



Legal Affairs

**STATE OF CONNECTICUT
DEPARTMENT OF CORRECTION
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MEMORANDUM

TO: All DOC Employees

FROM: Sandra Sharr, Legal Director

DATE: July 30, 2009

RE: Ethics Opinion Regarding Employing Subordinates or Supervisors

All DOC employees should be aware of an advisory opinion from the Citizen's Ethics Advisory Board which decided that employing a subordinate or supervisor in outside employment violates the Code of Ethics.

The Board concluded that it is impermissible under the Code of Ethics for a state employee to employ either a supervisor or a subordinate in the employee's outside business. The Office of State Ethics has advised us that this prohibition includes more informal arrangements, such as a situation in which a supervisor or subordinate pays somebody above or below him or her in the chain of command to perform work on his or her house. The Office of State Ethics found that situations involving the hiring of a supervisor or subordinate would involve an impermissible impairment of independence of judgment. The prohibition applies to more than just immediate supervisors and immediate subordinates because the Board defined "supervisor" as all individuals above a state employee in the chain of command and "subordinate" as all individuals below a state employee in the chain of command.

This opinion only applies to work undertaken for financial gain. The Office of State Ethics has informed us that it does not prohibit endeavors undertaken as hobbies or solely for charitable, educational, or public service purposes when no compensation is provided to the individual, his or her immediate family or a business with which the individual is associated.

The full text of the advisory opinion (#2008-05) can be accessed on the Office of State Ethic's website at: <http://www.ct.gov/ethics/cwp/view.asp?a=2305&q=420120>.