



## MONTGOMERY COUNTY ETHICS COMMISSION

**August 6, 2025**  
**Waiver 25-08-009**

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.

Anne-Marie Wessikoaba is a Community Health Nurse II at the Public Health Services (PHS) Division at the Montgomery County Department of Health and Human Services (DHHS). She would like to engage in outside employment as a Registered Nurse with Amergis Healthcare Staffing (Amergis). Amergis has a contract to provide supplemental staffing with DHHS as needed.

As a Community Health Nurse II with PHS, Ms. Wessikoaba provides care services to students in a school setting, administers medications as prescribed by a physician, and offers basic first aid and emergency care to students.

In her proposed outside employment at Amergis, she would work as a Registered Nurse once a month, providing direct patient care in an adult care setting, administering treatments, and educating patients and families. Her proposed role at Amergis is not funded by the contract between DHHS and Amergis. And she performs no contract monitoring or execution functions in either her County or her proposed Amergis roles. She will ask the outside employer to exclude her from the list of eligible nurses to be used in fulfillment of the Amergis contract with DHHS, and she will recuse herself from any crossover clients and ask that Amergis reassign the patient in question.

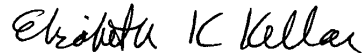
Pursuant to § 19A-8(b)(3) of the Public Ethics Law, the Ethics Commission may grant a waiver of the prohibition of § 19A-12(b) if the Ethics Commission concludes that the proposed employment is not likely to create an actual conflict of interest. Upon reviewing the request and the Department's concurrence 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 upon

which the waiver is based remaining unchanged. It is also conditioned on Ms. Wessikoaba not making referrals as a County employee to Amergis.

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. Wessikoaba.

For the Commission:

A handwritten signature in black ink, appearing to read "Elizabeth Kellar".

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Elizabeth Kellar, Chair