



**State of New Jersey**  
STATE ETHICS COMMISSION

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[WWW.NJ.GOV/ETHICS](http://WWW.NJ.GOV/ETHICS)

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EXECUTIVE DIRECTOR

March 23, 2022

Catherine Schafer  
Ethics Liaison Officer  
Department of Children and Families  
PO Box 717  
Trenton, New Jersey 08625  
*Via email ONLY:* [ethics@dcf.nj.gov](mailto:ethics@dcf.nj.gov)

Re: Waiver to the Provisions of *N.J.S.A. 52:13D-17.2(b)*

Dear Ms. Schafer:

At its March 22, 2022 meeting, the State Ethics Commission considered the Department's request on behalf of Nancy Gilliano, Family Service Specialist I, Department of Children and Families, whose daughters, Brooke and Britt Gilliano, are currently employed by the Tropicana Hotel and Casino as Waitresses. Based on the facts and circumstances set forth below, the Commission granted a waiver of the general prohibition of section 17.2(b).

Generally, Section 17.2(b) of the Conflicts Law prohibits all State officers and employees and members of their immediate families from holding an interest in, holding employment with, representing, appearing for, or negotiating on behalf of the holder of, or applicant for, a casino license or any holding or intermediary company with respect thereto. However, the statute also contains the following exception language:

except that ... a member of the immediate family of a State officer or employee, or person, may hold employment with the holder of, or applicant for, a casino license if, in the judgment of the State Ethics Commission ... such employment will not interfere with the responsibilities of the State officer or employee, or person, and will not create a conflict of interest, or reasonable risk of the public perception of a conflict of interest, on the part of the State officer or employee, or person ....

The Commission agrees that there is no conflict between Ms. Gilliano's position at the Department of Children and Families and her daughters' employment with the Tropicana Hotel and Casino.

Ms. Gilliano's position and her daughters' employment do not overlap, and there is no conflict of interest or reasonable risk of the public perceiving any kind of conflict between her position and her daughters' casino employment.

Based on the facts and circumstances set forth above, the Commission granted the waiver of the general prohibition of section 17.2(b) in the case of Nancy Gilliano and her daughters, Brooke and Britt Gilliano.

Very truly yours,

STATE ETHICS COMMISSION



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For the Commission  
Mark T. Holmes  
Executive Director

MTH/sc  
*Exit\_Gilliano\_DCF\_CW\_2022*