

State Water Resources Control Board

August 31, 2017

(Via email and Certified Mail)

CERTIFIED MAIL

NO. 7015 1520 0001 7928 3188

Mr. Angelo Y. Bullicer
Grade II Wastewater Operator
(Certificate No. 41250)

**Proposed Action
Accepted**

SUBJECT: PROPOSED DISCIPLINARY ACTION

Dear Mr. Bullicer:

The State Water Resources Control Board's (State Water Board) Office of Enforcement (OE) has completed its investigation regarding allegations that you engaged in dishonest conduct during an examination to become a Grade IV Operator. The relevant facts and regulations are laid out below, as well as a determination regarding the appropriate disciplinary action. Please carefully review the information and instructions below.

FACTUAL BASIS FOR THE PROPOSED DISCIPLINARY ACTION:

1. On February 2, 2014, the State Water Board Office of Operator Certification (OOC) issued you a Grade II wastewater operator certificate (No. 41250), which allows you to operate and maintain a wastewater treatment plant (WWTP) in accordance with the Operator Regulations (Cal. Code. Regs., tit. 23, §§ 3570 et. seq.). Your current Grade II wastewater operator certificate expires on February 27, 2018.
2. OOC provided all examinees taking the April 8, 2017, Grade IV Wastewater Operator Examination with both written and verbal instructions concerning prohibitions for possession and/or use of unauthorized materials during the examination. Specifically, you were provided with the following information:
 - a. On March 20, 2017, OOC sent you an Examination Identification Letter including instructions for your Grade IV examination in Hawthorne, California (**see Attachment 1**). This letter stated that you may not bring certain unacceptable outside materials that could jeopardize the examination and disqualify you from taking the examination. Specifically, the letter states that "*no food, pens, notes, books, tobacco, hats, etc. are allowed on the examination table.*" In addition, the letter had an instruction sheet attached which includes information prohibiting the possession or use of "*scratch paper, pens, electronic devices....in the examination room.*"

- b. During the April 8, 2017 Grade IV Wastewater Operator Examination, you certified you understood that *“removal of any examination material from examination room, reproduction of all or any portion of the examination in any way, or use of unauthorized reference material during the examination might result in revocation of your existing operator certificate and criminal prosecution.”* (see **Attachment 2**)
3. During the April 8, 2017 Grade IV Wastewater Operator Examination, the examination proctors discovered that you were in possession of unauthorized examination materials which were confiscated, photographed, and described as follows:
 - a. Three plastic sheets containing printouts of wastewater examination questions and formulas (see **Attachment 3**); and,
 - b. One electronic video recording USB pen camera (photographed only and returned to you at the examination) (see **Attachment 4**).
4. During a May 16, 2017 interview with OE in Piru, California, you admitted to the allegations of engaging in examination misconduct against you (see **Attachment 5**). Additionally, you stated that you did not recover nor share any examination information that may have been recorded by your electronic video recording device discovered at the examination.
5. On May 19, 2017, you provided additional details and information via email to OE, including admission to engaging in dishonest conduct, and cheating during the April 8, 2017 Grade IV Wastewater Operator Examination (see **Attachment 6**).

STATUTORY AUTHORITY AND LIABILITY

The State Water Board may refuse to grant, suspend, or revoke an operator, provisional operator, or operator-in-training certificate or may reprimand or place on probation an operator, provisional operator, or operator-in-training upon any reasonable ground, including performing, or allowing or causing another to perform, any of the following acts as stated in the California Code of Regulations, title 23, section 3710 (Grounds for Disciplinary Action) as follows:

(4) Engaging in dishonest conduct during an examination, or violating confidentiality of examination questions.”

ALLEGATION

OE has determined that you violated the California Code of Regulations, title 23, section 3710(a)(4), by engaging in dishonest conduct during the April 8, 2017 Grade IV Wastewater Operator Examination in Hawthorne, California.

PROPOSED DISCIPLINARY ACTION

Based on the above findings, including consideration of other factors such as your subsequent admission of engaging in the examination misconduct, and the limitation that this violation was not associated with performing duties at a wastewater treatment plant, OE staff is proposing a formal disciplinary action against you and your operator certificate as follows:

- 1) **DEMOTION** of your current Grade II Wastewater Operator Certificate (No. 41250) to a Grade I Wastewater Operator, with the following conditions:

- a) By September 22, 2017, you must surrender your current Grade II operator certificate to OOC. Upon receipt of your Grade II operator certificate, OOC will then issue you a Grade I operator certificate which will expire on April 30, 2018, which may be then renewed.
 - b) After April 30, 2018, and without additional violation(s) of any Certified Operator Regulations (Cal. Code. Regs., tit. 23, §§ 3570 et. seq.), you may then apply for and take any higher wastewater operator examination(s).
- 2) **FIVE-YEAR PROBATION** which expires April 30, 2022, with the following conditions:
- a) A suspended penalty of \$2,500. Payment of the full suspended penalty to the State Water Board will be required for any additional violation(s) of the Certified Operator Regulations (Cal. Code. Regs., tit. 23, §§ 3570 et. seq.).

After April 30, 2022, without any additional violation(s) of the Certified Operator Regulations (Cal. Code. Regs., tit. 23, §§ 3570 et. seq.), you may request OOC remove this disciplinary action notice from your official operator file.

This letter constitutes a proposed disciplinary action under California Code of Regulations, title 23, section 3712 and is considered final and conclusive unless you request that the Director of OE reconsider this proposed disciplinary action. You have 45 days from receipt of this letter to appeal this decision as specified in the California Code of Regulations, title 23, section 3712. A request for reconsideration shall contain:

1. The name, address, telephone number, and email address (if available) of the requestor;
2. A copy of the proposed disciplinary action letter;
3. A full and complete statement of the reasons why the proposed disciplinary action letter is erroneous, inappropriate, or improper; and,
4. The specific action that the requestor seeks from the Director of the OE.

Appeals should be addressed to:

Mr. Christian Carrigan, Director
Office of Enforcement
State Water Resources Control Board
801 K Street, Suite 2300
Sacramento, California 95814

Your appeal must contain all documents above and any evidence you wish to be considered by Mr. Carrigan during his review.

Any future misconduct, including examination cheating may subject you to additional disciplinary action(s) pursuant to California Code of Regulations, title 23, section 3710 (Grounds for Disciplinary Action), which could include penalties and/or revocation of your wastewater operator certificate.

If you have any questions, please contact me by telephone at (916) 341-5891 or by email at matthew.buffleben@waterboards.ca.gov.

Sincerely,



Dr. Matthew Buffleben, PE
Supervising WRCE
Office of Enforcement

Enclosures: Attachment 1 - Examination Identification Letter
Attachment 2 - Examination Instructions with Self-certification
Attachment 3 - Plastic Sheets with Essays/Formulas
Attachment 4 - Photograph of USB pen covert camera
Attachment 5 - Interview summary report from May 16, 2017 in Piru, California
Attachment 6 - Email from Angelo Bullicer admitting to engaging in misconduct during the April 8, 2017 wastewater operator examination

cc: *(via email only)*

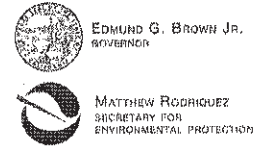
Mr. Wes Wilkinson, Supervisor
Office of Operator Certification
Division of Financial Assistance
wes.wilkerson@waterboards.ca.gov

Mr. Nickolaus Knight
Attorney III
Office of Enforcement
nick.knight@waterboards.ca.gov

Dr. Matthew Buffleben
Supervising WRCE
Office of Enforcement
matthew.buffleben@waterboards.ca.gov

Attachment 1

Examination Identification Letter



State Water Resources Control Board

March 20, 2017

Angelo Y. Bullicer



EXAMINATION IDENTIFICATION LETTER AND INSTRUCTIONS

You are scheduled to take the Grade **IV** Wastewater Treatment Plant Operator Certification Examination on Saturday, **04/08/2017** at 9:00 a.m. Registration begins at approximately 8:30 a.m. We encourage examinees to arrive early to allow enough time in case of unforeseen circumstances.

No admittance allowed into the examination room after 9:00 a.m. **NO EXCEPTIONS.**

We have assigned you to the examination location in **LOS ANGELES.**

LOS ANGELES
Hawthorne Memorial Center (Sun Room)
3901 El Segundo Blvd.
Hawthorne, CA 90250

You are required to bring the following materials:

- **Supply of sharpened No. 2 pencils with erasers** (Pencils will no longer be provided by the State Water Resources Control Board)
- Valid government issued photo identification which includes a signature
- **This original Examination/Instruction Identification Letter**

Enclosed are:

- "Notice to All Examination Candidates" - Examination related information.
- Information regarding acceptable and unacceptable calculators.

REGISTRATION AND EXAMINATION POLICY:

- No admittance without valid government issued photo identification with signature (Driver's license, passport, military ID)
- Examinees are not permitted to leave the examination room after they have registered.

UNACCEPTABLE OUTSIDE MATERIAL: If these items are brought into the examination room, your examination may be jeopardized and/or the examination will be confiscated and you will be asked to leave the premises.

- Cell phones are not permitted in the examination room, restrooms, or hallways. If found you will automatically be disqualified
- No food, pens, notes, books, tobacco, hats, etc., are allowed on the examination table.
- **PROGRAMMABLE CALCULATORS ARE NOT PERMITTED, INCLUDING SMARTWATCHES.**

NO EXCEPTIONS. Only self-contained, non-programmable, battery-operated, silent, non-printing calculators are permitted.

NOTE: CELL PHONES **CANNOT** BE USED IN PLACE OF CALCULATORS.

CELL PHONES, SMART WATCHES/ IWATCHES are NOT permitted inside the examination room. NO EXCEPTIONS. Cell phones cannot be used in place of calculators. Examinees in possession of a cell phone, smart watch/iwatch during the examination will be disqualified.

Requests to reschedule your examination will not be approved at this time. If you wish to be rescheduled, a new examination application along with the examination application fee must be submitted and received in our office on or before Tuesday, August 15, 2017 for the October 14, 2017 examination.

If you have any questions regarding the examination, please contact Wastewater Operator Certification at (916) 341-5741 or e-mail at wwopcertprogram@waterboards.ca.gov.

Sincerely,



Wes Wilkinson
Staff Services Manager I
Wastewater Operator Certification
Division of Financial Assistance

Enclosures

NOTICE TO ALL EXAMINATION CANDIDATES

IT IS IMPORTANT THAT YOU READ AND UNDERSTAND THE INFORMATION ON THE ATTACHED SHEET. ON THE DATE OF THE EXAM, YOU WILL BE REQUIRED TO SIGN A STATEMENT WHICH CERTIFIES THAT YOU HAVE READ AND WILL ABIDE BY THESE INSTRUCTIONS.

Pursuant to Section 3701.1, subdivision (c) of the Operator Certification Regulations, Examination questions are confidential. Any person who copies questions or removes all or part of any Examination from the examination room or who conveys or exposes all or part of any Examination for an unauthorized use may be denied Certification pursuant to the provisions of Article 7. Any person who uses unauthorized reference material during the Exam may also be denied Certification. The applicant also may be subject to administrative sanctions pursuant to Article 7 and Section 13627 of the Water Code.”

Candidates are advised that the State Water Board will investigate any individual that it believes has divulged any portion of a Wastewater Operator Examination to any other person. In addition, the State Water Board will pursue disciplinary action against that individual if the investigation reveals that subversion of the Examination did in fact occur.

EXAMINATION-RELATED INFORMATION

THE EXAMINATION GRADING FORMAT AND GENERAL EXAMINATION INSTRUCTION ARE STATED ON THE FIRST SHEET INSIDE THE COVER SHEET OF EVERY EXAMINATION BOOKLET.

- Due to size variations at all sites, we cannot predict when the actual examination will begin. We encourage all candidates to arrive promptly at the time the doors open. Doors will open for seating at approximately 8:30 a.m. at each examination site.
- **EXAM SECURITY - *Dishonest Conduct*** - An applicant who engages in dishonest conduct during an examination will have his or her examination materials confiscated, will not have the examination graded, and will be denied the opportunity to take the next scheduled examination. The application and examination fees paid by the applicant will not be refunded. The applicant also may be subject to administrative sanctions pursuant to Article 7 and Section 13627 of the Water Code. ***Confidentiality of Examination Questions*** - examination questions are confidential. Any person who copies questions or removes all or part of any examination from the examination room, or who conveys or exposes all or part of any examination for an unauthorized use may be denied certification pursuant to the provisions of Article 7. The applicant may also be subject to administrative sanctions pursuant to Article 7 and Section 13627 of the Water Code.
- At the back of every examination booklet there are additional blank sheets followed by a current and proposed “Equivalents and Formulas” sheets. These sheets may be removed from the booklet by the examinee for use during the Examination. However, each sheet must have the examinee’s name on it, and specific identification of the problem for which work is shown. Examinees will be asked to complete a survey located on the bottom of the current “Equivalents and Formulas” sheet. Proctors will staple the sheets onto your booklet at the end of the exam.
- Other paper (including scratch paper), books, highlighters, pens, briefcases, electronic devices, tobacco, smart watches or **cell phones** will not be allowed in the examination room. All examination material must be returned to the proctor upon completion of the exam.
- **PENCILS** – As of April 2016, Examinees will be required to bring their own No. 2 pencils and erasers. **PLEASE BRING NO. 2 PENCILS AND ERASERS.**

- **CALCULATORS** - Simple electronic calculators that are silent, including non-programmable scientific calculators are allowed. Programmable calculators, smart phones, tablets, computers, and calculators with paper printout are not allowed. Prohibited programmable calculators include calculators that have alpha keyboards, graphing calculators, large display screens that are capable of displaying worded messages, or calculators that allow for the insertion of pre-programmed cards. Please be aware that solar calculators may not function because of lighting conditions. It is acceptable to bring an additional simple calculator as a back-up. **PLEASE BRING A SIMPLE ELECTRONIC CALCULATOR AND EXTRA BATTERIES.**
- **GRADES I AND II EXAMINEES** - All your answers must be marked on the scantron sheet for grading. **However, partial credit may be assigned to the ten math problems if you clearly show and label your work in the booklet.** If necessary, you may use the blank pages to clearly show and label your work.
- **GRADES III, IV AND V EXAMINEES** - All work must be shown and clearly labeled in the examination booklet. You must clearly show and label all your work on math problems and essay questions for grading. You must clearly state all your assumptions. The graders of the examination will give generous partial credit, but they cannot guess what the examinee is thinking.
- **IMPORTANT:** A CORRECT ANSWER TO A MATH PROBLEM WHICH IS NOT SUPPORTED BY CALCULATIONS CLEARLY SHOWN IN THE BOOKLET WILL NOT BE GIVEN CREDIT.

WE EXPECT TO MAIL THE RESULTS FOR GRADE I THROUGH V EXAMINATIONS WITHIN 90 DAYS.

- **EXAM REVIEW** – Examinees who do not pass the exam may request a review of their exam. All exam reviews will be scheduled for one day only in the Sacramento and one day only in the Riverside area. Further information regarding an exam review schedule will be mailed with the exam results to those examinees that do not pass the examination.
- If you pass the examination, you cannot review the exam or obtain score information.
- **MAXIMUM ALLOTTED TIMES FOR THE EXAMINATION:**
 Grades I and II – 2 ½ Hours Grade III – 3 ½ Hours Grades IV and V – 4 Hours
- **MINIMUM PASSING GRADE** – The minimum passing score for every examination includes a minimum of 50% of the available points on the math problems (20 points for Grade I – II, 28 points for Grade III, and 20 points for Grade IV-V). The overall minimum passing score for all examinations is 70% of the total points available on the exam.

SUMMARY EXAMINATION POINT VALUES AND MINIMUM PASSING SCORES

	<u>GRADE I</u>	<u>GRADE II</u>	<u>GRADE III</u>	<u>GRADE IV</u>	<u>GRADE V</u>
True/False Questions:	45 Points	50 Points	25 Points	-0-	-0-
Multiple Choice Questions:	50 Points	60 Points	40 Points	50 Points	50 Points
Multiple Choice Math Problems:	40 Points	40 Points	-0-	-0-	-0-
Math Problems:	-0-	-0-	56 Points	40 Points	40 Points
Mandatory Essay Questions:	-0-	-0-	20 Points	15 Points	15 Points
Essay Questions:	-0-	-0-	-0-	40 Points	40 Points
Total Points Available:	135 Points	150 Points	141 Points	145 Points	145 Points
Minimum Passing Score:	94.5 Points	105 Points	98.7 Points	101.5 Points	101.5 Points

Attachment 2

Examination Instructions with Self-certification

13:20

STATE WATER RESOURCES CONTROL BOARD
WASTEWATER OPERATOR EXAMINATION



GRADE IV

APRIL 8, 2017

NAME ANGELO BULLICER Last 4 of SSN [REDACTED]

ADDRESS [REDACTED]

CITY [REDACTED] ZIP [REDACTED] email: [REDACTED]

PLEASE CHECK HERE IF THIS IS A NEW ADDRESS AFTER FEB 1, 2017:

Please read and certify the following statement:

I UNDERSTAND THAT REMOVAL OF ANY EXAMINATION MATERIAL FROM THE EXAMINATION ROOM, REPRODUCTION OF ALL OR ANY PORTION OF THE EXAMINATION IN ANY WAY, OR USE OF UNAUTHORIZED REFERENCE MATERIAL DURING THE EXAMINATION MIGHT RESULT IN REVOCATION OF MY EXISTING OPERATOR CERTIFICATE AND CRIMINAL PROSECUTION.

Signature [REDACTED]

When instructed by the proctor, verify your examination booklet has all pages, 1 through 46. IF THIS BOOKLET HAS ALL PAGES 1 THROUGH 46, INITIAL HERE AB

- ALL EXAMINATION MATERIAL MUST BE RETURNED TO THE PROCTOR UPON COMPLETION OF THE EXAMINATION.
- MARK YOUR ANSWERS TO THE MULTIPLE CHOICE QUESTIONS ON YOUR SCANTRON CARD.
- SHOW ALL YOUR WORK FOR THE FIVE (5) MATH QUESTIONS, THE 15 POINT ESSAY QUESTION, AND FOUR (4) OUT OF THE SIX (6) ESSAY QUESTIONS.
- MARK A LARGE 'X' ACROSS THE PAGES OF THE TWO (2) ESSAY PROBLEMS YOU DO NOT WANT GRADED. INITIAL HERE AB TO CONFIRM YOU HAVE DONE SO.

FOR OFFICIAL USE ONLY

Scantron Score: _____

8 points each	28.	15 point question 31.	33.	36.
26.	29.	work 4 out of 6 10 points each	34.	37.
27.	30.	32.	35.	

Partial credit: _____ Total score: _____ (101.5 to pass & ≥ 50% Math: _____)

PASS/FAIL _____

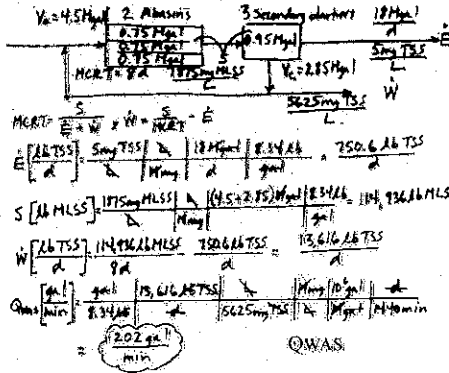
Attachment 3

Plastic Sheets with Essays/Formulas

Exhibit #4 – Confiscated Plastic Sheets with Essay/Formulas related with Wastewater Operations

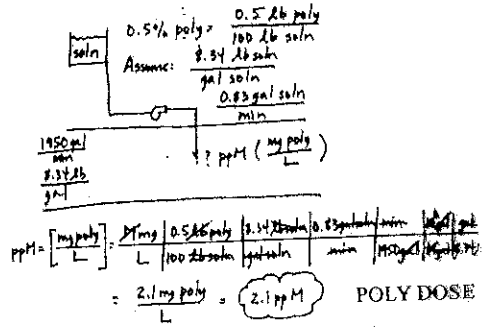
Sheet No. 1

1. The Curve Valley WWTP treats 18 MGD. There are three aeration basins, only two are in service. Each aeration basin has three passes and each pass has a volume of 0.75 MG. All three secondary clarifiers are in service. Each of these has a volume of 0.95 MG. The MLSS averages 1,675 mg/L. A high quality sludge with only 5 mg TSS/L is discharged when the MCRT is maintained at 8 days (the plant is required to notify). The WAS TSS concentration yesterday was 6,525 mg/L. The WAS pump runs continuously. Calculate the WAS flow rate in gpm necessary to maintain the target MCRT.



Sheet No. 2

1. A polymer solution (0.5% weight-to-weight) is being fed at the rate of 0.83 gal/min to a secondary effluent flow of 1,950 gpm prior to sand filtration. Calculate the polymer dose in units of ppm.



Sheet No. 3

UV

$$\text{Dose} = \frac{mW \cdot s}{\text{cm}^2}$$

mW = power
s = detention time

1. Hardness
2. Turb
3. cleaning sleeves

1. Much Safer
2. Less Chem
3. Disinfection Byproducts

ORP

Oxidation is the loss of electrons
Chlorine when added to water forms hypochlorous acid which tears apart a germ, shredding its cell membrane and proteins

B. The energy change, measured in volts, required to add or remove electrons to or from an element or compound. It is a direct measure of the demand for chlorine. When the sensing electrode drops below a setpoint, it sends a signal to the chlorine controller to increase chlorine addition and vice versa

C. ORP measurement gives a fast and accurate picture of the sanitizing activity

D. ORP sensors can better monitor changes in concentration

Show steps See ORP math

Attachment 4

Photograph of USB pen covert camera



Attachment 5

Interview summary report from May 16, 2017 in Piru, California

WASTEWATER OPERATOR INTERVIEW

Date of Interview: May 16, 2017
Time: 11:40 – 1300 hrs
Location: Piru WWTP
2815 East Telegraph, City of Piru

Present: Leo Sarmiento, WRCE (SWRCB/Office of Enforcement)
Jim Fischer, WRCE (SWRCB/Office of Enforcement)
Nick Knight, Attorney III (SWRCB/Office of Enforcement)

Name: Angelo Bullicer, Grade II WWTP Operator (#41250)

- Mr. Fischer requested consent for the interview. Mr. Bullicer provided consent at 11:45 a.m.

Statements Obtained from Mr. Bullicer:

- Prior wastewater operator experience, he worked as a wastewater operator operator-in-training (OIT) at the County of Ventura Moorepark WWTP.
- Obtained a Grade II wastewater operator certificate in November 2012.
- Failed the Grade III wastewater operator examination a total of three (3) times.
- Dishonored himself because he was caught cheating during the April 8, 2017 Grade IV examination held in Hawthorne, CA.
- Admitted he was caught cheating and stated he brought in 4 transparent plastic sheets (approximately 2"x 2" in size), containing formulas/solutions and essay notes related to the Grade IV wastewater operator examination, including a video recording device (USB pen spy camera). Stated he acted alone without any help from other operators/persons involved in the cheating.
- Stated he transferred four (4) transparencies from his pant pocket into his shirt/polo pockets during his morning bathroom break.
- Stated he flushed the toilet once or twice but did not flush any non-exam materials. When he was presented with the note that was recovered from the toilet by the chief proctor, he admitted the notes included his handwriting.
- Admitted these items may have fallen into the toilet bowl when he removed the plastic transparencies from his pocket. Stated he used these materials to help remind him of his study areas on the test.
- Stated he activated the video recording device on the spy pen camera approximately 10 minutes towards the end of the exam.
- Stated he denied ownership of additional plastic transparencies that fell out of his examination when he turned-in his test because he panicked. Stated these plastic transparencies were produced by him at a Kinkos store.
- Admitted the examination proctors discovered his spy pen camera from the shirt/polo pocket and took a photograph of it with a blue blinking light on the unit. Stated that the blue blinking light on the unit means the video recording device was activated. Also stated that the orange light flashing light on the unit means the recording device is in standby mode.
- Stated the video recording device was destroyed when washed/dried with his clothes. Stated he did not transfer/download any recorded examination information from the device nor shared any information collected on the device with any other people including wastewater operators.
- Stated he purchased the spy pen camera from Ali Express (online vendor). Also stated he could have also purchased the unit at Fry's Electronics since he wasn't exactly sure where he purchased the device.
- Stated he initially bought the spy pen camera to record conversations with his supervisor but later learned this action maybe illegal and stopped using it.
- Stated his motivations for cheating on the wastewater operator examination include financial burdens (in debt of \$190,000, almost losing his house, and working a second job), potential for a promotion and increased salary by passing the Grade III or IV examinations, and allowing him more time with volunteering in school activities for his two kids without having to keep taking online study classes for the examination.

Additional information discussed with Mr. Bullicer:

- Mr. Knight explained the seriousness of copying/video recording of examination and potential impact to the integrity of wastewater examinations.
- Mr. Knight requested a copy of the receipt from purchase of the spy pen camera and also copies of the Kinko's copying services used to fabricate the materials brought into the examination.
- Mr. Sarmiento requested Mr. Bullicer to submit a written account/testimony describing the details of what happened during the Grade IV examination with details about the alleged cheating. Mr. Bullicer agreed to submit this information by Friday, May 18, 2017 via email to Mr. Knight, Mr. Sarmiento, and Mr. Fischer.
- Mr. Fischer provided additional information about the potential disciplinary action(s) included in the California wastewater operator regulations.

The interview ended at approximately 1300 hours.

Attachment 6

Email from Angelo Bullicer admitting to engaging in misconduct during the April 8, 2017 wastewater operator examination

Sarmiento, Leo@Waterboards

From: Angelo Bullicer [REDACTED] >
Sent: Friday, May 19, 2017 8:37 AM
To: Sarmiento, Leo@Waterboards
Cc: Fischer, Jim@Waterboards; Knight, Nickolaus@Waterboards
Subject: Re: Angelo Bullicer-Statement

Name: Angelo Bullicer
Address: [REDACTED]
City: [REDACTED]
State: CA
Zip: [REDACTED]
Phone number: [REDACTED]

This incident happened On Saturday, April 8 At Hawthorne, CA during a California Wastewater Certification Exam during the hours of 8am-12pm (approx)

I prepared to cheat on the exam by taking four 2 inch X 2 inch transparencies that had math formulations/essay information that I thought I was weak at. I also brought a "Night Owl" Spy camera pen/USB drive that takes videos. The camera was bought from Fry's Electronics a long time ago to possibly document verbally threatening Supervisor. I never used it because I wasn't sure about the legality of recording so I put the camera away. I don't have the receipt any more. I decided I to use the pen camera in the exam in case I didn't pass again.

The information were taken from a Wastewater Technologies Grade 4 book that I reworked to fit into the 2"X2" space using Photoshop. I saved the file in the "Night Owl" Camera/USB drive and took it to printing shop to print on transparencies. I no longer can locate the receipts from the print shop. I placed the four 2"x2" transparencies in my shorts pocket after reviewing my notes. I had a small piece of white paper that I had made notes to myself as a checklist about TOPICS that I was familiar with like "Essays, BOD, QWAS, QRAS" etc... I must have forgotten to take this out of my pocket before entering the exam area.

Started taking the exam. Later, I asked to take a bathroom break to urinate and to blow my runny nose. I flushed after I urinated and flushed a few more times after wiping my hands and blowing my nose. I took the transparencies from my shorts pocket and put them in my front left pocket. walked out the bathroom stall and washed my hands in the sink. I continued working on my exam. I quickly took my transparencies from the shirt pocket and placed them in between the exam pages. None of my cheat notes helped at all! The proctor announced 10 minutes left and I panicked. I took the camera and hooked it on my left shirt pocket and hit the small button to hopefully activate the camera. A small blue light goes on on the side if the camera is activated. I could not visually confirm if the camera was turned on because the pen was inside the pocket. I was panicking and most likely having an anxiety attack. I couldn't think. Time was up. I gathered my exam papers. I stood up and walked to the table to hand over my exam. I did not realize the small white piece of paper had dropped for the proctors to see as I stood up and I also forgot to put the camera away from view. The 2 proctors at the front watching me followed me. Right then, a transparency probably still stuck in between the pages fell on the floor. While the head proctor was interrogating me, another one fell out. My head was spinning. I denied they were mine at first but eventually I told the head proctor they we mine and apologized. He said my exam will be processed but will be disqualified due to cheating. He said I will be contacted by the State for questioning.

One of the proctors noticed my pen still sticking out of my shirt pocket asked what is that in your pocket. I told them it was my USB pen where I keep my study notes. They examined it and the head proctor took a picture of the pen. They asked for my name. Apologized profusely and then I was told to leave the premises immediately.

I drove home feeling sick to my stomach. I wanted to call my CPO and Superintendent about what just happened and the consequences. I decided not to because I felt so ashamed acting out of character and choosing to do such a stupid thing. The closer I got home the more panic set in. I vomited on myself before I could get out of my car when I got home. I took off my clothes and threw them in the washing machine forgetting to empty out the pen cam and transparency in the pocket. I never had a chance to view the footage if any. I never ever had any intentions to share to anyone of whatever footage I got. I was able to retrieve the broken pieces of the camera pen. The body I found in the washer and the rest of the inner circuitry were found in the dryer drum. I took a picture as proof. I could not find the transparency that was left in the pocket.

Financial Issues with credit card debt and frustration motivated me to cheat. My family is deep in debt. We are still trying to recover from the Recession. We almost lost the house. We cant seem to get ahead with financial issues. I have been talking with a financial advisor to figure something out. Passing the Grade 1 and 2 exams for the California Wastewater Certification was a breeze, The frustration started when I took the grade 3 exam 3 times. First time fail. Second time fail. Third time close but failed. I took the Grade 4 exam back in October 2016 but failed on that one too.

I am not a bad person, I just made a bad choice. I have been an exemplary employee since 11-26-12 when I was hired. My record has been spotless. I am respected and well-liked by all my co-workers, friends, neighbors and acquaintances. I go out of my way to help people. I have asked God for forgiveness

I have told my CPO and my Superintendent about what has transpired. I don't know my fate will be as to whether I will be punished or fired. I was groomed to be a Lead Operator but now that dream may be gone. I truly apologize for what has happened. I enjoy being wastewater plant operator and I am currently studying for CWEA Collections Grade 1 Certification in July 2017. I have a family to provide with two teenage boys 13 and 15. I still hope I will have a bigger, brighter future as a Wastewater Plant Operator and I assure you this will never happen again.

Signed,
Angelo Bullicer

The information transmitted is intended only for the person or entity to which it is addressed and may contain proprietary, business-confidential and/or privileged material. If you are not the intended recipient of this message you are hereby notified that any use, review, retransmission, dissemination, distribution, reproduction or any action taken in reliance upon this message is prohibited. If you received this in error, please contact the sender and delete the material from any computer."