

PRE-COMPLAINT DISPOSITION AGREEMENT

This Agreement made this 18th day of September, 2026, by and between Tiffani Johnson, former Deputy Secretary of Support Services, Maryland Department of Juvenile Services, and Katherine P. Thompson, Staff Counsel to the State Ethics Commission (hereinafter "Staff Counsel").

The State Ethics Commission ("the Commission") is the executive agency of the State of Maryland established by Chapter 513, Acts 1979 for the purpose of enforcing the Maryland Public Ethics Law (General Provisions Article, Title 5, Annotated Code of Maryland), (hereinafter "the Ethics Law") including the provisions of Subtitle 5, Conflicts of Interest.

AGREED STATEMENT OF FACTS

1. Tiffani Johnson was, at all times relevant to this matter, employed by the Maryland Department of Juvenile Services ("DJS"), an executive agency of the State of Maryland, and an employee subject to the conflicts of interest provisions of the Ethics Law.
2. Ms. Johnson previously served as Deputy Secretary of Support Services for DJS. According to the website for DJS, the Department is responsible for managing and treating youth involved in the juvenile justice system.
3. In August 2025, the Commission received an anonymous complaint reporting Ms. Johnson had participated in matters involving a qualifying relative in her State position. The Commission placed this matter on the docket at its meeting on November 13, 2025, and directed Staff Counsel to conduct a preliminary inquiry. During the inquiry into this matter, DJS staff cooperated and provided assistance to Commission staff. Staff Counsel and other Commission staff spent numerous hours reviewing documents for this inquiry.
4. Ms. Johnson, in her former capacity as Deputy Secretary of Support Services for DJS, responded to external email inquiries regarding general job opportunities for a family member through another State employee. Her qualifying relative was subsequently hired at Ms. Johnson's agency, but Ms. Johnson did not participate in her qualifying relative's hiring process. She did fail to enter into a non-participation plan related to her qualifying relative who was hired in her supervisory chain.
5. Ms. Johnson has been forthright in her cooperation with Staff Counsel's review of this matter. Ms. Johnson's activities did not include participation in or influence over any State hiring process or decision. Her qualifying relative has been moved to another chain of command, and no additional ethics violations were found during Staff Counsel's inquiry into the matter.

6. Section 5-506(a)(1)(i) of the Ethics Law prohibits a State employee or official from intentionally using the prestige of his or her office for his or her own private gain or that of another. The Commission, through its published opinions, has interpreted the prestige provision to mean that State employees should not use any State resources, such as State computers, State-issued email accounts, or State time for activities unrelated to their State duties. (Op. No. 08.01).
7. Ms. Johnson is voluntarily entering into this Agreement to admit certain violations of the Ethics Law, to accept certain sanctions, and to resolve the matter now pending against her without the issuance of a complaint and a hearing before the Commission.

NOW THEREFORE, in consideration of the agreed facts contained herein, and effective on the date of the Commission's acceptance of the terms of this Agreement, Tiffani Johnson and Katherine P. Thompson, Staff Counsel, agree as follows:

- A. Ms. Johnson admits that using State resources to conduct an activity related to a personal matter or for the benefit of another is a violation of the prohibition against using the prestige of one's office for their private gain or that of another contained in § 5-506(a)(1)(i) of the Ethics Law.
- B. Ms. Johnson understands that violations of the conflicts of interest provisions of the Ethics Law may result in civil fines pursuant to § 5-902 of the Ethics Law. Ms. Johnson further agrees to pay, in lieu of potential fines, the sum of ONE HUNDRED and no/100 DOLLARS (\$100.00) for the above admitted violations of the Ethics Law. That said sum will be paid by check or money order payable to the "State of Maryland" in care of the Commission on or before June 25, 2026. The fee shall be distributed to the Fair Campaign Financing Fund established under § 15-103 of the Fair Campaign Finance Article. If the fee is not paid, it is agreed that the matter will be transferred to the Maryland State Central Collection Unit for the purpose of collecting the monies owed.
- C. This Agreement will serve as a reprimand to Ms. Johnson effective the date of the Commission's acceptance of this Agreement.
- D. Ms. Johnson waives any formal proceedings and hearing in this matter (if the Commission accepts this Agreement) and agrees that acceptance of this Agreement by the Commission constitutes a final action and finding of violation by the Commission.
- E. Ms. Johnson further agrees that this Agreement is not subject to the confidentiality provisions of the Ethics Law and will be public information unless otherwise protected.

- F. Upon execution of this Agreement by Ms. Johnson, Staff Counsel will recommend that the Commission suspend any further proceedings against Ms. Johnson.
- G. In the event the Commission declines to accept this Agreement, both Ms. Johnson and Staff Counsel are relieved of their respective obligations hereunder, and neither this Agreement, nor any admission it may contain, shall be admissible in any subsequent proceeding by the Commission.
- H. That Ms. Johnson and Staff Counsel are entering into this Agreement for the sole purpose of resolving the matters involved in the Commission's preliminary inquiry into this matter and for no other purpose.

IN WITNESS WHEREOF, Tiffani Johnson and Katherine P. Thompson, Staff Counsel, State Ethics Commission, have hereunto set their hands



Katherine P. Thompson, Staff Counsel
State Ethics Commission
45 Calvert Street, 3rd Floor
Annapolis, Maryland 21401
(410) 260-7770



Tiffani Johnson

State of Maryland,
County of Anne Arundel, to wit:

Before me, the undersigned, a Notary Public in and for the State and County aforesaid, personally appeared Katherine P. Thompson, Staff Counsel to the State Ethics Commission, who made oath on this 18th day of September, 2026, in due form of law that she executed this Agreement for the purposes therein contained.

[REDACTED]
Notary Public

My Commission Expires: June 20, 2029



Accepted by the Commission

[REDACTED]
Craig D. Roswell, Chair
for the Commission

Date: Sept. 17, 2026