STATE OF NEW JERSEY
STATE ETHICS COMMISSION
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By

STATE OF NEW JERSEY
STATE ETHICS COMMISSION
COMMISSION CASE NO. 62-16A

IN THE MATTER OF EUNICE SANTIAGO, DIRECTOR OF NURSING SERVICES, DEPARTMENT OF MILITARY AND VETERANS AFFAIRS	**Administrative Action** **CONSENT ORDER**

WHEREAS, the State Ethics Commission ("Commission") is authorized to initiate, receive, investigate, review and hear complaints regarding violations of the New Jersey Conflicts of Interest Law, *N.J.S.A.* 52:13D-12 *et seq*. ("Conflicts Law"), applicable rules of the Commission, *N.J.A.C.* 19:61-1.1 *et seq*., the Uniform Ethics Code, and any agency code of ethics by any State officer or employee or special State officer or employee; and

WHEREAS, this matter was brought before the Commission by a complaint filed with the Commission; and

WHEREAS, the Commission conducted an investigation of all the matters and issues raised by the complaint; and

WHEREAS, as a result of the investigation, the Commission and Eunice Santiago ("Santiago"), desire to enter into a final and complete resolution of all of the matters and issues raised thereby;

IT IS THEREFORE agreed by the parties as follows:

1. Santiago is the Director of Nursing Services at the New Jersey Memorial Home for Disabled Soldiers at Menlo Park, Department of Military and Veterans Affairs.

2. At all times relevant to this matter, Santiago was a State employee subject to the New Jersey Conflicts Law, *N.J.S.A.* 52:13D-12 *et seq.*

3. Santiago has an approved second job as an instructor of a nursing program at Sierra Allied Health, where she works four nights per week.

4. From 2013 to the present, Santiago created and edited approximately 27 documents on her State computer relating to her outside employment at Sierra Allied Health, including tests, quizzes, and grades.

5. In addition to her outside employment, Santiago is a student in an online program through Grand Canyon University, pursuing a doctoral degree in psychology. She is currently working on her dissertation.

6. From September 1, 2016 through December 12, 2016, Santiago used her State computer to access Grand Canyon University's website 573 times. She also used her State computer to access other websites for personal matters unrelated to her State duties.

7. Santiago used her State email account to exchange approximately 49 emails related to her dissertation, including efforts to contact content experts. In addition, Santiago saved 17 Word documents and 20 .pdf files to her State computer that include instructions on writing a dissertation, drafts, and research.

8. It is the Commission's position that Santiago violated sections 23(e)(3) and 23(e)(7) of the Conflicts Law due to her frequent and ongoing use of State time and resources in connection with her outside employment, educational activities, and other non-State matters.

9. It is Santiago's position that she only engaged in outside activities during her lunch and on official breaks. Santiago acknowledges, however, that she used her State computer and email to conduct her outside activities, including emailing students' grades, answer keys, tests, and additional documents to other Sierra Allied Health employees. In addition, Santiago acknowledges that she emailed documents from her personal email to her State email so that she would have documents available to work on at her State office. Finally, Santiago acknowledges that she saved documents related to her outside activities on her State computer and printed these documents on a State printer.

10. Santiago acknowledges that her use of State time and resources in connection with her outside activities violated section 23(e)(3) of the Conflicts Law and created the impression that she engaged in conduct violative of the public trust, in violation of section 23(e)(7) of the Conflicts Law.

11. In consideration of the above, Santiago agrees to pay a civil penalty in the amount of $3,000.

12. The parties agree to enter into this Consent Order in settlement of all matters and issues that are involved herein.

Eunice Santiago

Eunice Santiago

Dated: 2/7/2018

State Ethics Commission

By: ~~Joseph P. LaSala~~, Vice Chair

Dated: 4/10/18

Mark T. Holmes

Dated: 4/10/18

State Ethics Commission
By: Mark T. Holmes, Acting Executive Director