2024	24-0385	Board/Commission	Legal Review	Board/Commission Appointment Package	Legal review completed with no conflicts of interest present.
223.	6/2024	24-0386	Citizen	Information Request	Request received for copies of an official's Financial Disclosure Statements (FDSs) for 2020 – 2023.	Calendar Years 2023, 2022, 2021 & 2020 FDS provided. Notification Letter sent per Section 2-294(d).
224.	6/2024	24-0387	Employee	Legal Review	Secondary Employment	Closed for failure to submit required documentation.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
225.	6/2024	24-0388	Citizen	Information Request	Request received for information regarding requirements for filing deadlines and timing.	Information provided that if the deadline falls on a weekend or holiday, the requirement falls to the next business day.
226.	6/2024	24-0389	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
227.	6/2024	24-0392	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
228.	6/2024	24-0393	Employee	Legal Review	Secondary Employment	Closed for failure to submit required documentation.
229.	6/2024	24-0395	Citizen	Information Request	MPIA request received for an official's FDSs and requests made by other stakeholders.	Calendar Years 2023, 2022, 2021, 2020, and 2019 FDS provided. Notification Letter sent per Section 2-294(d).
230.	6/2024	24-0396	Citizen	Information Request	Request for several advisory opinions from OEA regarding conflict of interest.	The requester was given the link to BOE Advisory Opinions for the requested time.
231.	6/2024	24-0398	Employee	Legal Review	Secondary Employment	Agency approved. Legal review completed with no conflicts of interest present.
232.	6/2024	24-0401	Board/Commission	Legal Review	Board/Commission Appointment Package	Legal review completed with no conflicts of interest present.
233.	6/2024	24-0405	Official	Information Request	Request for a copy of the OEA investigation conducted in 2018 regarding conflict of interest.	Information provided.

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#	Date	Case#	Source	Case Type	Issue	Opinion/Response
234.	6/2024	24-0406	Employee	Informal Ethics Advice	Request for guidance regarding potential conflict of interest in participating in a charitable golf tournament and a foursome merits reporting.	Employee advised to pay for their ticket and any costs associated with participation in the charitable golf tournament. Also advised to disclose the nature and value of the gift in their FDS should they decide to accept the gift per the County Ethics Code.
235.	6/2024	24-0408	Employee	Informal Ethics Advice	Request for guidance on potential conflict of interest in hiring a candidate who previously worked with the division externally in their capacity as president of a local title company, when the company has been dissolved.	Employee advised that no conflict of interest as the candidate for hire is not an employee of the County. Additionally, the title company has been dissolved, and the candidate no longer works with the division.
236.	6/2024	24-0410	Employee	Information Request	Request for information on the reporting of gifts.	Information provided: Gifts are reported on the annual Financial Disclosure Statement (FDS) in Schedule D.
237.	6/2024	24-0411	Board-Commission Member	Informal Ethics Advice	Request for advice regarding potential conflict of interest by participating in matters that come before their board/commission involving their employer.	Official advised that the board member is prohibited from participating in any matter involving their employer. However, a member may participate in administrative or ministerial duties that do not affect the disposition or decision regarding the matter.