



MONTGOMERY COUNTY ETHICS COMMISSION

March 11, 2026
Waiver 26-03-005

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.

Michele Djomta Kamdem is a Government Assistance Eligibility Specialist II (GAES II) at the Social Services Division (SSD) of the Montgomery County Department of Health and Human Services (DHHS). She would like to engage in outside employment as a Patient Observer for Potomac Home Support, an entity that has one contract with DHHS.

As a GAES II with SSD, Ms. Kamdem's responsibilities include processing food stamp, medical assistance and temporary cash assistance applications for any person who seeks such assistance in Montgomery County.

In her proposed outside employment as a Patient Observer for Potomac Home Support, she would be posted at Suburban Hospital. Her responsibilities would include ensuring the physical safety of patients by preventing falls from their hospital bed, or any other falls within their hospital room.

Potomac Home Support has one contract with DHHS to provide escorted transportation for elderly and disabled residents. Ms. Kamdem's proposed role with Potomac Home Support does not involve transportation of any patients and is in no way funded by the contract the entity has with DHHS. Therefore, there is no actual conflict of interest between her County role and her proposed role with Potomac Home Support.

Ms. Kamdem acknowledges that there is a possibility of crossover clients between SSD and Potomac Home Support. However, Ms. Kamdem agrees that, if presented with a crossover client, she will hand that case to a colleague in order to prevent a conflict of interest.

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).

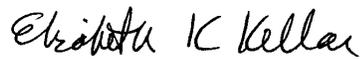
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The Commission notes that while 19A-12(b)'s prohibition is waived, the other provisions of the ethics law are not, including those prohibiting an employee from working on official matters relating to the outside employer. The approval of this waiver is conditioned on the facts upon which the waiver is based remaining unchanged. It is also conditioned on Ms. Kamdem not making referrals as a County employee to Potomac Home Support. She will pass any crossover clients needing such a referral to a colleague at DHHS.

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. Kamdem.

For the Commission:



Elizabeth Kellar, Chair