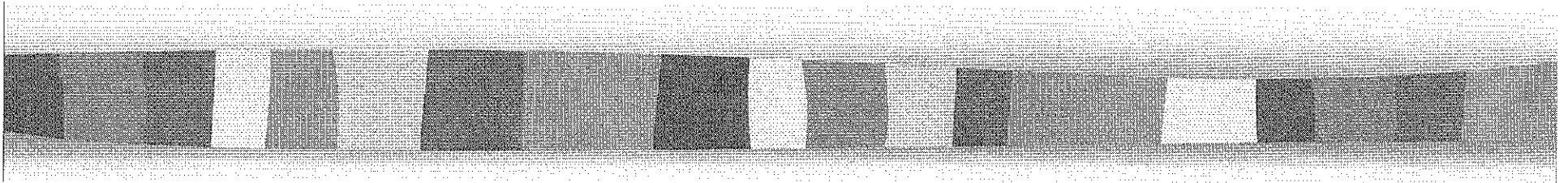


State Ethics Law for Board & Commission Members

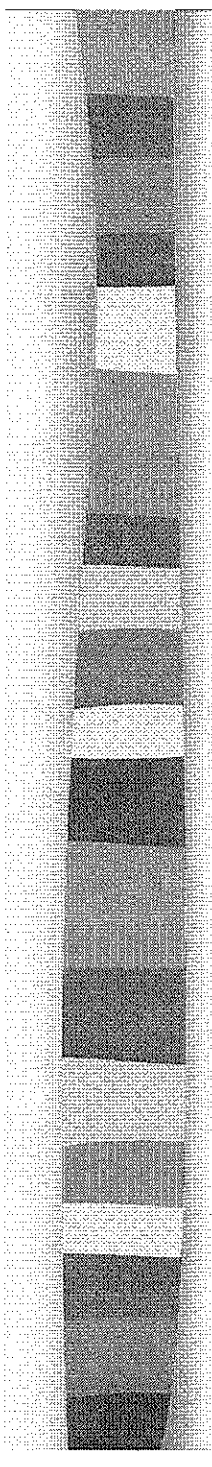


LEOFF 2 Board
October 17, 2003
Suzanne Shaw, AAG



Purpose

- Spot issues and prevent problems
- General information, not legal advice



Why You Need to Know About the Law

- You are responsible for compliance
- Public officers & employees are held to a high standard
- High ethical standards help build trust in government



Scope

Applies to

- All state officers and employees
- Sometimes to former state officers and employees
- Bans payments to a state officer or employee if it violates the ethical requirements on gifts or outside compensation



State Officers

- Hold a position of public trust in or under an executive, legislative, or judicial office of the state
- Members of the LEOFF 2 Board are state officers



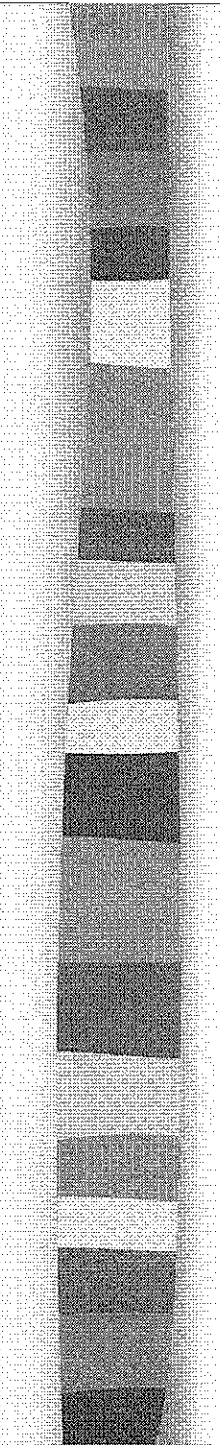
Attorney General Role

- Advise boards & agencies, not individuals
- Can only provide general information to individuals
- Individuals may benefit from AAG advice to agency
- Individuals must seek specific legal advice from a private attorney



Basic Ethical Standard

- May not use one's public position for private benefit or gain



Basic Principles of Public Service

- Maintain public trust & confidence in government
- Serve the best interest of all citizens by exercising fair, independent, and impartial judgment
- Place the public's interest before any private interest or outside obligation
- And . . .



Basic Principles, Continued:

- Conserve public resources & funds against misuse and abuse
- Practice open and accountable government



Summary

Four general prohibitions:

- No activities or interests, financial or otherwise, that are in conflict with official duties
- Can't use official position to secure special privileges for self or any other person
- Can't receive any compensation or gift from a source, except the state, for performing or deferring the performance of an official duty
- May not receive a gift or favor if it could be reasonably expected to influence or reward vote, judgment, action, or inaction



The Core Prohibition

- State officers may not engage in any activity or have any interest, financial or otherwise, that is in conflict with official duties



Prohibitions Apply to Specific Activities

- Receipt of gifts
- Disclosure of confidential information
- Use of state resources for private gain or benefit
- Outside financial interests, including compensation from outside activities
 - Except state officers serving without compensation from the state or who only receive reimbursement of expenses



More on Specific Activities

- Honoraria
- Use of state resources for political campaigns
- Post-state employment
- Assisting persons in transactions involving the state
- Financial interest in transactions involving the state

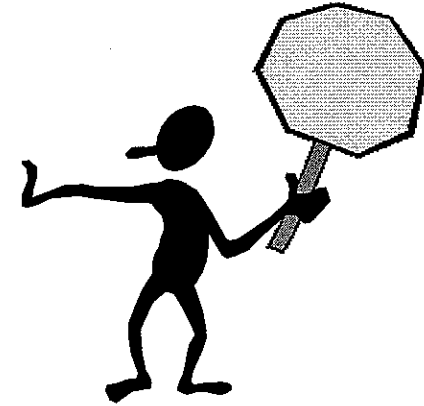


Gifts

General rules

- Cannot accept a gift, if it could reasonably be expected to influence the performance or nonperformance of an officer's official duties
- Cannot accept a gift from any one source with a value in excess of \$50 a year
- Does not include items related to outside business that are customary and not related to official duties

Gifts - Caution!



- Different and more restrictive standards apply if you are involved in
 - Regulation or acquiring goods and services
- Referred to as “section 4” restrictions
- Section 4 applies to gifts from those WHRC regulates



Gifts - Section 4

Under section 4 officers may only accept

- Advertising and promotional items
- Plaques and awards of appreciation
- Items received for purpose of evaluation, if no beneficial interest
- Publications related to official duties
- Food and beverages at hosted receptions
- Admission to a charitable event
- And . . .



Gifts - More on Section 4

- Items from family & friends, if clear purpose was not to influence
- Customary items related to outside business
- Items exchanged at social events by coworkers
- Items permitted by law
- Items returned or donated to charity within 30 days
- Lawful campaign contributions
- Discounts available to individual as a member of a broad based group



Gifts - Yet More on Section 4

Under section 4 officers may not accept

- Flowers
- Gifts from dignitaries
- Food and beverages
 - Even on infrequent occasions in the ordinary course of meals when related to official duties
- Expenses (travel, room & meals) for speech or seminar, even if reasonable
- Other gifts, even those valued at less than \$50



Confidential Information

A state officer may not

- Disclose confidential information to an unauthorized person
- Disclose or use confidential information for personal benefit or to benefit another
 - Confidential information is specific information, rather than generalized knowledge, that is not available to the general public on request
 - Or, information made confidential by law



More on Confidential Information

A state officer may not

- Accept employment or engage in business if it might induce or require the disclosure of confidential information
- Intentionally conceal a record that must be released under public disclosure law
 - Does not apply if record was withheld in good faith under public disclosure law



Use of State Resources

General rule

- May not use state resources
 - The office, money, property, or personnel
- For personal benefit or to benefit another person

Exception

- Restriction does not apply to using state resources to benefit others as part of the officer's official duties



More on Use of State Resources

“De minimis” exception

- Executive ethics board rules allow occasional but limited use of state resources when there is no cost to the state or if the cost is insignificant or negligible
 - Doesn't include consumables
 - Agency policy required for internet use
 - Other policies strongly encouraged



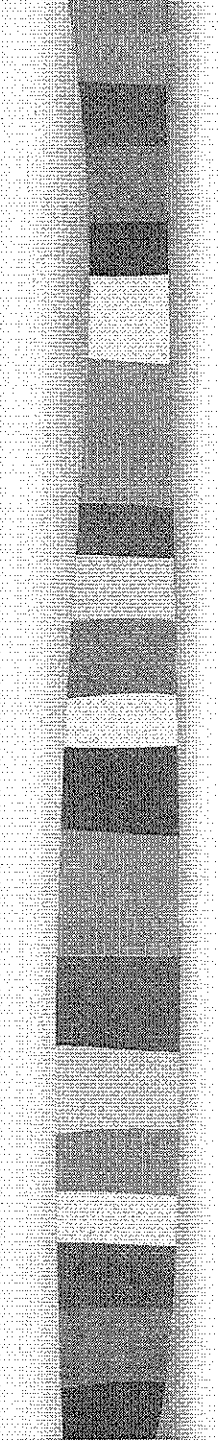
Compensation for Outside Activities

General rule

- A state officer may not receive anything of economic value under any contract or grant outside his or her official duties

Exception

- Prohibition does not generally apply to state officers serving without compensation from the state, or who only receive reimbursement of expenses



More on Compensation for Outside Activities

- However, outside employment or compensation could still raise ethical issues under other provisions of the ethics law
 - e.g., the general prohibitions on conflicts of interest
 - No interest, financial or otherwise, direct or indirect
 - No business or transaction or professional activity, or obligation of any nature
 - In conflict with the proper discharge of official duties



Honoraria

- An honorarium is money or anything of economic value offered for a speech, appearance, or article in connection with a state officer or employee's official duties

General rule - must be specifically authorized by officer's agency



More on Honoraria

- Agency may not permit an an honorarium if the person offering it is
 - Seeking a contract with the agency and the officer is in a position to participate
 - Is regulated by the agency and the officer is in a position to participate
 - May seek or oppose legislation, adoption of rules, or changes in policy by the agency and the officer is in a position to participate



Use of State Resources in Political Campaigns

General rule

- State officer may not use state resources for political campaigns, including support of or opposition to a ballot measure
- “Knowing acquiescence” is also a violation



More on Political Campaigns

Exception - does not apply to activities that are a part of the normal and regular conduct of the agency

- For example, providing research information, facts, or data if it is part of the agency's regular mission to do so



Post-state Employment

- The 1 year restriction: Cannot accept employment or compensation from an employer within 1 year of leaving board service if:
 - During the previous 2 years, the officer negotiated or administered a contract with the new employer
 - Contract(s) value in excess of \$10,000
 - Duties with new employer would include fulfilling or implementing that contract



More on Post-state Employment

- The 2 year restriction
 - Within 2 years after leaving board service a former state officer may not have a beneficial interest in a contract or grant expressly authorized or funded by executive action in which the officer or employee participated
 - "Beneficial interest" is the right to enjoy profit, benefit or advantage from a contract or other property. For example, a husband and wife each have a beneficial interest in the other spouse's community property



Yet More on Employment

- Permanent restriction

- State officer may not accept employment as a reward or compensation for the performance or nonperformance of his or her official duties as a state officer



Assisting in Transactions Involving the State

- General rule - a state officer may not assist a person in a transaction involving the state
 - If the officer participated in that transaction
 - If it was under his or her official responsibility within two years prior to providing the assistance
 - Same restrictions apply to affiliated business entities, and, to some extent, to former state officers



More on Assisting in Transactions Involving the State

- Exception

- A state officer is not prohibited from assisting a person in a transaction involving the state if it falls within the officer's official duties



Financial Interest in State Transactions

■ General rules

- State officer may not have a beneficial interest in a contract that is made by or through him or her or is under his or her supervision
- State officer may not accept any compensation from any other person beneficially interested in a contract that is made by or through him or her or is under his or her supervision



More on Financial Interest in State Transactions

- State officer/employee may not participate in a transaction involving the state in his or her official capacity with a “person”
 - Of which the officer or employee is an officer, agent, employee, or member,
 - Or in which the officer or employee owns a beneficial interest



Investments

- For boards responsible for investment of funds
 - Restrictions apply and the board must adopt policies governing approval of investments
- LEOFF 2 Board consults on investment of expense fund, but does not make investment decisions



Enforcement

- By the executive ethics board
 - Staffed by the attorney general's office
 - Sanctions include
 - Damages sustained by the state
 - Civil penalties of up to \$5,000 per violation or 3 times any thing received or sought in the violation
 - Costs
- Compliance is **YOUR** responsibility



For More Information

- Visit the executive ethics board web site at www.wa.gov/ethics

OPEN PUBLIC MEETINGS & INTRO TO PUBLIC RECORDS

**LEOFF 2 Board
October 17, 2003
Suzanne Shaw, AAG**



PURPOSE OF THE LAWS

- ◆ People do not yield their sovereignty to the agencies which serve them.
- ◆ Citizens have access to agencies' decision making so they can remain informed about the instruments they have created.

PURPOSE OF THE LAWS

- ◆ Citizens remain informed so they may maintain control over the instruments they have created.

WASHINGTON'S OPEN PUBLIC MEETINGS ACT

- ◆ Passed in 1971.
- ◆ Does not apply to the courts or the legislature.
- ◆ Requires meetings to be open gavel-to-gavel.

MEETINGS MUST BE OPEN

- ◆ Meetings of “governing bodies must be open.”
 - ◆ Multimember boards or other policy and rulemaking bodies
 - ◆ Committees, when acting on behalf of the governing body, conducting hearings, or taking testimony or public comment

SCOPE OF THE ACT

- ◆ Very broad coverage.
- ◆ Covers state boards, commissions, committees, departments, educational institutions, and agencies.

DOES NOT APPLY TO:

- ◆ state agencies covered by a single head (e.g., DRS, L&I).
- ◆ administrative meetings of agency staff
- ◆ actions taken under the Administrative Procedure Act, such as rulemaking

Anyone Can Attend

- ◆ Reasonable rules of conduct can be set
- ◆ Cameras and tape recorders are permitted unless disruptive
- ◆ Can't place conditions on people for attending

What constitutes a meeting?

- ♦ A quorum of 6 establishes a meeting
- ◆ Meetings where “action” is taken must be open & properly noticed
- ◆ Action includes:
 - ♦ Public testimony
 - ♦ All deliberations
 - ♦ Discussions
 - ♦ Reviews
 - ♦ Evaluations
 - ♦ Final action
- ♦ Avoid inadvertent meetings, including serial discussions and e-mail

REGULAR MEETINGS

- ◆ Recurring meetings of the public body
- ◆ Must adopt regular schedule by statute or rule
- ◆ Must publish schedule in the state register in or before January each year
- ◆ Changes to regular meeting schedule must be published 20 days in advance

SPECIAL MEETINGS

- ◆ Called by presiding officer or majority of members
- ◆ Written notice must be given to:
 - ◆ Each member of governing body
 - ◆ Each local newspaper, radio, and TV station which has requested notice in writing

SPECIAL MEETING NOTICES

- ◆ Delivered at least 24 hours in advance
- ◆ Must specify:
 - ◆ Time
 - ◆ Place
 - ◆ Business to be transacted (agenda)
- ◆ No final disposition of any other matter

EXECUTIVE SESSIONS

- ◆ Receive and evaluate complaints or charges against a public employee
- ◆ Review employee performance
- ◆ Evaluate qualifications of a job applicant
- ◆ Meet with legal counsel relating to enforcement action, litigation, or certain legal risks
- ◆ Discuss confidential financial information (State Investment Board)

Convening Executive Sessions

- ◆ Presiding officer publicly announces
 - ◆ purpose of the executive session
 - ◆ time it will be concluded
- ◆ Time can be extended if announced to the public

PENALTIES FOR VIOLATING THE LAW

- ◆ Superior Court Judge can impose a \$100 civil penalty against each member.
- ◆ Judge will award attorney fees.
- ◆ Any action taken at an improperly convened or improperly closed meeting can be declared null and void.

PUBLIC DISCLOSURE LAW (OPEN PUBLIC RECORDS)

- ◆ Passed in 1972 as part of Public Disclosure Initiative
- ◆ All records open unless there is an exemption
- ◆ Burden of proof on public agency to show why record is not open

What is a public record?

- ◆ “Any writing which contains information relating to the conduct of government or the performance of any governmental or propriety function.”

What is a “writing”?

- ◆ All means of recording any form of communications
- ◆ Documents and papers
- ◆ Maps
- ◆ Photographs and film
- ◆ Sound recordings
- ◆ Electronic information
- ◆ Manuals
- ◆ Budgets

What about electronic records?

- ◆ If information exists in a database and can be produced in a format you request, it is a public record.
- ◆ Production of entire databases can be requested.

AGENCY OBLIGATIONS

- ◆ Provide fullest assistance
- ◆ Most timely possible action
- ◆ No fee for viewing
- ◆ Records must be available during customary business hours

AGENCY OBLIGATIONS

- ◆ Search fees prohibited
- ◆ Must honor requests by mail
- ◆ No release of lists of individuals for commercial purposes
- ◆ “Need to know” is not required

MAKING COPIES OF RECORDS

- ◆ Rules can be adopted to protect records and prevent disruption
- ◆ Copying fees can be imposed, not to exceed 15 cents per page without justification

RESPONDING TO A REQUEST FOR RECORDS

- ◆ Within five (5) days an agency must:
 - ◆ Provide the record
 - ◆ Acknowledge receipt of request and provide reasonable estimate of response time
 - ◆ Deny the request

RESPONDING TO A REQUEST FOR RECORDS

- ◆ Denials must include specific reasons (referencing statute) for denying the request

What records are exempt?

- ◆ Personal information in an employee's personnel file, if "private"
- ◆ Investigations by law enforcement agencies until completed
- ◆ Preliminary drafts, notes, memoranda, or recommendations in which opinions are expressed or policies discussed
- ◆ Materials protected by attorney client privilege

What happens if a request is denied?

- ◆ May file lawsuit in Superior Court where the record is located
- ◆ Burden on the agency to prove record is exempt

What happens if an agency loses in court?

- ◆ If court reverses the agency it must require:
 - ◆ Payment of court costs and attorney fees
- ◆ If court reverses the agency it may require:
 - ◆ Award \$5 to \$100 a day for each day the record inspection was unreasonably delayed

Retaining/Destroying Public Records

- ◆ Agencies must retain official records as required by law and must destroy records according to established schedules
- ◆ Be aware of what records you are creating or should retain
- ◆ Keeping records too long can be as problematic as not keeping them at all or not long enough

What You Need to Know About the State's Ethics Law **A Guide for State Board and Commission Members**

Overview of the State Ethics Law

The state's ethics law is founded on the principle that public position, whether filled through election, appointment, or by hiring, may not be used for personal gain or benefit. State officers are expected to maintain high ethical standards and to conduct the business of the state only in a manner that advances the public's interest.

The standards established under the state's ethics law, chapter 42.52 RCW, are based on four key ideas:

- State officers and employees should not have financial or other interests, or engage in business or professional activities, that conflict with the performance of their official duties;
- State officers and employees should not use their state positions to secure special privileges or exemptions for themselves or any other person;
- State officers and employees should not receive compensation from a source other than the State of Washington for the performance or non-performance of an official duty; and,
- State officers and employees should not receive a gift if it could be reasonably expected to influence or reward the performance of their official duties.

These key ideas form the basis for ethical guidelines relating to conflicts of interest, use of state resources, political activities, confidential information, receipt of gifts, and post-state employment. Guidelines for outside employment do not apply to board and commission members who serve without compensation, or who only receive reimbursement or a predetermined amount for expenses.

Conflicts of Interest

Conflicts of interest may arise in many areas during the course of your service with the state. While some conflicts of interest are clear—you cannot bid to perform work on a state contract under your supervision—others are more complex. For example, would you have a conflict if you serve on the board of directors for a company that does business with the state? The answer depends on your official duties for the state of Washington.

Conflicts of interest involve the concepts of *benefit* and *bias*. Questions to ask yourself when evaluating a potential conflict of interest include:

- Will your interests benefit as a result of your official action?
- Would a reasonable person conclude that a private or personal interest impairs your independent and impartial judgment in the exercise of your official duties?

Some conflicts of interest are clearly defined in the state's ethics law. These are:

- Having or acquiring a beneficial or financial interest in a contract, sale, lease, purchase or grant that is under your authority or supervision as a state officer.
- Accepting compensation, a gratuity, or a reward from someone else who is beneficially interest in a contract, sale, lease, purchase or grant under your authority or supervision.
- Acting in a state matter or transaction involving an entity or person in which you own a beneficial interest, or an entity in which you serve as an officer, agent, employee, or member.
- Assisting other persons, or sharing in compensation, in transactions involving

the state when you had responsibility for these transactions as a state officer.

Other types of conflicts are not so obvious and are determined on a case-by-case basis after careful analysis of the facts. These conflicts include:

- Non-financial interests, professional or business activities, or obligations that conflict with the performance of official duties.
- Use of your official state position to secure or convey a special privilege or exemption for yourself or others.

Dealing with Conflicts of Interest

Most conflict of interest issues can be resolved easily and without resort to more drastic measures such as removal from position or resignation. The resolution of conflicts depends on *disclosure* and *recusal*.

If you have a private or personal interest that could benefit from your actions, or bias your judgment as a state officer, disclose the interest at a public meeting of your board or commission. Once you disclose the interest, recuse or abstain from participation in discussions or voting on a matter that affects this interest.

If the conflict would affect your board's or commission's ability to perform its statutory responsibilities by causing a lack of a quorum, for example, a member need only publicly disclose his or her interest.

Many boards and commissions have their own conflict of interest policy. Consult this policy if you have any questions about how to proceed. If there is no conflict of interest policy, consult your assigned Assistant Attorney General or the administrative office of the Executive Ethics Board.

Use of State Resources

The state's ethics law protects and limits the use of state resources—including equipment, office and conference room space, vehicles,

supplies, postage, and personnel—for the conduct of official state business. The law allows narrow exceptions to this standard as determined by the Executive Ethics Board.

Exceptions may be found in chapter 292-110-010 of the Washington Administrative Code (WAC). *De minimis*, or minimal, unofficial use is allowed under this rule provided the use results in no cost to the state, does not interfere with the performance of official duties, and is brief in duration and accumulation.

State resources may never be used to support an outside business, whether or not operated for profit; for commercial activities like advertising or selling; for illegal or inappropriate uses; or, for political activities unless explicitly authorized (see next section).

The following standards govern the use of specific state resources:

- *Phones.* Local telephone calls to conduct reasonable personal business (medical and dental appointments, child care arrangements, transportation arrangements, etc.) are permitted. Long distance calls must be placed using a personal calling card. *Cell phones* are limited to business use.
- *E-mail.* Occasional personal e-mail messages are permitted provided they do not relate to a prohibited use, e.g., an outside business.
- *Internet.* Internet use, other than to transmit e-mail messages, is restricted to official business purposes only.

"Reimbursing" costs associated with a personal use of state resources does not mitigate the personal use.

State Resources and Political Campaigns

A state agency's facilities, property, and personnel may not be used to assist in a campaign for the election of a person to any office, or to promote or oppose a ballot

proposition. Supervisors who acquiesce in the use of state resources for these purposes violate the ethics law.

A statutory exception to this prohibition exists for activities that are the normal and regular conduct of an agency. For example, an agency may respond to a public records request from a campaign that supports or opposes a ballot proposition.

State officers may participate in political campaigns outside of working hours. For an explanation of working hours, see *WAC 292-110-020*. Separate restrictions exist for lobbying activities under chapter 42.17 RCW. Contact the Public Disclosure Commission for more information.

The misuse of state resources for political campaigns is a serious ethics issue. If you have questions about what you can or cannot do as a board or commission member, consult with your Assistant Attorney General or the Executive Ethics Board for guidance.

Confidential Information

Some board and commission members may serve in positions where they have access to confidential information. If you have access to confidential information, this information may not be disclosed unless provided for by law or by an agreement between the agency and the person seeking the information. Confidential information may also not be used for personal benefit, or to benefit of others.

The obligation to safeguard confidential information is an obligation you take with you upon leaving state service.

Receipt of Gifts, Gratuities, and Favors

There are two circumstances under which gifts, gratuities, and favors may not be accepted:

- If the gift, gratuity, or favor could reasonably be expected to influence the performance or nonperformance of official duties; and,

- If the gift, gratuity, or favor could be considered as part of a reward for action or inaction in the performance of official duties.

When neither of these conditions is present, you may accept a gift or gifts up to \$50 in value per calendar year from a single source, or a single gift with a value of up to \$50 from multiple sources. Gifts given to family members are subject to the \$50 limit, unless the family member has an independent family, business, or social relationship with the gift donor.

The state's ethics law also provides for the acceptance of certain items that are either (a) not included in the definition of "gift", or (b) items that are gifts but are not presumed not to influence unless circumstances indicate otherwise. *These items are not subject to the \$50 limit.*

More restrictive gift limitations exist for state officers who participate in regulatory activities, or who contract for goods and services.

Gifts and Items You May Accept

Items excluded from the definition of gift:

- Items from family members when not intended to influence official action;
- Items related to an outside business that are customary and not related to the performance of official duties;
- Items exchanged among state officials or employees or a social event hosted by a state officer or state employee for coworkers;
- Items that are authorized by law;
- Items returned to the donor within thirty days of receipt or donated to a charitable institution;
- Campaign contributions that are legally reported;
- Discounts available to you as a member of a broad-based group or occupation; and,
- Awards, prizes, scholarships or other items provided in recognition for academic or scientific achievement.

If your duties for the state do not include regulation or contracting for goods and services, you may also accept:

- Payments by a governmental or nongovernmental entity of reasonable expenses (travel, lodging, and subsistence) incurred in connection with a speech, presentation, appearance, or trade mission made in an official capacity; and,
- Payments of enrollment and course fees and reasonable travel expenses attributable to attending seminars and educational programs sponsored by a governmental or nonprofit professional, educational, trade, or charitable association or institution.

Gifts not subject to the \$50 limit (presumed not to influence)

- Unsolicited flowers, plants, and floral arrangements;
- Unsolicited advertising or promotional items of nominal value;
- Unsolicited tokens or awards of appreciation in the form of a plaque, trophy, desk item, wall memento, or similar item;
- Unsolicited items received for the purpose of evaluation or review;
- Informational material, publications, or subscriptions related to the performance of official duties;
- Food and beverages at hosted receptions where attendance is related to official duties;
- Admission to and the cost of food and beverages at events sponsored by or in conjunction with civic, charitable, governmental, or community organizations;
- Unsolicited gifts from dignitaries in another country or state that are personal in nature.
- Food and beverage on infrequent occasions where attendance is related to the performance of official duties.

In addition to these gifts, you may accept all items excluded from the definition of gifts.

Gift Limitations for Those Who Regulate or Contract

- Unsolicited advertising or promotional items of nominal value;
- Unsolicited tokens or awards of appreciation in the form of a plaque, trophy, desk item, wall memento, or similar item;
- Unsolicited items received for the purpose of evaluation or review;
- Informational material, publications, or subscriptions related to the performance of official duties;
- Food and beverages at hosted receptions where attendance is related to official duties;
- Admission to and the cost of food and beverages at events sponsored by or in conjunction with civic, charitable, governmental, or community organizations;

You may also accept those items excluded from the definition of "gift", except for payment of expenses for a speech, appearance, trade mission, etc., and payment of course fees and travel for seminars and education programs. You may not accept other gifts, even if valued at less than \$50.

Post-State Employment

Under some circumstances, a board or commission member may be affected by the post-state employment restrictions designed to prevent former state officers and state employees from personally benefiting as a result of actions and decisions made while serving the public. Like other conflicts of interest, a determination of whether post-state employment guidelines could apply to you is made on a case-by-case basis.

The post-state employment provisions prevent former state officers and employees from:

- Acquiring a beneficial interest in a contract or grant for two years after leaving state service if they participated in the state action that authorized or funded the contract or grant

- Assisting any person at any time in a state action if they participated in such action while employed by the state.

Additional restrictions exist for accepting employment when employment was offered for the purpose of influencing or rewarding the performance of official duties; or when related to the fulfillment of a contract the officer or employee negotiated or administered while in state service.

Where to Go When You Have Questions

We hope you have found the information provided in this pamphlet useful. For further information we invite you to visit our agency web site at <http://www.wa.gov/ethics>. You can also call our office at (360) 664-0871.

Relevant Advisory Opinions

Advisory Opinion 96-09 and 96-09A

Can a state board whose members are required by statute to be appointed from identified groups adopt rules that require members to disclose their interests and abstain from voting on certain matters as a way of addressing ethical prohibitions in the law?

Advisory Opinion 97-12

Whether the state's ethics law prohibits a board member from participating in a proceeding when the member owns stock in a person who appears before the board, and when the member was appointed to represent a particular interest on the board?

Does the ethics law require disclosure of a board member's holdings prior to the commencement of proceedings?

Does the ethics law require divestiture to allow a board member's participation in proceedings, or are alternative measures available to ensure compliance?

Advisory Opinion 98-08

Can board members recuse themselves from discussing and voting on matters on which there is no existing conflict of interest in order to preserve potential future business opportunities?

Advisory Opinion 99-01

Applies to the Washington State School Directors' Association board of directors and discusses "normal and regular conduct" under the exception to the prohibition against the use of state resources for political campaigns under RCW 42.52.180(2)(c).

Reprinted from Material Prepared By

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