

BEFORE THE WASHINGTON STATE
EXECUTIVE ETHICS BOARD

In the Matter of:

Katie Worl

Respondent.

No. 2017-023

STIPULATED FACTS,
CONCLUSIONS OF LAW AND
AGREED ORDER

THIS STIPULATION is entered into by Respondent, KATIE WORL, and Board Staff of the WASHINGTON STATE EXECUTIVE ETHICS BOARD (Board) through Kate Reynolds, Executive Director, pursuant to chapter 42.52 RCW, chapter 34.05 RCW, and WAC 292-100-090(1). The following stipulated facts, conclusions of law, and agreed order will be binding upon the parties if fully executed, and if accepted by the Board without modification(s), and will not be binding if rejected by the Board, or if the Respondent does not accept the Board's proposed modification(s), if any, to the stipulation. This stipulation is based on the following:

A. STIPULATED FACTS

1. On June 16, 2017, the Executive Ethics Board (Board) initiated a complaint referred by the State Auditor's Office (SAO) alleging that Katie Lloyd (Worl) (Ms. Worl), Social Service Specialist with the Department of Social and Health Services (DSHS), used state resources (emails) for her private benefit.
2. For all times pertinent to this investigation, Ms. Worl was a Social Service Specialist with DSHS.
3. The SAO reviewed Ms. Worl's Outlook emails for the period of September 1, 2015 through August 2, 2016.

4. The SAO investigator found 222 emails believed to be personal and not work related. In November 2015, Ms. Worl sent/received 54 emails. Most of the emails were related to her child's education, child support, and a vehicle loan.

5. The SAO investigation also found evidence of personal use of the state's printer/scanner to print/scan documents related to child support and a car loan.

6. Ms. Worl acknowledged her use of the state email system indicating that it was easier to write an email on her work computer than to stop what she was doing and use her personal phone. Ms. Worl also acknowledged that she used the state's printer/scanner for personal reason but believed it was a minimal amount.

7. Ms. Worl indicated in a response to Board staff that she used her work email to communicate with her son's teachers and counselors but believed her use to be brief and infrequent.

8. Ms. Worl also indicated in a response to Board staff that she used the state's printer/scanner on a couple of occasions to print documents related to her son's football and 4-H activities. Ms. Worl further indicated that she believed the use was minimal and has not used the printer since being notified of the investigation.

9. Ms. Worl indicated in a response to Board staff that she use the scanner to send documents related to a car loan and child support. Again, Ms. Worl indicated that she believed the use was minimal and she has not used the scanner since being notified of the investigation.

B. CONCLUSIONS OF LAW

1. The Ethics in Public Service Act, Chapter 42.52 RCW, prohibits state employees from using state resources for their benefit. RCW 42.52.160(1) states:

No state officer or state employee may employ or use any person, money, or property under the officer's or employee's official control or direction, or in his or her official custody, for the private benefit or gain of the

officer, employee, or another.

2. Based on the stipulated facts above, Ms. Worl used state resources for a private benefit in violation of RCW 42.52.160.

3. The Board is authorized to impose sanctions for violations to the Ethics Act pursuant to RCW 42.52.360. The Board has set forth criteria in WAC 292-120-030 for imposing sanctions and consideration of any mitigating or aggravating factors.

C. AGGRAVATING AND MITIGATING FACTORS

In determining the appropriateness of the civil penalty, the Board reviewed the criteria in WAC 292-120-030. In the matter at hand, it is an aggravating factor these types of violations significantly reduce the public respect and confidence in state government employees.

D. STIPULATION AND AGREED ORDER

1. Pursuant to chapter 42.52 RCW, the Executive Ethics Board has jurisdiction over Katie Worl and over the subject matter of this complaint.

2. Under RCW 34.05.060, the Board can establish procedures for attempting and executing informal settlement of matters in lieu of more formal proceedings under the Administrative Procedures Act, including adjudicative hearings. The Board has established such procedures under WAC 292-100-090.

3. Pursuant to WAC 292-100-090(1), the parties have the authority to resolve this matter under the terms contained herein, subject to Board approval.

4. Katie Worl agrees that if any or all of the alleged violations were proven at a hearing, the Board may impose sanctions, including a civil penalty under RCW 42.52.480(1)(b) of up to \$5,000, or the greater of three times the economic value of anything received or sought in violation of

chapter 42.52 RCW, for each violation found. The Board may also order the payment of costs, including reasonable investigative costs, under RCW 42.52.480(1)(c).

5. Katie Worl further agrees that the evidence available to the Board is such that the Board may conclude she violated the Ethics in Public Service Act. Therefore, in the interest of seeking an informal and expeditious resolution of this matter, the parties agree to entry of the stipulated findings of fact, conclusions of law and agreed order.

6. Katie Worl waives the opportunity for a hearing, contingent upon acceptance of this stipulation by the Board, or her acceptance of any modification(s) proposed by the Board, pursuant to the provisions of WAC 292-100-090(2).

7. If the Board accepts this stipulation, the Board agrees to release and discharge Katie Worl from all further ethics proceedings under chapter 42.52 RCW for any allegations arising out of the facts in this matter, subject to payment of the full amount of the civil penalty due and owing, any other costs imposed, and compliance with all other terms and conditions of the stipulation. Katie Worl in turn agrees to release and discharge the Board, its officers, agents and employees from all claims, damages, and causes of action arising out of this complaint and this stipulation.

8. If the Board accepts this stipulation, it does not purport to settle any other claims between Katie Worl and the Washington State Executive Ethics Board, the State of Washington, or other third party, which may be filed in the future. No other claims of alleged violations are pending against Katie Worl at this time.

9. If the Board accepts this stipulation, it is enforceable under RCW 34.05.578 and any other applicable statutes or rules.

10. If the Board rejects this stipulation, or if Katie Worl does not accept the Board's proposed modification(s), if any, this matter will be scheduled for an administrative hearing before the Board. If

an administrative hearing is scheduled before the Board, Katie Worl waives any objection to participation by any Board member at the hearing to whom this stipulation was presented for approval under WAC 292-100-090(2). Further, Katie Worl understands and agrees that this stipulation as well as information obtained during any settlement discussions between the parties shall not be admitted into evidence during the administrative hearing, unless otherwise agreed by the parties.

11. Katie Worl agrees to pay a civil penalty in the amount of two-thousand dollars (\$2,000) associated with the improper use of public resources, RCW 42.52.160. The Board agrees to suspend one-thousand dollars (\$1,000) on the condition that Katie Worl complies with all terms and conditions of this Stipulation and Order and commits no further violations of RCW 42.52 for a period of two years from the date this agreement is executed.

12. The non-suspended portion of the civil penalty in the amount of one-thousand dollars (\$1,000) is payable in full to the Washington State Executive Ethics Board within forty-five (45) days after this stipulation is signed and accepted by the Board, or as otherwise agreed to by the parties.

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II. CERTIFICATION

I, Katie Worl, hereby certify that I have read this stipulation in its entirety, that my counsel of record, if any, has fully explained the legal significance and consequence of it. I further certify that I fully understand and agree to all of it, and that it may be presented to the Board without my appearance. I knowingly and voluntarily waive my right to a hearing in this matter and if the Board accepts the stipulation, I understand that I will receive a signed copy.

Katie Worl 9.5.17
KATIE WORL Date
Respondent

Presented by:

Kate Reynolds 9/14/17
KATE REYNOLDS Date
Executive Director

II. ORDER

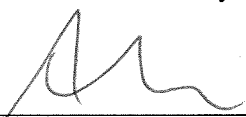
Having reviewed the proposed stipulation, WE, THE STATE OF WASHINGTON EXECUTIVE ETHICS BOARD, pursuant to WAC 292-100-090, HEREBY ORDER that the Stipulation is

_____ ACCEPTED in its entirety;

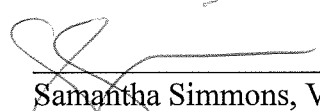
_____ REJECTED in its entirety;

_____ MODIFIED. This stipulation will become the order of the Board if the Respondent approves* the following modification(s):


DATED this 17th day of November, 2017




Anna Dudek Ross, Chair



Samantha Simmons, Vice-Chair



Lisa Marsh, Member



John Ladenburg, Sr., Member



Shirley Battan, Member

* I, Katie Worl, accept/do not accept (circle one) the proposed modification(s).

Katie Worl, Respondent Date