



STATE OF INDIANA
OFFICE OF THE GOVERNOR
State House, Second Floor
Indianapolis, Indiana 46204

Eric J. Holcomb
Governor

INDIANA
STATE ETHICS COMMISSION

JAN 21 2021

IC 4-2-6-11
Post-employment waiver

FILED

As the Appointing Authority of the Office of the Governor, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Britni Saunders in her post-employment with Deloitte Consulting LLC.

I understand that I must file and present this waiver to the State Ethics Commission at their next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

- A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of *(Please indicate the specific restriction in 42 IAC 1-5-14 (IC 4-2-6-11) you are waiving)*:
- IC 4-2-6-11(b)(1): 365 day required "cooling off" period before serving as a lobbyist.
 - IC 4-2-6-11(b)(2): 365 day required "cooling off" period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.
 - IC 4-2-6-11(b)(3): 365 day required "cooling off" period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.
 - IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker. *(Please provide a brief description of the specific particular matter(s) to which this waiver applies below)*:

B. IC 4-2-6-11(g)(2) requires that an agency's appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization. Please provide the requested information in the following five (5) sections to fulfill this requirement.

1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:

Ms. Saunders served as the Director of the Indiana State Personnel Department ("SPD"), the centralized human resource (HR) service responsible for the Executive Branch of Indiana state government from 2017 until November 2020. As the Director of SPD, Ms. Saunders had substantial decision-making authority over policies, rules, and contracts.

With respect to Deloitte, her intended employer, Ms. Saunders participated in the procurement of actuarial services for the State's health plan in the summer of 2019, which resulted in an award to Deloitte. Ms. Saunders approved and signed this contract on behalf of SPD. SPD previously contracted all benefits consultation services with Mercer and later split this contract in two. This allowed SPD to keep pharmaceutical consultation with Mercer and health plan actuarial services with another company. Deloitte was competitively procured for these services as part of the RFP process.

In addition, Ms. Saunders also participated in a procurement process for software implementation services in September 2017. This resulted in a failed contract negotiation with Deloitte due to price and an implementation approach that would not work for the State.

2. Please describe the nature of the duties to be performed by the employee for the prospective employer:

In her intended employment with Deloitte, Ms. Saunders' duties would include selling and delivering human capital-related consulting services to state and local governments throughout the United States. She would also be responsible for providing subject matter expertise on various HR-related projects. Ms. Saunders, however, would not do any work for or with the government of the state of Indiana in her work with Deloitte. She would not be lobbying Indiana state government agencies in this position and further, would have no interaction with the Indiana state government.

3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is likely to involve matters where the agency has the discretion to make decisions based on the work product of the employee:

Ms. Saunders will not have direct or indirect contact with Indiana state government in her role with Deloitte.

4. Please explain whether the prospective employment may be beneficial to the state or the public, specifically stating how the intended employment is consistent with the public interest:

Ms. Saunders' intended employment is consistent with the public's interest because it will allow her to bring necessary insight regarding the needs of governments to a private sector employer that is utilized by governments at various levels. This will ultimately result in better services being provided to governments.


5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Denial of this waiver would result in substantial economic hardship for Ms. Saunders and would prohibit her from an opportunity to grow professionally.

C. Signatures

1. Appointing authority/state officer of agency

By signing below I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee or special state appointee who obtains the waiver before engaging in the conduct that would give rise to a violation.

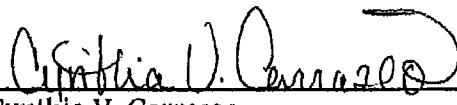


Earl Goode

1/11/2021
DATE

2. Ethics Officer of agency


By signing below I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).



Cynthia V. Carrasco

1/11/2021
DATE

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY	
Approved by State Ethics Commission	
 _____ Katherine Noel, Chair, State Ethics Commission	<u>1-21-2021</u> Date