

1 3. According to Juline Martin, DOC Ethics advisor, Zachary Estep resigned from
2 DOC on June 20, 2024. Based on Zachary Estep’s resignation, DOC opted to not conduct any
3 internal investigation into this matter.

4 4. As part of this investigation, Board staff obtained forensic copies of all DOC
5 computers accessed by Zachary Estep, during their normal duties. Utilizing Magnet forensics,
6 each image was processed and reviewed for potential personal usage. The following internet
7 usage was flagged as personal in nature:
8

9 **Several personal Google searches, between the dates of January 9, 2023 – August 9, 2023*

- 10 • **January 9, 2023:**
11 CNN
12 YouTube
13 TikTok
- 14 • **January 11, 2023 (9:18am – 11:15am):**
15 YouTube
16 CNN
- 17 • **February 11, 2023:**
18 CNN
19 TikTok
20 Mensjournal.com (health & fitness)
21 YouTube
22 Reddit
- 23 • **March 5, 2023:**
24 Reddit
25 YouTube
26 CNN
- **August 1, 2023:**
 CNN
 Foxnews
 Reddit
 Indeed.com
 King5.com
- **August 2, 2023:**
 Foxnews
 Jobs.com
 Petfinder.com
 Mcdonalds
- **August 5, 2023:**
 Match.com (dating site)
- **August 6, 2023:**
 Zillow.com

1
2 Under WAC 292-110-010 Use of state resources states, in part:

3 (3) **Permitted personal use of state resources.** This subsection applies to any use of
4 state resources not included in subsection (2) of this section.

5 (a) A state officer or employee's use of state resources is de minimis only if each
6 of the following conditions are met:

7 (i) There is little or no cost to the state;

8 (ii) Any use is brief;

9 (iii) Any use occurs infrequently;

10 (iv) The use does not interfere with the performance of any state officer's
11 or employee's official duties;

12 (v) The use does not compromise the security or integrity of state
13 property, information systems, or software;

14 (vi) The use is not for the purpose of conducting an outside business, in
15 furtherance of private employment, or to realize a private financial gain;
16 and

17 (vii) The use is not for supporting, promoting the interests of, or soliciting
18 for an outside organization or group.

19 3. The Board is authorized to impose sanctions for violations to the Ethics Act
20 pursuant to RCW 42.52.360.

21 4. In determining the appropriateness of the civil penalty, the criteria in WAC 292-
22 120-030 have been reviewed.

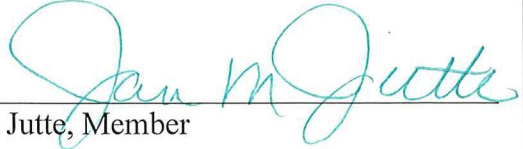
23 III. FINAL ORDER

24 Based on the foregoing:

25 IT IS HEREBY ORDERED Respondent Zachary Estep is liable for and shall pay a civil
26 penalty of two-thousand-five-hundred dollars (\$2,500). The payment shall be made to the
Executive Ethics Board within forty-five (45) days of this Order.

1 DATED this 14th day of March 2025.

2 
3 _____
4 Kelli Hooke, Chair



Jan Jutte, Member

5 
6 _____
7 Megan Abel, Vice Chair



Cam Comfort, Member

8 

David Hankins, Member

9
10 **APPEAL RIGHTS**

11 **RECONSIDERATION OF FINAL ORDER – BOARD**

12 Any party may ask the Executive Ethics Board to reconsider a Final Order. The request
13 must be in writing and must include the specific grounds or reasons for the request. The request
14 must be delivered to Board office within 10 days after the postmark date of this order.

15 The Board is deemed to have denied the request for reconsideration if, within 20 days
16 from the date the request is filed, the Board does not either dispose of the petition or serve the
17 parties with written notice specifying the date by which it will act on the petition.
18 RCW 34.05.470.

19 The Respondent is not required to ask the Board to reconsider the Final Order before
20 seeking judicial review by a superior court. RCW 34.05.470.

21 **FURTHER APPEAL RIGHTS – SUPERIOR COURT**

22 A Final Order issued by the Executive Ethics Board is subject to judicial review under
23 the Administrative Procedure Act, chapter 34.05 RCW. See RCW 42.52.440. The procedures
24 are provided in RCW 34.05.510 - .598.

1 The petition for judicial review must be filed with the superior court and served on the
2 Board and any other parties within 30 days of the date that the Board serves this Final Order on
3 the parties. RCW 34.05.542(2).

4 A petition for review must set forth:

- 5 (1) The name and mailing address of the petitioner;
- 6 (2) The name and mailing address of the petitioner’s attorney, if any;
- 7 (3) The name and mailing address of the agency whose action is at issue;
- 8 (4) Identification of the agency action at issue, together with a duplicate copy, summary,
9 or brief description of the agency action;
- 10 (5) Identification of persons who were parties in any adjudicative proceedings that led to
11 the agency action;
- 12 (6) Facts to demonstrate that the petitioner is entitled to obtain judicial review;
- 13 (7) The petitioner’s reasons for believing that relief should be granted; and
- 14 (8) A request for relief, specifying the type and extent of relief requested.
15 RCW 34.05.546.

16 **ENFORCEMENT OF FINAL ORDERS**

17 If there is no timely request for reconsideration, this is the Final Order of the Board. The
18 Respondent is legally obligated to pay any penalty assessed.

19 The Board will seek to enforce a Final Order in superior court and recover legal costs
20 and attorney’s fees if the penalty remains unpaid and no petition for judicial review has been
21 timely filed under chapter 34.05 RCW. This action will be taken without further order by the
22 Board.