

STATE OF NEW JERSEY  
STATE ETHICS COMMISSION  
Post Office Box 082  
Trenton, New Jersey 08625-0082  
(609) 292-1892

STATE OF NEW JERSEY  
STATE ETHICS COMMISSION  
COMMISSION CASE NO. 05-18

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**IN THE MATTER OF  
ABIGAIL OCAMPO,  
SUPERVISING FAMILY SERVICE  
SPECIALIST 1,  
DEPARTMENT OF CHILDREN AND  
FAMILIES**

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**Administrative Action  
CONSENT ORDER**

WHEREAS, the State Ethics Commission (Commission) is authorized to initiate, receive, investigate, review and hear complaints regarding violations of the New Jersey Conflicts of Interest Law, *N.J.S.A. 52:13D-12 et seq.* (Conflicts Law), applicable rules of the Commission, *N.J.A.C. 19:61-1.1 et seq.*, the Uniform Ethics Code, and any agency code of ethics by any State officer or employee or special State officer or employee; and

WHEREAS, this matter was brought before the Commission by a complaint filed with the Commission; and

WHEREAS, the Commission conducted an investigation of all the matters and issues raised by the complaint; and

WHEREAS, as a result of the investigation, the Commission and Abigail Ocampo (Ocampo) desire to enter into a final and complete resolution of all of the matters and issues raised thereby;

IT IS THEREFORE agreed by the parties as follows:

1. Ocampo has been a Supervising Family Specialist 1 at the Department of Children and Families (DCF), Division of Child Protection and Permanency (DCPP), Somerset Local Office (DCPP Somerset) since August of 2011. She was transferred to another location in 2019. At all times relevant to this matter, Ocampo was a State employee subject to the Conflicts Law.

2. In March of 2017, the New Jersey Department of Human Services selected Bridgeway Rehabilitation Services (Bridgeway) to deliver mental health services, such as psychiatric screenings on suicidal patients, for Somerset County. Before that date, Psychiatric Emergency Screening Services in Somerset County (Somerset PESS) provided these services.

3. Ocampo was employed by Somerset PESS from 2007 until March 2017. She began working as a Clinical Supervisor for Bridgeway in March of 2017. Ocampo submitted multiple Outside Activity Questionnaires (OAQs) for these positions, each of which was approved subject to the condition that she maintain compliance with the Conflicts Law and Uniform Ethics Code. Additionally, the OAQ approvals included the restriction that she was to have no contact “with DCF, CSOC, or DCP&P clients or employees of any State Agency acting in their official capacity while [she is] engaged in any outside activity.”

4. While on State time, Ocampo used her State computer and State email address to contact and receive emails from Bridgeway and Somerset PESS while holding outside employment with these companies. From January of 2007 until August of 2018, Ocampo sent 1,490 outgoing emails to Bridgeway and Somerset PESS staff, most of which were unrelated to her State duties.

5. While on State time, Ocampo also used her State computer to access and edit documents related to her outside business activities, such as Bridgeway and Somerset PESS schedules and meeting minutes. The time she spent editing the meeting minutes ranged from a few

minutes to over fifty minutes. In addition, there were over fifty emails on Ocampo's State computer hard drive related to scheduling issues for her outside employers and over ten emails related to meeting minutes.

6. In one instance, Ocampo answered a call on her cell phone while in her State office related to her outside position because the Somerset PESS hotline was forwarded to her cell phone.

7. Ocampo was involved in State matters concerning her outside employers. On multiple occasions, Ocampo set up psychiatric screenings for State clients at Somerset PESS and later Bridgeway as these were the closest and most predominantly utilized psychiatric screening centers by DCPD Somerset.

8. In the course of her employment with Bridgeway and Somerset PESS, Ocampo had contact with DCPD Somerset staff and was involved in DCPD Somerset matters. These actions included speaking to State employees and giving updates on State clients who were seen at Bridgeway or Somerset PESS on behalf of her outside employers, referring Bridgeway clients to DCPD Somerset if there was suspicion of abuse or neglect of a child, and providing records on behalf of her outside employers to DCPD Somerset when releases were signed for same.

9. Although Ocampo did not recuse from matters involving her outside employers, there was no evidence that she used her State position to seek or obtain any unwarranted benefits for her outside employers or herself, nor that she disclosed any confidential information to her outside employers.

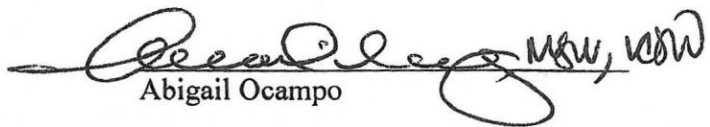
10. It is the Commission's position that Ocampo violated sections 23(e)(3) and 23(e)(7) of the Conflicts Law by utilizing her State computer, State email, and State time to conduct her outside employment activities. It is also the Commission's position that Ocampo violated *N.J.A.C.* 19:61-7.4 (the Commission's recusal rule), and sections 23(e)(4) and 23(e)(7) of the Conflicts

Law, through her involvement on behalf of the State on matters concerning her outside employers as well as her involvement on DCPD Somerset matters on behalf of her outside employers.


11. It is Ocampo's position that she only utilized her State computer and email for matters concerning her outside employers while on scheduled breaks and that she did not work on any matters for her outside employers that involved or related to her State duties. Ocampo acknowledges, however, that she was sometimes involved in State matters concerning her outside employers because they were part of her State duties.

12. In hindsight, Ocampo acknowledges that her work on matters concerning her outside employers while in the State office and her use of State resources on matters concerning her outside employers violated section 23(e)(3) of the Conflicts Law and that her actions also created the reasonable impression that she was engaged in conduct violative of the public trust in violation of section and 23(e)(7) of the Conflicts Law. Additionally, Ocampo acknowledges that her involvement in State matters concerning her outside employers, as well as her involvement in State matters on behalf of her outside employers, created the reasonable impression that she was engaged in conduct violative of the public trust in violation of section 23(e)(7) of the Conflicts Law, and that she was obligated to recuse from those matters pursuant to *N.J.A.C.* 19:61-7.4 and section 23(e)(4) of the Conflicts Law.


13. In consideration of the above, Ocampo agrees to pay a civil penalty in the amount of \$3,500 to resolve this matter, which shall be paid as follows: an initial installment of \$500 due within thirty (30) days of the date on which this Consent Order is fully executed. The balance is due on or before six (6) months of the date on which this Consent Order is fully executed.

  
Abigail Ocampo

Dated: 10/24/19

  
State Ethics Commission  
By: Joseph P. LaSala, Chair

Dated: 12/9/19

  
State Ethics Commission  
By: Mark T. Holmes, Executive Director

Dated: 12/3/19