



**ETHICS DISCLOSURE STATEMENT**  
**CONFLICTS OF INTEREST – DECISIONS AND VOTING**  
 State Form 55860 (R / 10-15)  
 OFFICE OF THE INSPECTOR GENERAL  
 IC 4-2-6-9

INDIANA  
 STATE ETHICS COMMISSION

DEC 07 2020

**FILED**

In accordance with IC 4-2-6-9, you must file your disclosure with the State Ethics Commission no later than seven (7) days after the conduct that gives rise to the conflict. You must also include a copy of the notification provided to your agency appointing authority and ethics officer when filing this disclosure. This disclosure will be posted on the Inspector General's website.

Name ( <i>last</i> ) Groce	Name ( <i>first</i> ) Samantha	Name ( <i>middle</i> ) Kae
Name of office or agency Office Water Quality - IN Dept. Environmental Mgmt		Job title Chief OWQ Enforcement Wastewater Insp.
Address of office ( <i>number and street</i> ) 100 N. Senate Avenue		City Indianapolis
Office telephone number ( 317 ) 234-6233		ZIP code 46204
Office e-mail address ( <i>required</i> ) sgroce@idem.in.gov		

Describe the conflict of interest:  
 I have applied for a position with Monroe County there is a potential that my current duties including coordination of wastewater, drinking water, and stormwater enforcement referrals, managing OWQ Enforcement and wastewater inspection staff performance goals and annuals reviews, reviewing of wastewater technical reports and OWQ enforcement case documents could overlap with my new role.

Describe the screen established by your ethics officer: *(Attach additional pages as needed.)*

**AFFIRMATION**

Your signature below affirms that your disclosures on this form are true, complete, and correct to the best of your knowledge and belief. In addition to this form, you have attached a copy of your written disclosure to your agency appointing authority and ethics officer.

Signature of state officer, employee or special state appointee	Date signed <i>(month, day, year)</i> 12/07/2020
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Printed full name of state officer, employee or special state appointee  
Samantha Groce s/Samantha Groce

**FOR ETHICS OFFICER USE ONLY**

Your signature below affirms that you have reviewed this disclosure form and that it is true, complete, and correct to the best of your knowledge and belief. You also attest that your agency has implemented the screen described above.

Signature of ethics officer	Date signed <i>(month, day, year)</i> 12/07/2020
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Printed full name of ethics officer  
James M French s/James M French

**Protocol to Screen  
Samantha Groce  
from Any Matters Regarding Monroe County**

Ms. Samantha Groce is employed by IDEM as a Section Chief in the Office of Water Quality (OWQ) Enforcement and Wastewater Inspections Section. Her current duties include coordination of wastewater, stormwater, and drinking water enforcement referrals, managing Enforcement and Wastewater Inspection staff performance goals and annual reviews, and review wastewater technical reports and OWQ Enforcement case documents, where Ms. Groce is involved in decision-making and voting.

IDEM OWQ has a business and regulatory relationship with the Monroe County Municipal Separate Storm Sewer System. Therefore, IDEM will institute the following protocol to make sure Ms. Groce is screened from any potential conflict of interest regarding Monroe County.

1. Ms. Groce shall recuse herself from the portion of any meeting in which discussions specific to Monroe County, or any of its clients or interests are discussed or are expected to be discussed.
2. Ms. Groce shall not discuss any matter involving Monroe County or its clients with any other IDEM employee.
3. Ms. Groce shall not participate in decisions regarding or relating to Monroe County or any of its clients.
4. Ms. Groce shall not access any correspondence or files relating to or involving Monroe County or its clients. Such documents, if not a matter of public record in IDEM's Virtual File Cabinet, shall be housed with the employee assigned to the matter or kept where Ms. Groce does not have access to alter the documents.
5. Ms. Groce shall immediately inform IDEM Ethics Officer James French if any provision of this screening protocol is violated.
6. Ms. Groce shall follow IC 4-2-6-9(b) and file a written disclosure statement with the State Ethics Commission.
7. All signatories to this screening protocol shall review it within thirty (30) days from the date of the last signature to assure it has been followed and determine if the circumstances have changed to make the protocol no longer necessary.

s/Samantha Groce  
Samantha Groce  
Section Chief, Enforcement and Wastewater Inspections Section  
Office of Water Quality

12/4/2020  
Date

s/James French  
James French  
Ethics Officer  
Office of Legal Counsel

12/4/2020  
Date

s/Jason House  
Jason House  
Branch Chief, Compliance and Enforcement Branch  
Office of Water Quality

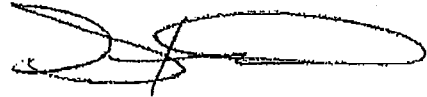
12/4/2020  
Date

December 4, 2020

Bruno,

I have applied for the MS4 Coordinator position and was extended an opportunity to interview, which I have done. This has happened very quickly as they are hoping to make a decision as soon as possible. I respect you and appreciate the support you have provided me and want to maintain the good working relationship we have, so I want to be transparent with you. Please understand that the opportunity allows for financial growth and that is a big consideration for me. I did not apply because I am dissatisfied with my current position nor was I actively pursuing another job. I enjoy the people that I work with and the challenges my current position creates. If I were to receive and accept an offer I understand the bind this could leave the agency in and I will do everything I can to keep you informed. Again, I just wanted to make you aware of what was going on. I will let you know when I hear something.

Thank you,



Sumantha,

Thank you for letting me know about the opportunity. I wish you all the best moving forward, & know whether you are at IDEM or elsewhere, you will do a terrific job.

