



## MONTGOMERY COUNTY ETHICS COMMISSION

Kenita V. Barrow  
*Chair*

Mark L. Greenblatt  
*Vice Chair*

**September 16, 2015**

**Waiver 15-08-014**

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.

Kenrick Kingston is a Correctional Officer at the Montgomery County Correctional Facility (MCCF) in Boyds, Maryland. He requests a waiver of the prohibition of § 19A-12(b)(1)(B) so that he can be employed by Plum's Hair Gallery, which does business with or negotiates or contracts with the Montgomery County department of Corrections (MCDOCR).

As a Correctional Officer, Mr. Kingston was not involved in the procurement process resulting in Plum's Hair Gallery being selected to perform a contract with the Department. Mr. Kingston's work at the Department has no bearing on Plum's Hair Gallery.

At Plum's Hair Gallery, Mr. Kingston operates a booth to carry on his trade as a Professional Barber. He earns nothing from the contract between Plum's Hair Gallery and MCDOCR.

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). The waiver is conditioned on Mr. Kingston not working at Plum's Hair Gallery on MCDOCR contracts for services from Plum's Hair Gallery and on his not having any involvement as a County employee or as an employee of Plum's Hair Gallery in the contracting or negotiating of a contract between Plum's Hair Gallery and the MCDOCR.

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In reaching this decision, the Commission has relied upon the facts as presented by Mr. Kingston.

For the Commission:



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Kenita V. Barrow