

CY  
**2025**



**Ethics  
Program  
Annual  
Report**

January 1, 2025 - December 31, 2025  
Angelique Dorsey White, Esq.  
Ethics Officer

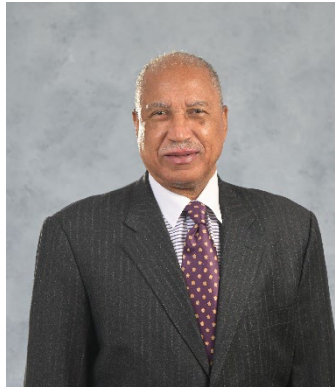


## CALENDAR YEAR 2025 ANNUAL ETHICS REPORT

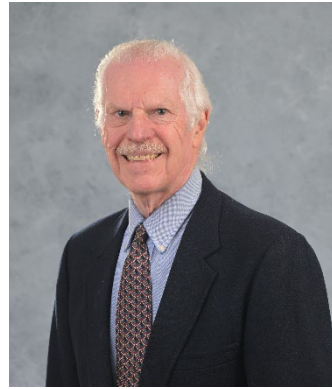
### COMMISSIONERS

Mark J. Smith, Chair  
Jonathan W. Powell, Vice Chair  
Lynnette D. Espy-Williams, Commissioner  
T. Eloise Foster, Commissioner  
Jeffrey M. Seltzer, Commissioner  
Regina Y. Speed-Bost, Commissioner

# WSSC WATER BOARD OF ETHICS



George E. Pruden, II  
Chair



Dr. Steven J. Hausman  
Member



Michael Kraft  
Member



Chandria L. Slaughter  
Alternate Member

## MESSAGE FROM THE ETHICS OFFICER

### Angelique Dorsey White, Esq.



In conjunction with the Board of Ethics, I am honored to present the Calendar Year (CY) 2025 Annual Ethics Program Report for the Washington Suburban Sanitary Commission. Each year, this report is more than a summary of activities—it is an opportunity to reaffirm how WSSC Water converts its commitment to integrity into meaningful action.

Integrity is not a single act, but a continuous commitment to doing what is right. Throughout CY 2025, the Ethics Office worked to strengthen the trust of employees, customers, and stakeholders by providing guidance on 174 matters. Our support ensured that all Board of Ethics meetings aligned with the Open Meetings Act and that regulatory requirements were met for the 21 matters considered. Together with the Human Resources Office, we advanced a culture of integrity by delivering Ethics training to 1,991 employees, including new hires and student interns representing the future of our workforce.

As Ethics Officer, it is my privilege to serve the 1.9 million residents of Montgomery County and Prince George’s County. The work highlighted in this report reflects our essential role in helping WSSC Water fulfill its Smart One Water Mission to ensure “all communities thrive by **ethically** delivering safe, reliable and sustainable water and wastewater services.”

With steadfast commitment.



Angelique Dorsey White, Esq.  
Ethics Officer

## Washington Suburban Sanitary Commission Annual Ethics Report Calendar Year 2025

### Regulatory Background

The Ethics Program at WSSC Water is established under the Maryland Public Ethics Laws, Title 19 of the Maryland Public Utilities Code and the WSSC Code of Regulations. This report covers conflicts of interest matters, filed financial disclosures statements, and reported lobbying activities occurring during Calendar Year 2025 (“CY 2025”) at Washington Suburban Sanitary Commission (“WSSC Water”). It has been prepared to fulfill the requirements contained in the Maryland Public Ethics Laws, Annotated Code, General Provisions Article §§ 5-823(d) and 5-830(d), WSSC Water Bylaws §§ 1.15.230, 1.15.240, and WSSC Code of Ethics § 1.70.140.

### Board of Ethics Overview

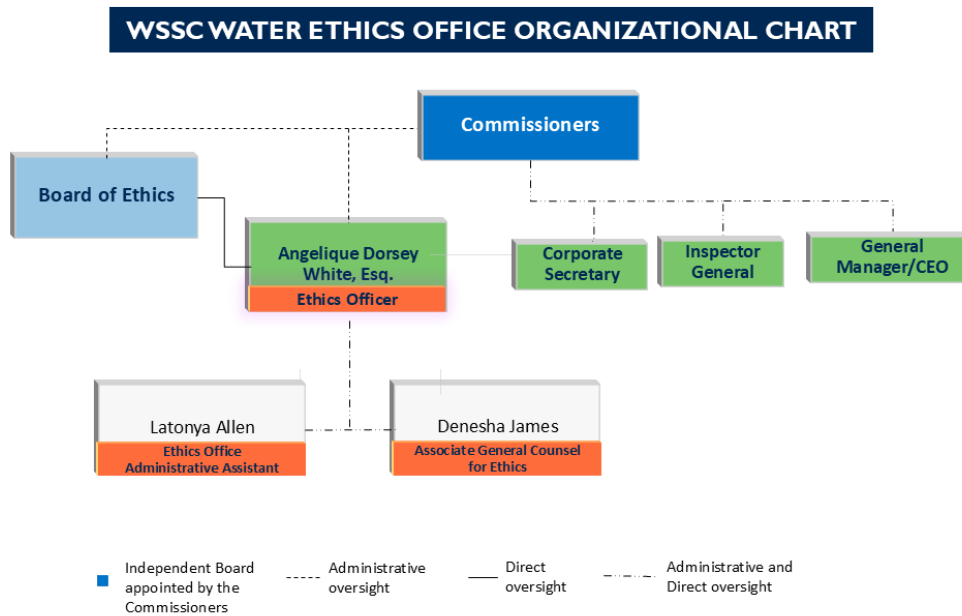
WSSC Water Commissioners have appointed an independent Board of Ethics (“Board”) to assist the agency in maintaining the highest professional and ethical standards. (See WSSC Code of Regulations, Subtitle III – Ethics). The Board consists of three regular members and one alternate member who are appointed by WSSC Water’s Commissioners. The members are not employees; they are customers who live within the WSSC Water sanitary district. Following are the Board members, with their county of residence, as of December 31, 2025:

- ◆ Mr. George Pruden, II – Chair (Prince George’s County),
- ◆ Dr. Steven Hausman (Montgomery County),
- ◆ Mr. Michael Kraft\* (Montgomery County), and
- ◆ Ms. Chandria Slaughter – Alternate (Prince George’s County).

\* WSSC Water also acknowledges the service of Jeffrey Hysen (Montgomery County), whose appointed term ended in 2025. Mr. Hysen served as a regular, at-large member of the Board from January 18, 2019, to September 20, 2025. We thank him for his years of service to the Board and WSSC Water.

## Ethics Program Overview

Public information about the ethics program is available to WSSC Water employees, contractors, customers, lobbyists, and other stakeholders through WSSC Water’s website. These pages are accessible through the “Who We Are” heading on the home page and directly by going to <https://www.wsscwater.com/boe>. This site provides information regarding the Board members, the Board’s areas of responsibility, the Ethics Program at WSSC Water, and contact information for the Ethics Office. Visitors to the page can access various documents, including WSSC Water’s Code of Ethics (“Code”), lobbyist registration information, and a list of entities doing business with (or regulated by) WSSC Water. The Board also publishes formal Advisory Opinions, Waiver Request decisions, and Complaint findings on the website.



The Commissioners have delegated to Ethics Officer Angelique Dorsey White, Esq. responsibility for directing the day-to-day ethics program for WSSC Water. This includes promoting ethical standards, ethics-related training, ethics program compliance, responding to potential ethical violations, and preparation of this report. Additionally, Denesha James joined the office as Associate General Counsel II for Ethics. In this newly created role, Ms. James focuses on investigations and compliance. Administrative support is provided by Latonya Allen.

## **Ethics Program Activities**

The Board of Ethics conducted twelve (12) regular meetings in CY 2025 to address matters within its purview including, but not limited to:

- ◆ Nine (9) Complaints (including one hearing);
- ◆ One (1) Advisory Opinion Request;
- ◆ Eleven (11) preliminary inquiries, or potential complaints, to determine whether to pursue a formal complaint; and
- ◆ Three (3) Fraud, Waste, and Abuse Hotline cases in collaboration with the Office of Inspector General and the Ethics Officer (OIG #380, #381, and #390).

Appendix A summarizes the formal Complaints, Advisory Opinion Requests, and Waiver Requests considered by the Board in CY 2025.

### *Case of Note: Complaint C-24-08*

Following a hearing, the Board found that a Utility Technician had given the contact information of multiple customers with on-property leaks to a close associate who no longer worked for WSSC Water. The associate then contacted customers to offer plumbing services to repair the leak. The associate charged the customers despite not holding a license to perform plumbing work within WSSC Water's sanitary district. The Board found the employee to have violated the Code of Ethics and WSSC Water decided to terminate the employment.

## **Lobbyists Reports**

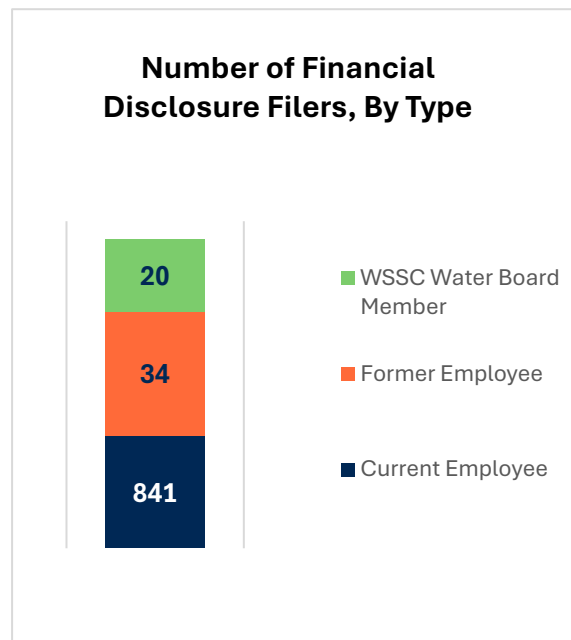
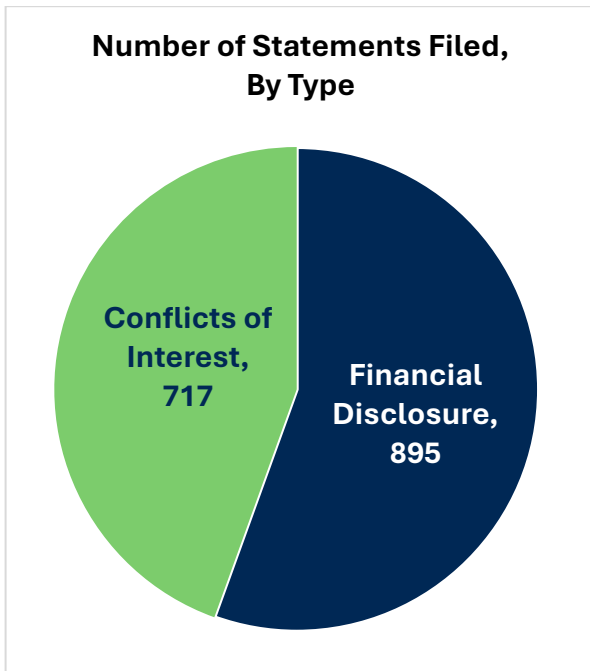
A person or organization lobbying WSSC Water is required to register as a lobbyist if there is: (1) communication to influence, and (2) lobbyist compensation or expenditures meeting or exceeding specified thresholds. (See Code Chapter 1.70.380).

Appendix B summarizes the lobbyist expenditures reported to WSSC Water for CY 2025.

## Financial Disclosure and Conflict of Interest Statements

WSSC Water collects information from employees to enable it to identify and manage conflicts of interest. Code Ch. 1.70.330 designates who must file financial disclosure statements annually. Additionally, Code Ch. 1.70.230 states that employees who are not required to file a financial disclosure statement must annually file conflicts of interest statements. In CY 2025, the Ethics Office received a total of 1,612 annual disclosure statements from all filers.

The charts below provide detail regarding the annual disclosure filings:



## Training

The Ethics Office provides a web-based training course so that employees can complete the one hour of ethics training required annually in accordance with Code Ch. 1.70.160. In total, 1,715 WSSC Water employees completed the CY 2025 web-based training by December 31, 2025.

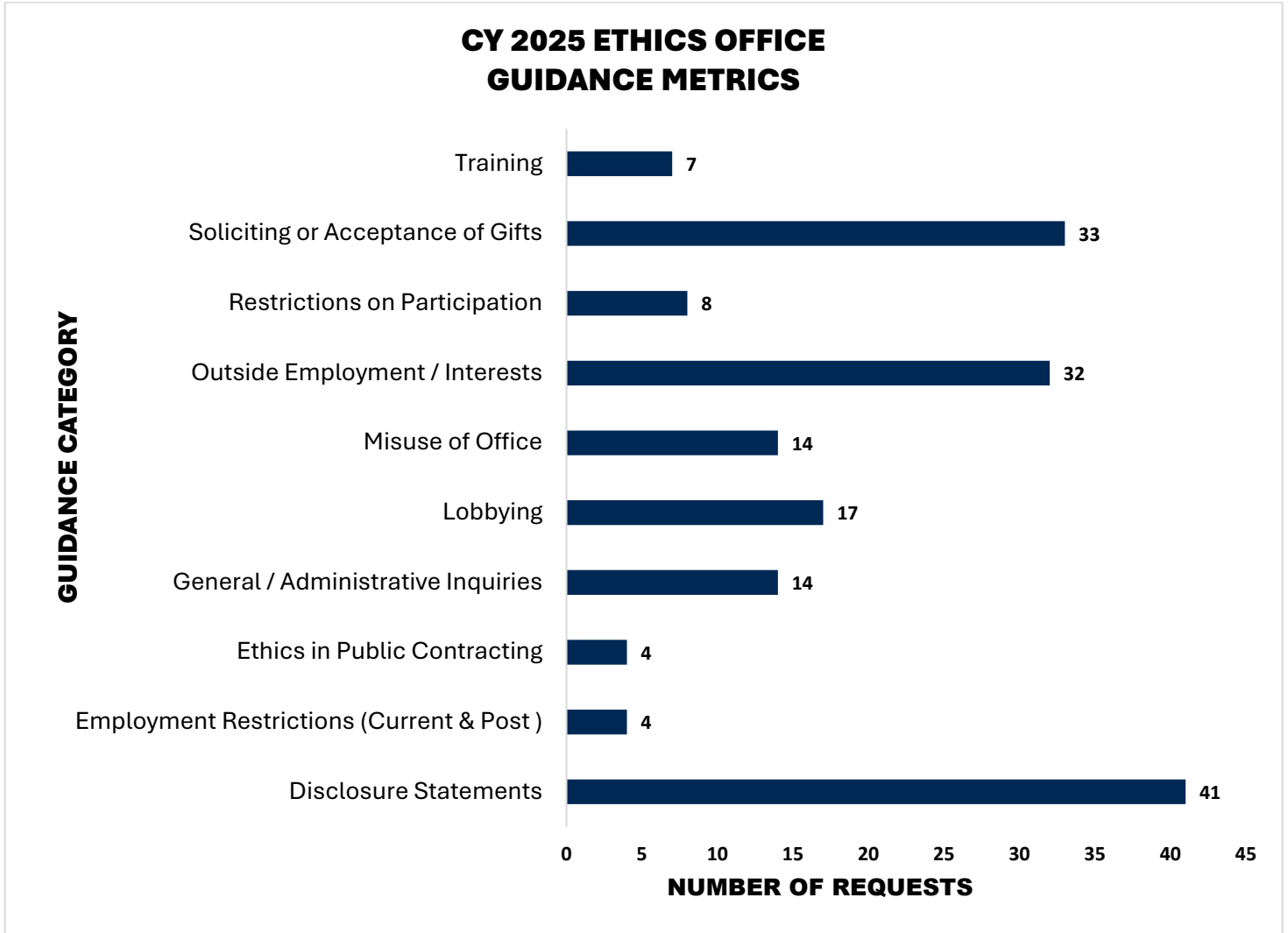


In conjunction with Human Resources, the Ethics Office presented twenty-six (26) live ethics training sessions to a total of 276 people (205 new employees and 71 student interns) during the onboarding process.

## Guidance and Informal Inquiries

The Ethics Office, serving as the primary point of contact for all ethics concerns, provided informal advice on 174 ethics inquiries.

The chart below contains the number of requests received by category.



## CONTACT US

Additional public information on the Ethics Office and the Board of Ethics is available on the WSSC Water website. We encourage anyone to contact the Ethics Office for guidance on the Code of Ethics or to report suspected ethics violations.

Website: <https://www.wsscwater.com/ethics>

Email: [EthicsQuestions@wsscwater.com](mailto:EthicsQuestions@wsscwater.com)

FWA Hotline: 1-877-WSSC-FWA (1-877-977-2392)

FWA Online: [www.reportlineweb.com/wssc](http://www.reportlineweb.com/wssc)

Mailing Address:

14501 Sweitzer Lane

Attn: Ethics Office

Laurel, MD 20707

# **APPENDICES**

Appendix A: Case Summaries

Appendix B: Lobbyists Expenditures

**CY 2025**  
**WSSC BOARD OF ETHICS MATTERS**

**ADVISORY OPINION REQUESTS**

<b>Matter No.</b>	<b>Matter Summary</b>	<b>WSSC Code of Ethics Provision(s) Referenced</b>	<b>Resolution/Status</b>
A-25-01	Guidance requested on whether there were any restrictions on an employee maintaining federal government employment under a Deferred Resignation Agreement after joining WSSC Water	1.70.180	Board provided guidance; Advisory Opinion # A-25-01 published on the Board of Ethics website.

**CY 2025  
WSSC BOARD OF ETHICS MATTERS**

**COMPLAINTS**

<b>Matter No.</b>	<b>Matter Summary</b>	<b>WSSC Code of Ethics Provision(s) Referenced</b>	<b>Resolution/Status</b>
C-24-08	A WSSC employee was alleged to have provided contact information for a customer with a leak to an associate offering plumbing services.	1.70.200(a) and (c) and 1.70.210	Violation found; Opinion published on the Board of Ethics website.
C-25-01	A WSSC employee was alleged to have failed to report outside employment	1.72.050	Complaint dismissed after investigation due to the Board's determination that the evidence did not merit further proceedings.
C-25-02	A WSSC employee was alleged to have a close personal relationship with a vendor's project manager which was influencing the the employee's management of the contract	1.70.200(a) and 1.70.020(a) and (b)	Complaint dismissed after investigation due to the Board's determination that the evidence did not merit further proceedings.
C-25-03	A WSSC employee was alleged to have accepted payment from a third-party organization for travel expenses for a conference that WSSC Water also covered	1.70.200(a) and 1.70.020(a) and (b)	Settlement agreement reached with reimbursement; case dismissed
C-25-04	A WSSC employee was alleged to have accepted payment from a third-party organization for travel expenses for a conference that WSSC Water also covered	1.70.200(a) and 1.70.020(a) and (b)	Settlement agreement reached with reimbursement; case dismissed

**CY 2025  
WSSC BOARD OF ETHICS MATTERS**

**COMPLAINTS**

<b>Matter No.</b>	<b>Matter Summary</b>	<b>WSSC Code of Ethics Provision(s) Referenced</b>	<b>Resolution/Status</b>
C-25-05	A WSSC employee was alleged to have accepted payment from a third-party organization for travel expenses for a conference that WSSC Water also covered	1.70.200(a) and 1.70.020(a) and (b)	Complaint dismissed after investigation due to the Board's determination that the evidence did not merit further proceedings.
C-25-06	A WSSC employee was alleged to have accepted payment from a third-party organization for travel expenses for a conference that WSSC Water also covered	1.70.200(a) and 1.70.020(a) and (b)	Settlement agreement reached with reimbursement; case dismissed
C-25-07	A prime contractor was alleged to have substituted subcontractors without notice in violation of the subcontracting plan submitted with with its contract award	1.70.260(d)	Complaint dismissed after investigation due to the Board's determination that the evidence did not merit further proceedings.

**CY 2025**  
**WSSC BOARD OF ETHICS MATTERS**

**WAIVER REQUESTS**

*No Waiver Requests Received*

## CY 2025 WSSC LOBBYIST ACTIVITY REPORT

LOBBYIST	COMPANY	DATE OF REGISTRATION	REPORTING PERIOD		TOTAL
			01/01/25 thru 06/30/25	07/01/25 thru 12/31/25	
Brian Anleu	Apartment and Office Building Association of Metropolitan Washington	01/06/23	\$0.00	\$0.00	\$0.00
Hugo Cantu	Apartment and Office Building Association of Metropolitan Washington	08/06/24	\$0.00	\$0.00	\$0.00
Brad Frome <sup>#</sup>	Calvin Cafritz Enterprises (Riverdale Park Station)	02/21/20	\$22,500.00	\$22,500.00	\$45,000.00
Justin Ross <sup>#</sup>	Calvin Cafritz Enterprises (Riverdale Park Station)	02/21/20	\$22,500.00	\$22,500.00	\$45,000.00
Corey Griffin	Global Government and Industry Partners	05/26/25	\$17,000.00	\$17,000.00	\$34,000.00
Janelle Bruce <sup>^</sup>	Omega Supply Services, Inc	05/23/24	\$0.00	\$0.00	\$0.00
Steven Silverman <sup>*</sup>	Washington Property Company	11/14/23	\$0.00	\$0.00	\$0.00
<b>Total Compensation and Expenses</b>			<b>\$62,000.00</b>	<b>\$62,000.00</b>	<b>\$124,000.00</b>

<sup>^</sup> Termed 01/29/25

<sup>\*</sup> Termed 01/23/25

<sup>#</sup> Termed 12/31/25

Appendix B  
CY 2025 WSSC Board of Ethics Annual Report  
Submitted on April 8, 2026

