



State of New Jersey

STATE ETHICS COMMISSION

PO BOX 082
TRENTON, NJ 08625-0082
WWW.NJ.GOV/ETHICS

PHILIP D. MURPHY
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CHAIR

MARK T. HOLMES, ESQ.
EXECUTIVE DIRECTOR

January 30, 2019

Kya Saunders
Ethics Liaison Officer
Department of Human Services
Division of Developmental Disabilities
P.O. Box 700
Trenton, NJ 08625-0340

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

Dear Ms. Saunders:

At its June 5, 2019 meeting, the State Ethics Commission considered your request on behalf of Michael A. Luko, Senior Police Officer, Department of Human Resources, whose son, Michael T. Luko, is currently employed by Bally's Hotel and Casino as a carpenter. 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

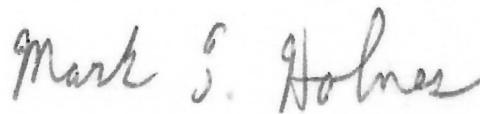
The Commission agrees that there is no conflict between Mr. Luko's position at Department of Human Services and his son's employment with Bally's Hotel and Casino. Mr.

Luko's position and his son's employment do not overlap, and there is no conflict of interest or reasonable risk of the public perceiving any kind of conflict between his position and his son's 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 Michael A. Luko and his son Michael T. Luko.

Very truly yours,

STATE ETHICS COMMISSION



For the Commission
Mark T. Holmes
Executive Director

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