STATE OF WASHINGTON
GAMBLING COMMISSION

In the Matter of the Revocation of the Certification to Conduct Gambling Activities of: Meagan M. Bullock Olympia, Washington, Class III Employee.	)	NO. CR 2014-01574 **NOTICE OF ADMINISTRATIVE CHARGES AND OPPORTUNITY FOR AN ADJUDICATIVE PROCEEDING**

I.

The Washington State Gambling Commission issued Meagan M. Bullock the following Class III Employee certification:[1]

Number 69-20947, authorizing Class III Employee activity, formerly at Red Wind Casino in Olympia.

The certification expires on October 20, 2014, and was issued subject to the Class III employee's compliance with state gambling laws and rules and the Nisqually Tribal Gaming Commission's Tribal/State Compact.

II.

David Trujillo, Director of the Washington State Gambling Commission, charges Meagan M. Bullock with the following violations of the Washington State Gambling Act, 9.46 RCW, WAC Title 230, and the Nisqually Tribal Gaming Commission's Tribal/State Compact:

SUMMARY:

Meagan M. Bullock's tribal gaming license was revoked by the Nisqually Tribal Gaming Commission (NTGC) because she failed to notify NTGC about a theft of which she had knowledge.

FACTS:

(1) On June 23, 2014, a Washington State Gambling Commission Special Agent (agent) was assigned Ms. Bullock's file after NTGC notified Commission staff of her revocation and provided the Incident File Report, including supporting documentation.

[1] The Commission issues Class III certifications to Tribal casino employees. Certifications allow similar activities as Card Room Employee (CRE) licenses for persons working at commercial house-banked card rooms. Class III employees may transfer their certifications to a CRE license and work at commercial card rooms by sending Commission staff a transfer form and the accompanying fee.

(2) According to the Incident File Reports, the NTGC conducted an investigation into a suspicious variance from the vault of $11,700. On April 12, 2014, NTGC was informed of suspicious variance in the cage. The report stated that when Ms. Bullock pulled money from the vault, she found a bundle of $100 bills in which the outside straps were missing about half the money from each.

(3) NTGC met with Teri Hernandez, the cage supervisor who was on duty at the time. She stated that there was an $11,700 variance from the vault. It was discovered in two separate bundles. One bundle had a strap that was short $2,500 from the middle of the bundle. The other was short $9,200 from the two outside straps. Ms. Hernandez stated that it was obvious the two bundles were short. The bundles were initialed and dated April 7, 2014, by Wendy Dionne. Mr. Hernandez stated that she was concerned because the initials on the straps did not look like Ms. Dionne's. She stated that the initials looked like Tami Morlan's, the cage manager. Ms. Bullock also stated that she believed the handwriting on the straps was Ms. Morlan's.

(4) NTGC was told that Ms. Morlan and Kathleen Sayward were working in the cage and vault the day before the variance. Review of surveillance shows Ms. Morlan, Ms. Sayward, and Ms. Hernandez in the cage. During this time, surveillance shows Ms. Morlan removing two $100 bundles. She ran bills through the bill counter and re-strapped them. When initialing the straps, Ms. Morlan turned away from Ms. Hernandez. Later, Ms. Sayward signed into the vault and began to place the bundled money into the safe. She then went directly to the cage shift office where she could not be seen. A few minutes later she returned to work in the vault. The next day the $11,700 variance was discovered.

(5) The day the variance was discovered, April 12, 2014, Ms. Morlan was brought in to help find the missing money. She stated that she thought the money was taken from the vault. She also said she did not think any of her staff would have taken it. When asked to review where Ms. Dionne had made the two bundles in question, she seemed to get flustered and stated she did not know if she could find it. She said it would be very hard to track the movement of two bundles like that. NTGC reviewed surveillance and determined that Ms. Dionne did not make any $100 bundles that day that were placed in the vault.

(6) On April 14, 2014, NTGC was informed that an overage of $11,600 was found in the cage that morning. An employee discovered the overage after Ms. Sayward turned in a Ticket Redemption Kiosok[2] (TRK) cassette to her for verification. The same cassettes were checked for the missing money on April 12, 2014, and had been sealed. Ms. Sayward was the first person to break the seal and enter the cassette since April 12, 2014. NTGC believe this is when Ms. Sayward re-introduced the missing money into the cassette.

(7) On April 15, 2014, NTGC brought Ms. Morlan in to interview her. Ms. Morlan denied knowing what happened to the money. She said she would be surpised if Ms. Sayward had taken the money and tried to distance herself from Sayward. She claimed to have no involvement in the theft and had no idea who could be involved.

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[2] The TRK contain multiple cash dispensing units (cassettes); each cassette has a separate denomination of bills.

(8) NTGC interviewed Ms. Sayward, who admitted she was involved in the theft. NTGC asked Ms. Sayward if anyone else was involved. She first stated that she did not want to get anyone else in trouble. She then went on to explain that the whole thing started when Ms. Morlan wanted to get back at Ms. Dionne. She came up with a plan to have Ms. Dionne fired the way a former employee was fired. Ms. Sayward was asked if they were behind the former employee getting fired for a similar incident and she said, "no."

(9) Ms. Sayward stated she and Ms. Morlan had communicated via e-mail and text about carrying out the theft. The night before the theft, Ms. Morlan sent her a text saying to be ready to wear long sleeves. Ms. Sayward said that was when she knew she was going through with it. She took the money from the vault by putting it in her bra, and re-introduced the money by hiding it in paperwork on a cart. She then took the money from the cart and put it into the TRK cassette. She was then going to run the cassette, but she didn't want to be the one that found the money, so she put the cassette in the cart for someone else to find.

(10) Ms. Sayward explained that Ms. Morlan and Ms. Dionne did not get along and that Ms. Dionne treated Ms. Morlan badly. NTGC informed Ms. Morlan that they had gathered evidence to show she was involved in the theft and that Ms. Sayward told NTGC everything. NTGC explained that there was a big difference in committing theft and just trying to get Ms. Dionne fired. Ms. Morlan said, "Ok, so what happens if I admit to that?" She asked if she was going to get fired. She was told that she was only going to get suspended at that time.

(11) Ms. Morlan stated that she didn't want anyone to get in trouble for it, which was why she second-guessed herself and they re-introduced the money. She said she made an irrational, probably postpartum decision in her head. She figured this was the only way to get Ms. Dionne out because they were having family issues. Ms. Dionne was dating Ms. Morlan's dad. She said she decided to bring the money back because she had a change of heart and didn't want to get Ms. Dionne fired.

(12) On April 17, 2014, Ms. Sayward was brought in for a second interview. She said that Ms. Morlan and Ms. Bullock had both been calling her and hounding her not to say anything. Ms. Sayward said she just wanted the whole thing to be over and she knew what she had done was wrong.

(13) Ms. Sayward stated that along with Ms. Morlan, they had done the same thing to a former employee. She stated they took $10,000 and split it $5,000 each. She said that Ms. Morlan made some changes to the procedures so they could have easier access to the vault. She said she couldn't remember if Ms. Morlan specifically targeted the former employee or not; she said they used the former employee's case as a model for Ms. Dionne's case.

(14) NTGC determined through Ms. Bullock's actions and statements that she knew about Ms. Sayward and Ms. Morlan's plan, but failed to notify anyone. It was subsequently determined by NTGC that Ms. Bullock violated Nisqually Tribal Ordinances. This includes having a duty to report a known violation. This resulted in action being taken against Ms. Bullock's license.

(15) Ms. Morlan, Ms. Sayward, and Ms. Bullock all had their licenses suspended by NTGC. The notices each said that the suspension would become a revocation if the matter was not appealed within 15 days. Ms. Bullock refused to sign her original suspension paperwork and initiated an appeal of her suspension. She did not appear at her hearing, but did submit a letter for the NTGC to review. The NTGC voted unanimously to deny reinstatement of her license at that time.

VIOLATIONS:

1) Section V. C. of the Tribal-State Compact for Class III Gaming with the Nisqually Tribe.

The State Gaming Agency[3] may revoke, suspend or deny a State certification under the provisions of RCW 9.46.075, and rules promulgated thereunder, for any reason or reasons it deems to be in the public interest. In addition, these reasons shall include, but shall not be limited to when an applicant or holder of certification or principal of an entity:
(The following subsection applies.)

(1) Is determined to be a person whose prior activities, criminal record, if any, or reputation, habits and associations pose a threat to the effective regulation of gaming or create or enhance the chances of unfair or illegal practices, methods and activities in the conduct of the gaming permitted pursuant to this Compact; or the person has violated, failed or refused to comply with the provisions, requirements, conditions, limitations or duties imposed by any provision of a Tribal-State Compact.

(3) Has a Tribal license revoked and demonstrated willful disregard for compliance.

2) RCW 9.46.075 Denial, suspension, or revocation of license, application, or permit

The Commission may deny an application, or suspend or revoke any license or permit issued by it, for any reason or reasons, it deems to be in the public interest. These reasons shall include, but not be limited to, cases wherein the applicant or certified employee, or any person with any interest therein:
(The following subsections apply.)

(1) Has violated, failed or refused to comply with the provisions, requirements, conditions, limitations or duties imposed by chapter 9.46 RCW and any amendments thereto, or any rules adopted by the commission pursuant thereto, or when a violation of any provision of chapter 9.46 RCW, or any commission rule, has occurred upon any premises occupied or operated by any such person or over which he or she has substantial control;

(8) Fails to prove, by clear and convincing evidence, that he is qualified in accordance with the provisions of this chapter;

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[3] Washington State Gambling Commission, as referred to in Section II.V. of the Tribal-State Compact for Class III Gaming for the Nisqually Tribe.

3) WAC 230-03-085 Denying, suspending, or revoking an application, license or permit
We may deny, suspend, or revoke any application, license or permit, when the applicant, licensee, or anyone holding a substantial interest in the applicant's or licensee's business or organization:
(The following subsection applies.)

(1) Commits any act that constitutes grounds for denying, suspending, or revoking licenses or permits under RCW 9.46.075.

(3) Has demonstrated willful disregard for complying with ordinances, statutes, administrative rules, or court orders, whether at the local, state, or federal level.

4) RCW 9.46.153(1) Applicants and licensees - responsibilities and duties
It shall be the affirmative responsibility of each applicant and licensee to establish by clear and convincing evidence the necessary qualifications for licensure of each person required to be qualified under this chapter, as well as the qualifications of the facility in which the licensed activity will be conducted.

Ms. Bullock poses a threat to the effective regulation of gambling and has failed to prove she is qualified to hold a certification based on the revocation of her license by the Nisqually Tribal Gaming Commission. By having her license revoked, Ms. Bullock has failed to establish, by clear and convincing evidence, as required by RCW 9.46.153(1), that she is qualified to be certified. Grounds therefore, exist to revoke Ms. Bullock's Class III Employee certification under the Nisqually Tribal/State Compact, RCW 9.46.075(1) and (8), and WAC 230-03-085(1), and (3).

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III.

Jurisdiction of this proceeding is based on 9.46 RCW, Gambling, chapter 34.05 RCW, the Administrative Procedure Act, and WAC Title 230.

You have the right to a hearing. To have a hearing, or to settle the case, the Gambling Commission must receive the hearing request form back from you within 23 days. After we receive this form, we will call you about settlement options. If you do not return the form on time, your certification may be revoked (taken away) and you cannot work. (RCW 34.05.440.)

IV.

I have read this Notice of Administrative Charges and Opportunity for an Adjudicative Proceeding, know the contents, believe it to be true, and have executed this Notice in my capacity as Director of the Washington State Gambling Commission.

Dated 10/12/14

DAVID TRUJILLO, DIRECTOR

STATE OF WASHINGTON)
)
COUNTY OF THURSTON)

I certify I have this day served a copy of the document upon all parties of record in the proceeding by mailing a copy, property addressed with postage prepaid, by regular and certified mail to each party to the proceeding or his or her attorney or authorized agent.
Dated at Olympia, Washington this 13 day of October, 2014.

Maureen Postell