



## MONTGOMERY COUNTY ETHICS COMMISSION

Steven Rosen  
*Chair*

Kenita V. Barrow  
*Vice Chair*

**September 7, 2018**

**Waiver 18-08-012**

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.

Kathryn Allen is a Therapist II at the 24-Hour Crisis Center (Crisis Center), which is part of the Behavioral Health and Crisis Services Division at the Montgomery County Department of Health and Human Services (DHHS). She would like to engage in outside employment as a Crisis Intervention Therapist at Suburban Hospital (Suburban), an entity that has contracts with DHHS.

In her job with the Crisis Center, Ms. Allen provides immediate crisis intervention and clinical assessments of individuals and families for issues including, but not limited to, behavioral health crisis, homelessness and victimization. Ms. Allen performs assessments determining individual and public risk and diagnosis in addition to formulating safety plans to minimize risk. She makes referrals for clients eligible for other county services and public mental health services. She does not monitor contracts for HHS or Suburban or engage in any discussions between Suburban and the County.

As a Crisis Intervention Therapist at Suburban, Ms. Allen's role would be to evaluate and assess psychiatric patients in the Emergency Room setting only. Ms. Allen represents that it is her understanding that Montgomery County has two contracts with Suburban, with these being related to adolescent substance abuse treatment/education and cancer prevention for low income residents. To the best of her knowledge, Suburban's emergency room receives no funding from the County for mental health crisis assessment and treatment.

Ms. Allen represents that she would not see or assess any clients at Suburban that she saw at the Crisis Center or that the Crisis Center sent to Suburban.

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

---

**MONTGOMERY COUNTY ETHICS COMMISSION**

**100 MARYLAND AVENUE, ROOM 204, ROCKVILLE, MARYLAND 20850**  
**OFFICE: 240.777.6670 FAX: 240.777.6672**

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 Ms. Allen not working in her County capacity on matters involving clients that she has served while working for Suburban.

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. Allen.

For the Commission:



---

Steven Rosen, Chair