

**BEFORE THE WASHINGTON SUBURBAN SANITARY COMMISSION**  
**BOARD OF ETHICS**

Complaint No. C-20-08

**SUMMARY OF SETTLEMENT AGREEMENT**

On August 20, 2020, the Board of Ethics (“Board”) filed a Complaint against a WSSC employee alleging that the employee violated § 1.70.170(a) of the WSSC Code of Ethics. (“Code”) The Complaint alleged that the employee had inspected plumbing work completed by a company for which a relative of his was affiliated.

The Complaint was investigated by Staff Counsel. Staff Counsel and Counsel for the employee recommended that the Board accept a Stipulation of Settlement Agreement (“Agreement”) between the employee and Staff Counsel, subject to acceptance of its terms by the Board.

As part of the Agreement , this summary is to be posted on the Board of Ethics internet page on the WSSC website.

**SUMMARY OF FACTS**

1. The Agreement was entered into pursuant to § 1.65.070(f) of the Board of Ethics Rules of Procedure, WSSC Code of Regulations.
2. On August 20, 2020, the Board filed a Complaint against the employee which alleged a violation of § 1.70.170(a) of the WSSC Code of Ethics (“Code”).
3. The employee is employed with WSSC as a plumbing inspector.
4. The employee’s relative was the master plumber for a plumbing company regulated by WSSC during the time periods at issue in the Complaint.

5. On May 13, 2019, the employee signed a Recusal Memo acknowledging that the employee could not participate in matters regarding the plumbing company due to a relative's affiliation with the company.

6. The employee's first and second level supervisors also signed the Recusal Memo.

7. After signing the May 13, 2019 Recusal Memo, the employee performed inspections of work performed by the relative's company in July, August, September and October of 2019 and in June of 2020.

8. Employee's first level supervisor was aware that the employee was assigned to inspect work performed by the company, but nonetheless instructed the employee to complete the work.

#### **SUMMARY OF AGREEMENT ACCEPTED BY THE BOARD**

1. The employee acknowledged that Staff Counsel had evidence that if presented at a hearing before the Board could lead to a finding by a preponderance of the evidence that the employee violated § 1.70.170(a) of the Code of Ethics.

2. The Board accepted the Agreement as a compromise of the allegations made in the Complaint and the execution of the Agreement was not construed as an admission by employee of a violation of any provisions of the Code, including Section 1.70.170(a).

3. Upon acceptance of this Agreement, the Board issued a reprimand to the employee.

4. Upon acceptance of the Agreement, the Board recommended that no disciplinary action be taken by WSSC management against the employee.

5. Upon acceptance of this Agreement, the employee waived any formal proceedings and hearing.

6. The employee was represented by counsel during the proceedings.

