



MONTGOMERY COUNTY ETHICS COMMISSION

Susan Beard
Chair

Bruce Romer
Vice Chair

October 18, 2022

Waiver 22-10-018

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.

Carey Riordan is a Social Worker III at the Division of Detention Services at Montgomery County Department of Corrections (DOCR). She would like to engage in outside employment as a Discharge Planner/Social Worker at Holy Cross Germantown Hospital (Holy Cross). As Holy Cross contracts with DOCR, the outside employment is barred pursuant to 19A-12(b)(1)(B), unless the Ethics Commission grants a waiver under Section 19A-8(b)(3) of the ethics law.

As a Social Worker III at DOCR, Ms. Riordan is a reentry social worker. She helps inmates create a reentry plan that includes connecting them to services in the community upon release. This includes creating reentry identification cards and assisting with Medicaid and food stamp applications. Other services include housing supports, shelter needs, life skills groups, applying for social security cards and birth certificates. The reentry team works with the Jail Addiction Services and Clinical Assessment Team within DOCR when inmates have mental health and substance abuse issues. She does not do any contract monitoring or execution at DOCR or at Holy Cross Germantown Hospital.

In her role as a Discharge Planner/Social Worker at Holy Cross, Ms. Riordan will be conducting utilization insurance reviews, completing psychosocial assessments, and facilitating discharge planning with patients on their inpatient psychiatric behavioral health unit (BHU). She had been in this role for approximately 8 years prior to beginning work with Montgomery County. In her role as social worker on the BHU, she completes psychosocial assessments for new patients when needed. In the role of discharge planner, she refers patients to mental health providers in the community upon discharge from the hospital. Her role as utilization reviewer is to obtain insurance authorizations and complete concurrent reviews for behavioral health patients. Occasionally she will work in the Emergency Room as a crisis clinician. In this role, DOCR inmates who need emergency care are not seen.

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There have been patients at Holy Cross who have been inmates at DOCR. Ms. Riordan has made arrangements with her County supervisor that in the event there are any inmates at DOCR who she has previously worked with while at Holy Cross, she will not be assigned to work with those inmates. In addition, she will notify her supervisor at Holy Cross so that she will not be assigned to work with persons who she has worked with in any capacity at DOCR.

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 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 on which the waiver is based remaining unchanged.

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. Riordan.

For the Commission:



Susan Beard, Chair