

GOVERNMENT OF THE DISTRICT OF COLUMBIA  
BOARD OF ETHICS AND GOVERNMENT ACCOUNTABILITY



IN THE MATTER OF:

Date: March 19, 2026

C ■ Subido

CASE NO: 22-0079-P

**ORDER**

Pursuant to the authority conferred by D.C. Official Code § 1–1162.12 and pursuant to authorization by the Board of Ethics and Government Accountability (“BEGA”), the Director of Government Ethics has conducted a preliminary investigation into allegations that the Respondent, C ■ Subido, violated the District of Columbia’s Code of Conduct.

**Based on the results of the preliminary investigation, and the Show Cause Hearing held on January 25, 2025, and January 29, 2025, the Director of Government Ethics has determined that the Respondent’s actions violated District Personnel Regulations, 6B DCMR § 1808.1. Pursuant to 3 DCMR § 5535.4, Respondent is hereby ORDERED to pay a \$300 fine no later than April 10, 2026.**

**Statement of the Case**

Based on a complaint received by the Office of Government Ethics on May 9, 2022, this matter was a preliminary investigation into allegations that Respondent, former Interim Director of the Office of Unified Communications (“OUC”), made efforts to replace the agency’s dispatching protocols with her company’s dispatching protocol system. Also, that Respondent attempted to persuade Fire and Emergency Medical Services (“FEMS”) to utilize her company’s services.

**Summary of Evidence**

Respondent began employment at OUC in January 2020 as the Chief of the Office of Professional Standards and Development. In January 2021, Respondent was appointed as the Interim Director of OUC. Towards the end of that year, Respondent began working with a group of District employees to assess OUC’s dispatching system. According to witness testimony, the working group created Public Safety NET (Nine-one-one Emergency Triage), which is a triage tool used to sort 911 requests. In December 2021, Respondent engaged a consulting company to assist with building OUC’s 911 triage tool – DC Public Safety NET (Nine-one-one Emergency Triage).

Respondent was not selected to fill the OUC Director vacancy on a permanent basis. On or about March 2022, Respondent began working for FEMS as the Emergency Communications Chief. On March 21, 2022, Respondent engaged in email communications with a FEMS employee regarding Public Safety NET. The FEMS employee inquired whether an online link that he found was connected to the triage system that he and Respondent had discussed, Respondent stated, “no .... it is Public Safety NET (Nine-one-one Emergency Triage) - it is my company .... a triage program I built with my medic from Seattle that we have given to other agencies to use when they needed one. The one we are building for DC is customized for DC responses.”

In April 2022, Respondent hired a law firm to assist her with trademarking Public Safety NET (Nine-One-One Emergency Triage).

On June 15, 2022, Respondent, along with other FEMS employees, provided a presentation on Public Safety NET to the executive staff of FEMS and OUC. In a portion of the presentation, Respondent asserted that Public Safety NET was originally created by her in 2004. Despite the presentation of information, OUC nor FEMS, procured or used Public Safety NET.

Upon review of Respondent’s emails, it was discovered that between February 2021 and June 2022, Respondent sent and received forty-one emails regarding personal and outside business matters. Those emails include information concerning the Respondent’s business, personal travel plans, health care matters, housing matters, and purchasing a residential property. For instance, Respondent received emails regarding personal travel plans on February 9, 2021, June 19, 2021, July 23, 2021, and December 4, 2021. On July 29, 2021, Respondent sent an email to a property management company regarding her replacement of a hot water heater.

On January 5, 2022, Respondent forwarded an email from her OUC email to her business email which concerned her medical care. From March 29, 2022, through April 18, 2022, Respondent received emails from family members regarding personal matters.

Between May 4, 2022, and June 25, 2022, Respondent sent and received emails regarding viewing, remodeling, and purchasing residential properties. On May 31, 2022, Respondent forwarded an email from her business email address to her FEMS email address concerning her application to a legal firm for assistance with filing a trademark application for Public Safety NET. On June 3, 2022, Respondent received a confirmation email for a nail appointment. In January 2023, Respondent’s employment with FEMS ended.

### **Conclusions of Law**

#### **Based on the evidence of record, I therefore conclude:**

1. The District Personnel Regulation, 6B DCMR § 1808.1 provides that an employee has a duty to protect and conserve government property and shall not use such property, or allow its use, for other than authorized purposes.
2. D.C. Official Code § 1-1162.21(a)(3) states that the Board [of Ethics and Government Accountability] may issue a schedule of fines for violations of [the Code of Conduct],

which may be imposed ministerially by the Director of Government Ethics. The Board has so issued that Schedule of Fines.<sup>1</sup>

3. Respondent violated 6B DCMR § 1808.1 by using her District government email account for unauthorized purposes. Respondent misused her government email account to send and receive personal and private business emails between February 2021 and June 2022.

**WHEREFORE**, pursuant to the authority conferred upon me by D.C. Official Code § 1–1162.21(a)(3) and 3 DCMR § 5535.1, it is hereby **ORDERED** that a ministerial fine in the amount of **THREE HUNDRED DOLLARS (\$300.00)** is assessed against the Respondent. Pursuant to 3 DCMR § 5535.4, this fine shall be effective on April 10, 2026. Respondent shall make payment via certified check or money order made out to the D.C. Treasurer on behalf of BEGA or by using the following payment link: <https://dcwebforms.dc.gov/pay/bega1/> and referencing 22-0079-P.



ASHLEY COOKS  
Director of Government Ethics

3/19/2026  
DATE

### SERVICE OF ORDER

This is to certify I have served a true copy of the foregoing Order on Richard Renner via email at

[REDACTED]



### NOTICE

Any party adversely affected by this Order may file an appeal with the Board of Ethics and Government Accountability at 1030 15<sup>th</sup> Street N.W., Suite 700 West, Washington, D.C. 20005, or by emailing [bega@dc.gov](mailto:bega@dc.gov). All such appeals must be received by the Board no later than ten (10) days from the date of this Order, excluding weekends and District government holidays.

<sup>1</sup> See 3 DCMR § 5530, *et seq.*