

1 **BEFORE THE WASHINGTON STATE**  
2 **EXECUTIVE ETHICS BOARD**

3 In the Matter of:

4 Bridget Mwendar,

5 Respondent  
6

EEB Case No. 2024-055

ORDER OF DEFAULT AND  
FINAL ORDER

7  
8 **I. PROCEDURAL HISTORY**

9 On July 3, 2024, and July 30, 2024, the Executive Ethics Board (Board) received a  
10 complaint alleging that Bridget Mwendar, a former employee of the Washington State  
11 Department of Corrections (DOC), may have violated the Ethics in Public Service Act. The  
12 complaints alleged that Bridget Mwendar violated RCW Chapter 42.52, by using state resources  
13 for non-work related activities.

14 On September 12, 2025, the Board found Reasonable Cause to believe a violation or  
15 violations of RCW 42.52 occurred and that the penalty may be \$500 or less.

16 On September 15, 2025, notification of the Reasonable Cause determination was  
17 deposited in the United States mail to Bridget Mwendar at their address on record. The certified  
18 and first class mail were returned, at which time an updated address was located.

19 On October 31, 2025, notification of the Reasonable Cause determination was deposited in  
20 the United States mail to Bridget Mwendar at their updated address on record, 2200 W Meeker St.  
21 APT T102 Kent, WA 98032. The first-class mailing was not returned by the USPS. The certified  
22 letter was returned to sender, unable to forward, on November 26, 2025.

23 Bridget Mwendar has not responded to the Reasonable Cause Determination as of the date  
24 of this Order.  
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## II. FINDINGS OF FACT

1. According to the complaints, Bridget Mwendar was allegedly paid for time not worked from October 2023 to May 2024 and submitted no leave or time off requests for the missed time.

2. According to DOC, Bridget Mwendar was hired on September 18, 2023 on probationary status as a Certified Medical Assistant. Bridget Mwendar is no longer employed with DOC.

3. Upon reviewing the alleged missed hours/days of work in the complaints, Board staff noted the allegations were vague over an extended period of time. Board staff contacted the complainant, at which time they provided the below information pertaining to specific dates allegedly not worked by Bridget Mwendar in which they were paid:

- **October 6, 2023 – October 23, 2023:** Bridget Mwendar was allegedly on leave during this time but was paid for a full two-week paycheck (October 1 – 15).
- **December 19, 2023 – January 8, 2024:** Bridget Mwendar was allegedly on vacation from December 19 – January 8 but received a full paycheck for time not worked (December 15 – December 31).
- **January 2024:** Bridget Mwendar allegedly used leave hours that were “not available,” since they failed to use them during the December 19 – January 8 period.
- **February 2024:** Bridget Mwendar allegedly used additional leave hours that should not have been available in their balance this month.
- **March 2024:** Bridget Mwendar was reported by other staff members to be “consistently late/absent” which was not accurately reflected on their timecard.
- **April 2024:** Bridget Mwendar was reported by other staff members to be “consistently late/absent” which was not accurately reflected on their timecard.

1           4.     Board staff contacted Juline Martin, DOC Audit Director and Ethics Advisor, to  
2 ascertain if the above information appeared accurate, based on internal records. Board staff was  
3 able to acquire Bridget Mwendar’s records of submitted leave, as well as DOC facility daily  
4 logs. According to Jennifer Schwenker, HR Consultant, if Bridget Mwendar’s name appeared  
5 on the provided daily logs, they were at work that day.  
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7           5.     Upon receipt of the provided daily logs, Board staff noted that DOC provided  
8 daily logs from October 2023 to February 2024, even though Board staff requested *all logs* from  
9 October 2023 to April 2024. According to Jennifer Schwenker, “around these time frames there  
10 was a lot of movement in the supervisors, and this was “all” DOC could find/produce.  
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12           6.     Board staff reviewed Bridget Mwendar’s submitted leave, as well as all provided  
13 daily logs and noted the following:

- 14           •     October 1 – October 15, 2023: Bridget Mwendar was noted on the daily log for  
15 each scheduled workday during this time period.
- 16           •     December 15, 2023 – January 8, 2024: Bridget Mwendar was not listed as  
17 “working” on December 19<sup>th</sup> or December 20<sup>th</sup> and no leave was submitted for  
18 that 16-hour period. They worked every other day as scheduled during that  
19 period.
- 20           •     January 2024: Bridget Mwendar submitted 1.5 hours of sick leave on January 12  
21 and 5 hours of sick leave on January 31. According to Jennifer Schwenker,  
22 Bridget Mwendar would not have been able to submit leave if they did not have  
23 available leave on the books.
- 24           •     February 2024: Bridget Mwendar submitted the following leave for the month of  
25 February: 2/1 (8 hours sick), 2/2 (4.5 hours sick), 2/5 (8 hours sick), 2/6 (4 hours  
26 sick/4 hours vacation), 2/7 (8 hours vacation), 2/8 (7.9 hours vacation, .1 hours  
leave without pay), 2/9 (personal holiday off), 2/12 (8 hours leave without pay),  
2/13 (8 hours leave without pay), 2/14 (8 hours leave without pay), 2/15 (8 hours  
leave without pay). According to Jennifer Schwenker, Bridget Mwendar would  
not have been able to submit leave if they did not have available leave on the  
books.

- 1 • March 2024: Bridget Mwendar submitted the following leave for the month of  
2 March: 3/4 (3.8 hours vacation), 3/11 (1.8 hours vacation). According to Jennifer  
3 Schwenker, Bridget Mwendar would not have been able to submit leave if they  
4 did not have available leave on the books.
- 5 • April 2024: Bridget Mwendar submitted the following leave for the month of  
6 April: 4/2 (1 hour sick), 4/3 (4 hours sick), 4/11 (1 hour sick), 4/12 (2 hours sick),  
7 4/15 (1.2 hours sick), 4/23 (2.5 hours vacation), 4/26 (8 hours sick). According  
8 to Jennifer Schwenker, Bridget Mwendar would not have been able to submit  
9 leave if they did not have available leave on the books.

10 7. In Bridget Mwendar’s written response to Board staff, they stated, “I have no  
11 intentions of falsifying my timecards and I carry integrity as part of my work ethics. If my excel  
12 time sheet was not well documented, then it should have been pointed out and that would have  
13 been corrected.” (sic) Bridget Mwendar further stated that if their timecard was incorrect, it  
14 should have been corrected by DOC, “especially knowing that I was hospitalized during that  
15 time.”

16 8. Board staff contacted Bridget Mwendar to further inquire about December 19  
17 and December 20, 2023, not being worked and no time submitted. According to Bridget  
18 Mwendar, since they no longer work for DOC and have no access to their email and records,  
19 they are unable to provide any explanation, however, Bridget Mwendar was adamant that they  
20 are “not that type of person” and would never intentionally get paid for time not worked. Bridget  
21 Mwendar explained that they were relatively new during that time period and struggled with the  
22 DOC time keeping logs, Excel spreadsheets, and general requirements for submitting leave at  
23 times. Bridget Mwendar stated they believed it must have been an honest mistake and was  
24 absolutely “not intentional” on their part.  
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## CONCLUSIONS OF LAW

1. The Board has jurisdiction to hear this matter pursuant to RCW 42.52.360(1), which authorizes the Board to enforce the Ethics in Public Service Act, chapter 42.52 RCW, with respect to employees in the executive branch of state government. The Board has jurisdiction over Bridget Mwendar, whose actions occurred while they were a state employee. Based on the evidence reviewed, Bridget Mwendar has used state resources for their private benefit or gain in violation of RCW 42.52.160. Bridget Mwendar's activities do not meet the exceptions for the use of state resources as permitted in WAC 292-110-010.

2. RCW 42.52.160(1) – Use of persons, money, or property for private gain, 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.

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

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

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

- (i) There is little or no cost to the state;
- (ii) Any use is brief;
- (iii) Any use occurs infrequently;
- (iv) The use does not interfere with the performance of any state officer's or employee's official duties;
- (v) The use does not compromise the security or integrity of state property, information systems, or software;
- (vi) The use is not for the purpose of conducting an outside business, in furtherance of private employment, or to realize a private financial gain; and
- (vii) The use is not for supporting, promoting the interests of, or soliciting for an outside organization or group.

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

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

1 **III. ORDER OF DEFAULT AND FINAL ORDER**

2 Based on the foregoing, the Board:

3 FINDS the Respondent, Bridget Mwendar, failed to file a response and/or request a hearing  
4 within 30 days after proper service of the Board's reasonable cause determination in this matter and  
5 after proper service of notice of the right to request an adjudicative hearing.

6 CONCLUDES that the Respondent, Bridget Mwendar, is in default under the provisions  
7 of RCW 34.05.440(1) and WAC 292-100-060(3).

8 IT IS ORDERED that pursuant to RCW 34.05.440(1) and WAC 292-100-060(3) the Board  
9 may proceed to resolve this case without further notice to, or hearing for the benefit of, Respondent  
10 Bridget Mwendar.

11 IT IS HEREBY FURTHER ORDERED Respondent Bridget Mwendar is liable for and  
12 shall pay a civil penalty of five hundred dollars (\$500). The payment shall be made to the  
13 Executive Ethics Board within forty-five (45) days of this Order.

14 DATED this 9<sup>th</sup> day of January 2026.

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17 Kelli Hooke, Chair

  
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Cam Comfort, Member

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20 Megan Abel, Vice Chair

  
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David Hankins, Member

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23 Mark Rapozo, Member

1 **APPEAL RIGHTS**

2 **RECONSIDERATION OF FINAL ORDER – BOARD**

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

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

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

12 **FURTHER APPEAL RIGHTS – SUPERIOR COURT**

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

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

19 A petition for review must set forth:

- 20 (1) The name and mailing address of the petitioner;
- 21 (2) The name and mailing address of the petitioner’s attorney, if any;
- 22 (3) The name and mailing address of the agency whose action is at issue;
- 23 (4) Identification of the agency action at issue, together with a duplicate copy, summary,  
24 or brief description of the agency action;
- 25 (5) Identification of persons who were parties in any adjudicative proceedings that led to  
26 the agency action;

- 1 (6) Facts to demonstrate that the petitioner is entitled to obtain judicial review;  
2 (7) The petitioner's reasons for believing that relief should be granted; and  
3 (8) A request for relief, specifying the type and extent of relief requested.  
4 RCW 34.05.546.

5 **ENFORCEMENT OF FINAL ORDERS**

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

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