

BOARD OF ETHICS
PRINCE GEORGE'S COUNTY, MARYLAND

**PRINCE GEORGE'S COUNTY, MARYLAND
OFFICE OF ETHICS AND ACCOUNTABILITY**

COMPLAINANT

V.

AMY JEAN CHUNG FRY

RESPONDENT

**FINDINGS OF FACT, CONCLUSION, AND
ORDER**

CASE NO. 24-307/23-0247E

FINDINGS OF FACT:

Based upon all evidence, both real and testimonial, and reasonable inferences to be drawn therefrom, and in consideration of the sworn testimony provided, the Board makes the following findings of fact:

1. **FOUND** that this proceeding was held pursuant to Ethics Code 2-292(i) because there was a reasonable basis for believing a violation had occurred, or may possibly be occurring, and as a result, the Respondent, a member of the staff of a Prince George's County Councilperson, was afforded an opportunity for a hearing. This hearing was conducted in accordance with all applicable statutes, regulations, and the Board's rules of procedure for actions to be taken on the record.
2. **FOUND** that Amy Jean Chung Fry ("Fry") is a current employee and Chief of Staff of Councilperson Jolene Ivey ("Ivey") and is simultaneously employed as a Councilperson for the Town of Cheverly and serves as the Vice-Mayor for the Town of Cheverly.
3. **FOUND** that the Town of Cheverly is within the jurisdiction represented by Ivey.
4. **FOUND** that there are no allegations that Fry has at any point knowingly or intentionally abused her various employments to inappropriately influence the decisions of Ivey in particular or the Council of Prince George's County as a whole.
5. **FOUND** that the allegation is that, by nature of Fry's position as Chief of Staff to Councilperson Ivey, she is exposed to confidential information pertaining to Ivey's work, including with regard to matters concerning the financial well-being of the Town of Cheverly.

6. **FOUND** that no structures have been put in place by Fry or Ivey to avoid apparent conflicts of interest between Fry's multiple employments, with Ivey instead allowing Fry to make ad-hoc determinations of how to address such situations without consultation with Prince George's County authorities on ethics and responsibility.
7. **FOUND** that despite Fry's apparently sincere attempts to ensure her own ethical behavior, the Board concludes that a reasonable person, observing the situation, would conclude that there is at the very least an *appearance* of impropriety in her potential conflict of interest due to the lack of public and consistent rules to avoid such conflicts.
8. **FOUND** that while Fry has consistently sought the advice of the Cheverly Town Attorney and recused herself from voting as a Town Councilperson, there is no evidence that she has ever similarly recused herself from advising Ivey or otherwise done anything to avoid the appearance of impropriety. Because Fry supervises all other members of Ivey's staff, it is unclear how a conflict of interest could be resolved or avoided.
9. **FOUND** that the County's Code of Ethics, specifically 2-293(b)(1)(A), precludes not only actual conflicts of interest but also *apparent* conflicts of interest.
10. **FOUND** that the Town of Cheverly is subject to the authority of the Prince George's County Council both directly and indirectly; and that Fry is both employed by, and has a financial interest in, the City of Cheverly's government.

CONCLUSION and ORDER WHEREFORE, the Board of Ethics

1. **FINDS** that the simultaneous employment described above constitutes a *per se* apparent conflict of interest due to (a) Fry's position of authority as Ivey's Chief of staff, (b) the lack of any structures to avoid or prevent conflicts of interest other than Fry's ad-hoc decision-making, and (c) the relationship between Prince George's County and the Town of Cheverly; and
2. **FINDS** that as a result, Fry is not in compliance with the provisions of Ethics Code 2-293(b)(1)(A) in that she has created an appearance of impropriety which undermines the public's trust and faith in the institutions of Prince George's County government.

Accordingly, the Board

ORDERS pursuant to Ethics Code Section 2-297(b) that Fry cease one or more of her employments to avoid the appearance of impropriety as described above; and

Failure to comply with this order will result in the Board of Ethics moving forward with additional actions as provided by the Ethics Code, at the Board's discretion.

Either party, aggrieved by or contesting the Board of Ethics's Orders, whether such decision is affirmative or negative in form, reserves the right to appeal that order to the Circuit Court for Prince George's County, Maryland, within fifteen (15) business days from the date of this Findings of Facts, Conclusion, and Order. The provisions of the Maryland Rules pertaining to administrative appeals shall govern such an appeal. The decision of the Circuit Court for Prince George's County in all appeals of the Board of Ethics shall be final.



Board of Ethics
Prince George's County, Maryland
Cassandra Burckhalter, Chairperson

Prepared by:



Administrator, Chelinda Bullock
Office of Ethics and Accountability

CERTIFICATE OF SERVICE

I hereby certify that on this 17th day of June, 2024, a copy of the foregoing Findings of Fact, Conclusion and Order was mailed by regular mail to the following parties:

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