

FY 2023 Highlighted Recommendations

#	Case No.	Case Details	Recommendation(s)	Date Issued
1.	N/A	N/A	Review, update and reissue Executive Order 13-2014 – Code of Ethics §2-294 – Financial Disclosure Statement Designated Filers for Agencies, Boards & Commissions	N/A
2.	N/A	N/A	Possible State Ethics Code clarifying legislation for State Financial Disclosure Statements (FDS) filing requirements with the County Board of Ethics/OEA in Prince George’s County for Bi-County Commissions (M-NCPPC, WSSC and WSTC)(Gen. Prov. Art. §§5-602, 5-822 — 5-832).	N/A
3.	N/A	N/A	Possible County Ethics Code §2-294(b) clarifying legislation for Bi-County Commissions (M-NCPPC, WSSC and WSTC) to provide their State Financial Disclosure Statements (FDS) to the County Board of Ethics/OEA.	N/A
4.	N/A	N/A	People’s Zoning Counsel – Provide Contact Information on County Council and M-NCPPC websites	N/A
5.	N/A	N/A	Agency Cable Bill Review by Cable Commission & OIT – Possible consolidation of service to reduce cost to the County	N/A
6.	22-0412	<p>Case Type: FWAI (Illegal Act)</p> <p>Agency/B/C: DPIE</p> <p>Subject: Inspector accused of illegally removing signage (feather flags) from private property</p> <p>Disposition: Unsubstantiated</p>	I. The Director of DPIE review with the inspectors through training or written instructions, agency practices and procedures for code enforcement involving any right-of-way to ensure alignment with the County Code	8/4/22
7.	23-0016e	<p>Case Type: Ethics</p> <p>Agency/B/C: Council</p> <p>Subject: Alleged Abuse of Franking Privileges - Ethics Code §2-293(f) Use of Resources</p> <p>Disposition: Unsubstantiated</p>	I. The County Council Administrator consider implementing a County policy for the Legislative Branch to govern elected officials’ use of franking privileges close to elections.	10/17/22

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#	Case No.	Case Details	Recommendation(s)	Date Issued
8.	23-0076e	<p>Case Type: Ethics Agency/B/C: OIT Subject: Employee engaged in working unreported secondary and potentially engaged in this secondary employment during work hours. Disposition: Partially Substantiated</p>	<p>1. The Director of OIT require Employee to submit a request for Secondary Employment within ten (10) days. If approved, the approval should clearly state Employee is prohibited from working secondary employment during Employee’s County work hours or using County resources therewith.</p>	11/15/22
9.	23-0252	<p>Case Type: FWAI Agency/B/C: Housing Authority Subject: Allegation that employee fraudulently used FMLA Disposition: Referred</p>	<p>1. OEA, in consultation with the Office of Law (OOL) recommends that the alleged violation of the FMLA approval process is a matter to be referred to the Housing Authority of Prince George’s County (HAPGC). It is further recommended that HAPGC, in coordination with the Office of Human Resources Management (OHRM), should be responsible for determining and administering any level of appropriate disciplinary action towards the Respondent, based on policy.</p>	6/8/23
10.	23-0262	<p>Case Type: FWAI Agency/B/C: Fire/EMS Department Subject: A volunteer fire chief alleges that the Fire Chief’s proposed and final disciplinary action for use of offensive language involving the Fire Chief in a social media post was not consistent, fair, reasonable, and equitable and that the Fire Chief could not be objective and fair in adjudicating the matter Disposition: Unsubstantiated</p>	<p>1. While the Fire Chief has final authority in disciplinary matters under the County Code and General Orders involving career staff, volunteer leadership and members disciplinary actions, the Fire Chief should consider recusal from the disciplinary process and delegation of their authority pursuant to General Order #01-03, Section IIA(1) when they are the subject matter of the complaint to avoid a conflict of interest or appearance of conflict of interest. 2. OEA suggested that General Order #11-24, if and when reviewed and revised, to include specific timeframes for each stage of the disciplinary process in order to afford due process to those under investigation.</p>	6/2/23