FLORIDA FISH AND WILDLIFE CONSERVATION COMMISSION

The FWC 85' Gulf Sentry

OFFICE OF INSPECTOR GENERAL

2013-2014 ANNUAL REPORT

Florida Fish and Wildlife Conservation Commission

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Managing fish and wildlife resources for their long-term well-being and the benefit of people.

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September 30, 2014

Nick E. Wiley
Executive Director
Florida Fish and Wildlife Conservation Commission
620 S. Meridian Street
Tallahassee, Florida 32309

Dear Mr. Wiley,

In compliance with Section 20.055(7)(a) F.S., I am pleased to submit for your review our Annual Report on the activites of the Office of Inspector General (OIG) for the fiscal year ending June 30, 2014.

The OIG prides itself on our commitment to providing the Florida Fish and Wildlife Conservation Commission the most thorough, accurate, and timely investigations and audits possible.

Your support is greatly appreciated and we look forward to continuing our excellent relationship over the coming years.

Respectfully,

Mike Troelstrup
Inspector General

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Cover photograph:

The 85' Gulf Sentry was originally manufactured in 1968 for the U.S. Air Force and was used as a missile retriever until 1994. The FWC operated the vessel for federal fisheries enforcement and search and rescue until 2008, when she went out of service for repairs. The Gulf Sentry was recently restored and now has a new bottom, engines, electrical, plumbing, berthing area, galley and improved pilot house. There also are numerous "green" features incorporated into the new design. After renovation in Fort Lauderdale, the vessel has returned to her home port of Carrabelle.

GENERAL INFORMATION

The Florida Fish and Wildlife Conservation Commission (FWC), Office of Inspector General (OIG), is located in the Farris Bryant Building in Tallahassee, Florida. The Inspector General Act of 1994 created an Office of Inspector General in each state agency. The purpose of the OIG is to act as a central point for coordination of and responsibility for activities that promote accountability, integrity, and efficiency in government. Section 20.055, Florida Statutes, defines the duties and responsibilities of each Inspector General.

MISSION STATEMENT

The mission of the FWC Office of Inspector General (OIG) is to provide leadership in the promotion of accountability and integrity in state government.

VISION STATEMENT

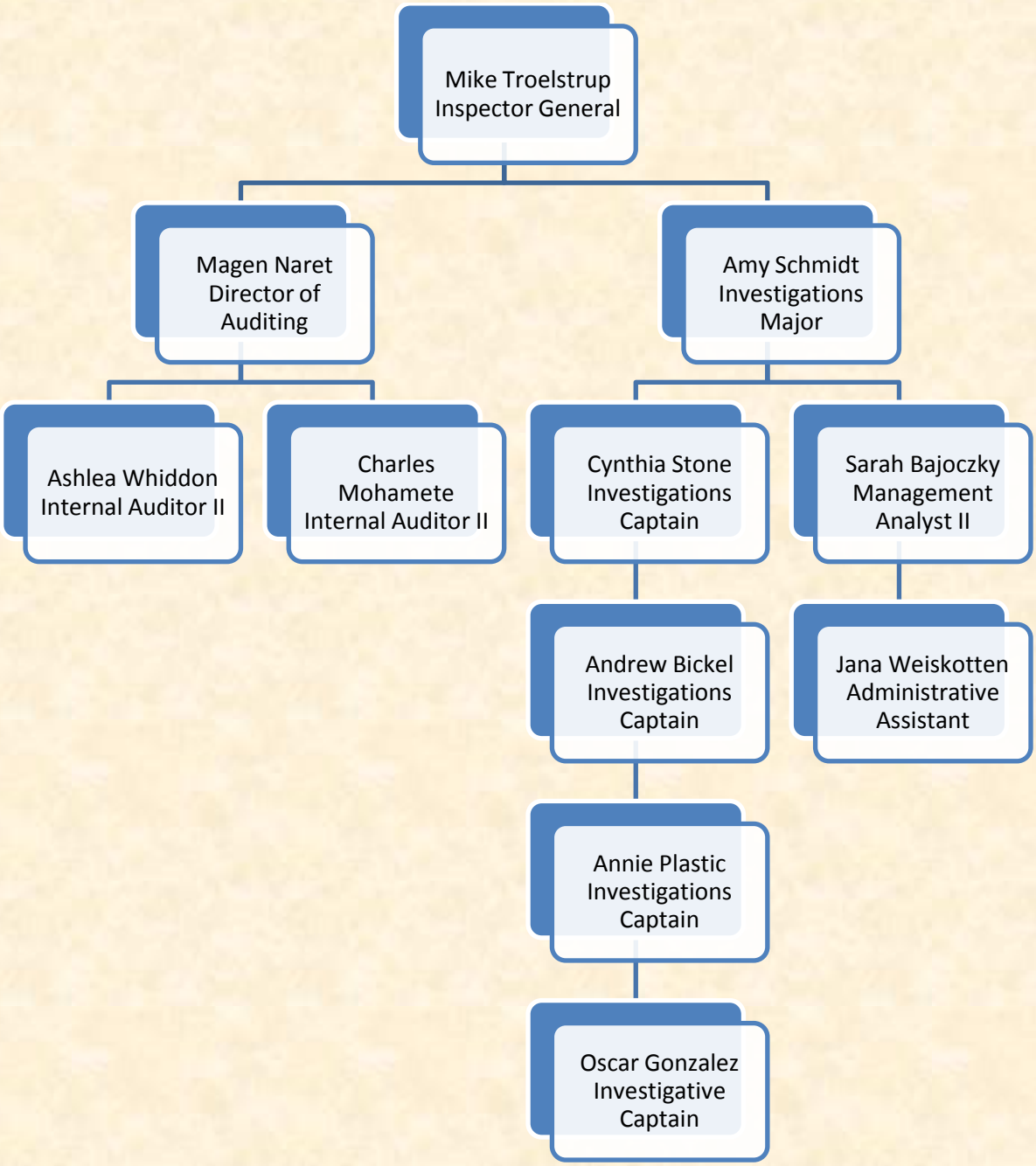
The vision of the FWC OIG is to enhance public trust in government.

STATUTORY REQUIREMENT

Section 20.055, F.S., requires that each state agency Office of Inspector General submit an annual report of significant activities during the preceding state fiscal year to the agency head. The report must include, but is not limited to, the following:

- A description of significant abuses and deficiencies relating to the administration of programs and operations of the agency disclosed by investigations, audits, reviews, or other activities during the reporting period.
- A description of recommendations for corrective action made by the Inspector General during the reporting period with respect to problems, abuses, or deficiencies identified.
- The identification of each significant recommendation described in previous annual reports on which corrective action has not been completed.
- A summary of each audit and investigation completed during the reporting period.

OIG Staff


Mike Troelstrup
Inspector General
Magen Naret
Director of Auditing
Amy Schmidt
Investigations Major
Ashlea Whiddon
Internal Auditor II
Charles Mohamete
Internal Auditor II
Cynthia Stone
Investigations Captain
Sarah Bajoczky
Management Analyst II
Andrew Bickel
Investigations Captain
Jana Weiskotten
Administrative Assistant
Annie Plastic
Investigations Captain
Oscar Gonzalez
Investigative Captain

The FWC OIG prides itself on maintaining a highly trained and motivated staff. The professional staff of the OIG includes the Inspector General, a Director of Investigations (law enforcement Major), four investigative law enforcement Captains, a Management Analyst, the Director of Auditing, an Internal Auditor II, 1 half-time Internal Auditor II and an Administrative Assistant. One hundred percent of the ten full-time positions in the OIG possess college degrees from an accredited college or university, and two of those possess post-graduate degrees as well.

The staff members of the OIG are active in professional organizations including:

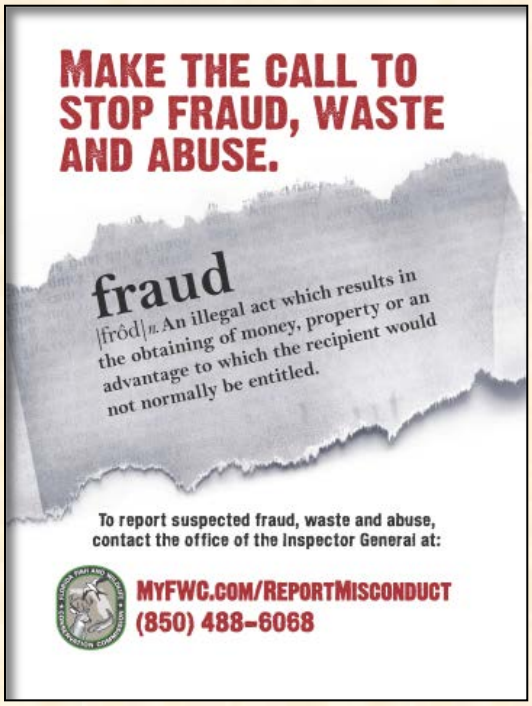
- ***Florida Association of Inspectors General***
- ***The National Association of Inspectors General***
- ***The Institute of Internal Auditors***
- ***The National Internal Affairs Investigators Association***
- ***The American Institute of Certified Public Accountants***

Staff members also possess the following professional certifications:

- **Certified Inspector General**
- **State of Florida sworn law enforcement officer**
- **Certified Inspector General Investigator**
- **Certified Inspector General Auditor**
- **Certified Accreditation Professional**
- **Certified Law Enforcement Analyst**
- **Certified Internal Auditor**
- **Notary Public**

Some of these certifications are mandated by Florida law in order to be employed in the OIG. Virtually all certifications require regular mandatory training courses, such as annual in-service training for law enforcement officers. For the fiscal year 2013-2014, the OIG staff completed 534.5 hours of in-service training.

Our internal audit staff have years of accounting and auditing experience, as well as Information Technology experience. They possess extensive training accomplishments in the fields of accounting, auditing, fraud, risk assessment, and financial management.



Review of Audit Activities

The role of internal auditing is to provide an independent, objective assurance and consulting activity designed to add value and improve the organization's operations. The FWC OIG Internal Audit Section assists the Agency in accomplishing its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. We provide assurances to senior management that all reviewed operations are working in a manner that is consistent with established organizational objectives, policies, and procedures.

Our internal audits and reviews are conducted in conformance with the International Standards for the Professional Practice of Internal Auditing and the Principles and Standards for Offices of Inspector General and are generally carried out in accordance with an annual work plan approved by the Executive Director.

The FWC OIG Internal Audit Section consists of two full-time employees, the Director of Auditing and an Internal Auditor II, and a half-time Internal Auditor II employee. A part-time OPS Administrative Assistant is shared with the Investigations Section.

In the Fiscal Year 2013-14, the Internal Audit Section completed two audits, ten audit advisory or management reviews, two information technology resource compliance reviews, and provided audit assistance in two internal investigations and one external investigation. In addition, the Internal Audit Section also received a Quality Assessment Review, which was performed by the State Auditor General (AG). The AG performs this review every three years. The results of the review concluded that the FWC OIG Internal Audit Section is in compliance with professional auditing standards as well as Florida Statutes. Lastly, the Internal Audit Section provided fraud training to the FWC, the Florida State University, and the Florida Institute of Certified Public Accountants. A brief summary of each completed project is as follows:

IA-1305 – Bulk Fuel Audit

An Agency Bulk Fuel Tank Audit was conducted at the request of management. The scope of the Audit included all Agency gasoline and diesel bulk tanks. The Audit reported that Bulk Fuel Procedure No. 5.12 is obsolete and not being used as a control mechanism for bulk tanks. Additionally, the procedure was not comprehensive and did not include overall operational requirements such as safety and good business practices. Also, there was an inaccurate inventory of the tanks, which did not indicate whether the tanks are Agency or vendor owned. The Audit recommended that a new comprehensive bulk fuel tank procedure be written by a team knowledgeable about the tanks that would also address other recommendations for improvement detailed in the Audit.

Corrective actions are currently underway. A follow-up review is scheduled for the 14/15 fiscal year.

IA-1304 – Upland Invasive Plant Management Audit

At the request of the FWC Invasive Plant Management Section (IPMS) Leader, the Office of Inspector General (OIG) conducted an audit of the Upland Invasive Plant Management (Uplands) Program. The audit consisted of a review of five projects within the 2012/2013 fiscal year and one project from the 2011/2012 fiscal year.

Overall, the Uplands program appears to be well managed and staff members are dedicated to help ensure program goals are met. The projects reviewed in our sample were selected for funding in accordance with program policies and procedures. Project activities and expenditures were in accordance with project purposes and objectives, authorized, timely paid, and correctly accounted for in Agency records. There were no revisions to original contracts during the period under audit. Several areas were identified where improvements and enhancements are needed.

Our findings included the following:

- The contract award process requires improvements;
- the project award process requires improvements;
- Itemized costs do not always agree with supporting documentation;
- Actual work varies from project scope of work; and
- Herbicide bank controls require strengthening.

Corrective actions are currently underway. A follow-up review is scheduled for the 14/15 fiscal year.

IA-1401 – Fuel Card Follow-up Review

The purpose of this engagement was to report on the progress and status of Agency efforts to complete action items established to address issues identified in the FWC OIG Fuel Card Audit Number IA-1216.

Based on the results of our follow- up review, we determined that management is taking adequate corrective actions to implement recommendations made in the Audit. However, a number of recommendations remain open as the steps to implement them are in- process.

The Internal Audit Section continues to follow-up on these open corrective actions.

IA-1402 – II-272 Investigations Assist Follow-up Review

The purpose of this engagement was to report on the progress and status of Agency efforts to complete action items established to address issues identified in FWC OIG Internal Audit engagement number IA-1217, Investigations Assist: OIG Case #11- 272.

Based on the results of our follow- up review, we determined that management took adequate, effective and timely actions in response to seven of the nine recommendations.

Numerous recommendations were made and corrective actions were underway at the time of this follow- up.

IA-1407 – Information Technology Resource (ITR) Compliance Review

In coordination with an investigation, we performed a forensic examination of an employee's FWC computer based on a supervisor's statement that the employee was loafing. The analysis of the employee's computer revealed the employee viewed non-work related internet sites during work hours. In addition, the employee stored over 4,000 personal photos on her FWC computer hard drive, including two photos that contained objectionable material. A copy of the report was provided to Investigations.

IA-1408 – 2011 Auditor General Operational Follow-up Review

The purpose of this engagement was to report on the progress and status of Agency efforts to complete action items established to address issues identified in AG Operational Audit Number 2011-88.

Based on the results of our follow-up review, we determined that management took adequate, effective and timely actions to address the issues identified in AG report Number 2011-88. Note: one corrective action is currently in progress and remains open. This action item is anticipated to be complete in 2014.

IA-1409 – DAVID Attestation Statement Review

This review was initiated when the OIG received the Driver and Vehicle Information Database (DAVID) Internal Control Attestation Statement (Statement) and DAVID audit questionnaire from the FWC Division of Law Enforcement (DLE) Support Services section for approval. The purpose of this review was to ensure the internal controls for DAVID information are adequate.

During our review, the following issues were identified that required management attention:

- FWC's Internal Control Attestation Statement was not submitted timely to the HSMV;
- FWC was not timely notifying HSMV of compromised information;
- Quarterly Quality Reviews of user access was not being performed;
- Terminated or reassigned users' DAVID access was not timely updated; and
- Inadequate Agency policies and procedures.

Management immediately began taking correction actions to address the issues identified during the review.

IA-1410 – Enterprise Audit of Background Screenings – Follow-up Review

In November 2013, the Office of the Chief Inspector General issued a report on the Enterprise Assessment of the State of Florida's Background Screening Process. The objective of the assessment was to identify costs and opportunities for improved efficiencies and economies related to the background screening process and use of background screening devices.

The purpose of our follow-up review was to ensure Agency compliance with the Enterprise Assessment of the State of Florida's Background Screening Process report.

Our review revealed the Agency did not conduct a cost-benefit analysis to determine whether replacing the current livescan device or utilizing a private service provider would result in the greatest cost savings. As a result of our review, the Agency performed a cost-benefit analysis,

which resulted in savings of approximately $10,000.

IA-1411 – FWC Evidence and Information (E&I) Fund Review

The E&I Fund is available to the Agency's Division of Law Enforcement (DLE) to conduct investigations to gather information and evidence to enforce rules to protect fish and wildlife, keep waterways safe for millions of boaters and cooperate with other law enforcement agencies providing homeland security.

The purpose of our review was to ensure compliance with the Department of Financial Services (DFS) authorization, applicable laws, and the adequacy of the internal controls in the E&I Fund management process.

During our review, the following issues were identified that required management attention:

- Unscheduled cash counts are not being conducted;
- Unallowable payments were made for credit card purchases of gas; and
- The Agency E&I Fund policies and procedures are inadequate.

Corrective actions are currently underway. The OIG will follow-up on these issues in the 14/15 fiscal year.

IA-1412 – Investigative Assist

The FWC OIG Internal Audit section provided assistance to an external agency investigation.

IA-1413 – Enterprise Audit of Ethics - Follow-up Review

The purpose of this review was to report on the progress and status of Agency efforts to complete action items established to address issues identified in FWC OIG audit number IA-1107, Enterprise Audit of Organizational Ethics.

Based on the results of our follow- up review, we determined that management has taken adequate corrective actions to implement recommendations made in the Audit.

IA-1416 – SEAFWA Financial Records Review

At the request of the Agency Executive Director, we performed a limited review of the financial records of the Southeastern Association of Fish and Wildlife Agencies (SEAFWA) for the period January 1, 2013 through December 31, 2013. This review included an examination of the general ledger entries, bank statements, profit and loss schedule, balance sheet, as well as supporting documentation for receipts and disbursements during the reporting period. No material

differences/errors were noted.

IA-1418 – Information Technology Resource Compliance Review

In coordination with an investigation, we performed a forensic examination of an employee's FWC email archive and FWC computer based on a request by the Inspector General. The analysis revealed the employee stored numerous personal documents on his FWC computer hard drive. In addition, the employee had unauthorized disk cleaning (cleans/removes temporary internet files, history, cookies, etc.) software stored on his FWC computer. A summary of our findings was provided to the Inspector General.

IA-1419 – 11-272 Investigations Assist, Second Follow-up Review

The purpose of this review was to provide an overview of the results obtained during our follow-up review of OIG Internal Audit engagement number IA-1217, Investigations Assist: OIG Case #11-272. The objective of this follow-up review was to determine whether timely and appropriate corrective actions have been implemented in response to the two open recommendations that were communicated in OIG engagement number IA-1402 - Investigations Assist: OIG Case #11-272 Follow-up. Based on the results of our follow- up review, we determined that management took adequate, effective and timely actions in response to one of the two open recommendations. One recommendation has been partially implemented and remains open.

We will perform an additional follow-up review during the 14/15 fiscal year to determine the status of the recommendation that remains open.

IA-1422 – FY 14/15 Audit Plan and Risk Assessment

The Audit Section prepared an audit plan and risk assessment for Fiscal Year 2014/2015, and a long term audit plan for fiscal years 2015/2016 and 2016/2017. The main purpose and benefit of conducting this report was to plan audit activities (through a risk-based process) to provide the most effective audit coverage of the Commission's programs given the resources allocated.

Note: The following audit projects were ongoing and incomplete as of June 30, 2014: IA-1319, IA-1404, IA-1405, IA-1414, IA-1415, IA-1420, and IA- 1421. A review of Agency Performance Measures and Standards was included in IA-1405, which is not yet closed. The following projects were opened in error and have since been closed: IA-1403 and IA-1417. Also note, IA-1400 was never assigned.

Investigations

The Investigations Section of the Office of Inspector General (OIG) investigates allegations of misconduct by Commission employees, monitors field investigations, and reviews the Division of Law Enforcement's Use of Force Reports. The OIG also investigates alleged violations of Florida's Whistle-Blower Act and serves as the Commission's Ombudsman to address concerns of employees that cannot be resolved through the normal chain of command.

The OIG Investigations Section received Accreditation from the Commission for Florida Law Enforcement Accreditation, Inc (CFA) in 2013.

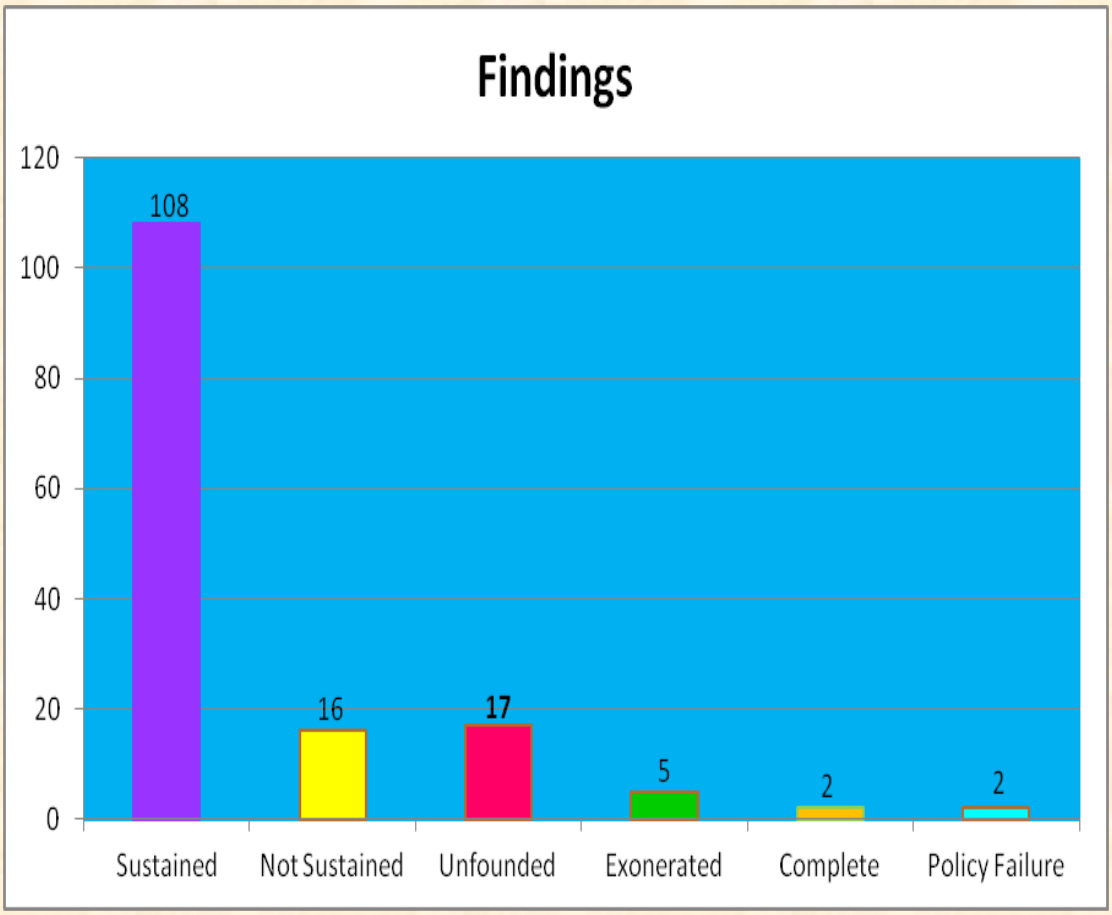
Minor Complaints

The OIG will decide the appropriate level of investigation based on established criteria. Minor misconduct complaints include allegations of rudeness, use of obscene or profane language, personal appearance, improper operation of a state vehicle or vessel; a citizen complaint that can be resolved in the initial contact; and routine disciplinary action by a supervisor which results in an oral or written reprimand. The originating Division/Office (DO) can conduct the field investigation of a minor complaint after notifying the OIG of the complaint. The OIG will provide supervisory investigative assistance to the DO throughout the investigation and completion of the investigative report.

Major Complaints

The OIG Investigations Section will conduct investigations of all major complaints. Major complaints are allegations of criminal misconduct by an employee, misconduct that will result in suspension or dismissal, violation of Florida's Whistle-Blower Act, misconduct that crosses DO lines, Sexual Harassment; or the Commission's Executive Director or Inspector General determines that an investigation is warranted.

Review of Investigative Findings

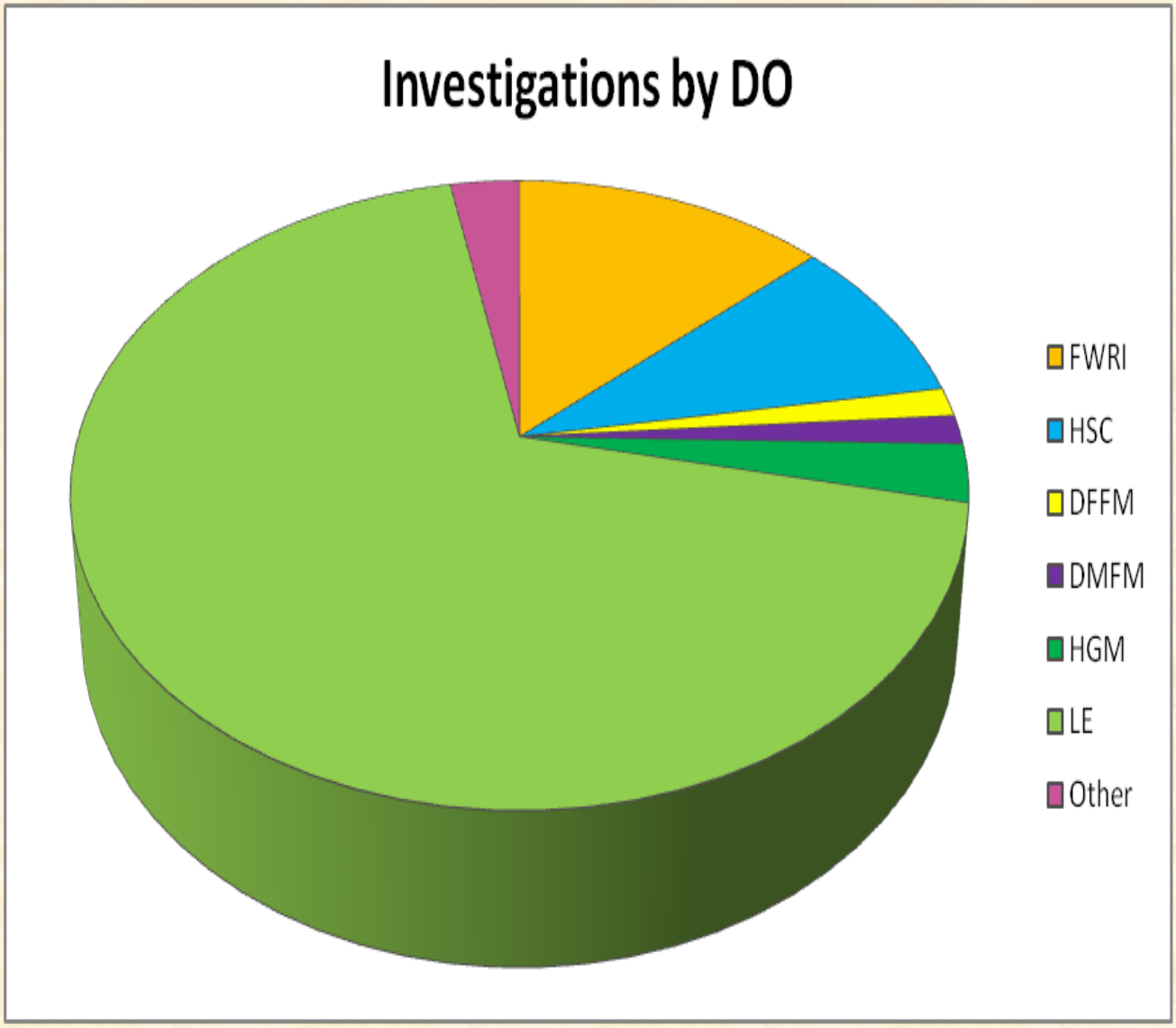


Note: Several cases had multiple findings for various policies. Multiple policies with a single finding are counted once.

Classifications of Closed Cases: Investigative findings about the allegations based upon investigative activities.

1. **Exonerated** – The alleged conduct occurred, but was lawful and proper.
2. **Unfounded** – There was no evidence identified in the Investigation to support the allegation in the complaint.
3. **Not Sustained** – There was insufficient evidence to prove or disprove the allegation.
4. **Sustained** – The allegation was supported by proper and sufficient evidence.
5. **Policy Failure** – The alleged actions occurred, but were not addressed by agency policy.
6. **Complete** – Used for instances where no specific wrongdoing was alleged.

Investigations by Division/Office



<u>List of Divisions/Offices (DO):</u>
FWRI – Fish and Wildlife Research Institute
HSC – Division of Habitat and Species Conservation
DFFM – Division of Freshwater Fisheries Management
HGM – Division of Hunting and Game Management
LE – Division of Law Enforcement

Investigative Summaries

Case Number	Case Summary
14Q-48	An employee spends large amounts of work time using his state computer for personal business, circumvents the purchasing process, and fails to maintain a professional demeanor with coworkers. Information discovered during the inquiry did not give rise to a formal investigation, and the allegation was returned to the supervisor for handling.
14Q-33	Anonymous complainant alleges a law enforcement investigator parked his FWC vehicle on the complainant's driveway and leaked oil. Additionally complainant alleges the investigator used profanity toward him. The complainant refused to cooperate by providing pertinent information, and the inquiry was closed with no further action.
14Q-32	A hostile work environment exists at the FWRI Gainesville Wildlife Research Lab. The inquiry was closed and the allegation returned to upper management for review.
14Q-11	An FDLE special agent responded to a complaint that an FWC law enforcement officer was using drugs and turned the information over to OIG. The inquiry found the employee was not law enforcement and had passed a recent drug test. The inquiry returned no policy violation.
14Q-43	An employee alleged discrimination was the basis for her termination. The inquiry found the employee was on probationary status, received verbal and written counseling, and failed to follow instructions; which led to her termination. No predicate of racial or gender discrimination was uncovered and the inquiry was closed with no further action.
14-34	A law enforcement lieutenant will be asked specific questions about his knowledge of the relationship between a training lieutenant and a recruit.
14-30	A citizen alleged he witnessed an FWC law enforcement officer hunt turkey on private property, without permission.
14-29	A law enforcement officer used profanity and made an insolent comment to a citizen.
14-27	A duty officer supervisor used an insolent gesture toward a coworker.
14-26	An officer was observed working off-duty, while on restriction from off- duty and extra-duty employment due to an unsatisfactory performance
14-25	FHSMV OIG requested the assistance of the FWC OIG in an administrative investigation of misconduct by their employee.

Case Number	Case Summary
14-26	The Chief Inspector General requested the assistance of FWC OIG in an investigation of DOC employees.
14-21	A supervisor instructed an employee not to claim all hours worked on her People First timesheet.
14-20	A law enforcement officer provided false information to Communications about his location, and falsified reports in People First and ActivityNet.
14-19	A law enforcement officer verbally assaulted a coworker and tried to initiate a physical confrontation.
14-18	An FWC employee failed to use reasonable care or diligence, which resulted in him providing erroneous information to a citizen about suitability of eating a puffer fish.
14-17	An FWC employee alleges her ex-husband, an FWC Investigator, followed her from US Highway 98 to Port St. Joe High School in his marked FWC vehicle, and verbally assaulted her in front of others, while he was in uniform.
14-16	An FWC employee made threatening remarks in the Tallahassee Regional Communications Center. The supervisor did nothing to ensure workplace safety after the employee's remarks.
14-13	An FWC employee failed to submit an Incident Summary Report and Vehicle/Vessel Storage Receipt in a timely manner. LE was unable to assist with a public records request because the documents were not submitted
14-12	FWC received a citation for a red-light violation observed by a camera on March 31, 2013.
14-10	An FWC employee removed the front tires and wheels from an FWC ATV for his personal use, and replaced the tires/wheels on the FWC ATC with those from his personal ATV.
14-08	A law enforcement officer issued a warning for no saltwater fishing license. It was alleged that the officer kept the complainant's military ID without cause when he issued the warning.
14-07	An FWC employee reported that an officer came to her residence during the Thanksgiving holidays, parked in her driveway for six hours, attempted to enter her house through a rear window, and vomited and defecated in her driveway. The employee was home, but remained inside and did not answer the door. See OIG 13-48.
14-05	On December 23, 2013, a FWC Lieutenant requested the OIG conduct an internal investigation regarding any knowledge an FWC Captain may have had about an inappropriate relationship between two FWC employees.

Case Number	Case Summary
14-04	An FWC employee alleges another employee is disrespectful and demeaning toward coworkers due to an email sent via yahoo.com that was critical of fellow employees and the Commission and reflected an antagonistic image toward management, supervisors, and fellow employees.
14-03	An FWC employee violated agency computer policy by viewing non-work related Internet sites during work hours, storing over 4,000 personal photos, and storing two photos containing objectionable material.
14-01	A private citizen alleges an officer sent threatening text messages to him. The subject of the messages was a girlfriend of the officer's brother.
13-66	An FWC captain alleges a Lieutenant took time off without prior approval. Additionally, an FWC Lieutenant claimed 8 hours on his People First timesheet while it was alleged that CAD showed only 6 hours worked on that day.
13-65	A private citizen alleges an officer mistakenly issued citations to his party for motorized vehicles and a campfire in a prohibited area of CREW Wildlife and Environmental Area. An officer detained the group for two and one-half to three hours, while quoting Bible verses and inviting them to church. The officer gave a Bible to a person in the group.
13-64	An FWC lieutenant alleges an officer failed to provide medical verification for leave on September 16, 26 and 27, 2013, as requested and in compliance with Florida Administrative Code.
13-63	The complainant alleges check station operator accepts permits from hunters at Triple N Ranch WMA.
13-62	A former officer violated Florida Statutes when she audio recorded a meeting with Lieutenant, without the Lieutenant's knowledge or consent. At the time, Allen was an officer in the field training
13-61	An FWC captain alleges a lieutenant was inefficient and failed to meet the performance standards/responsibilities of his position regarding an RBT training in the NE Region on October 15, 2013. Lieutenant was absent from the training as he was directed by the captain to file a police report for theft of his cell phone. The Lieutenant did not file the police report, and did not attend the training session.
13-60	An FWC Lieutenant alleges a duty officer stole his cell phone while he was sleeping and pilfered his belongings in his bedroom. In addition, the subject locked the complainant out of his email account and read his email.

Case Number	Case Summary
13-59	A private citizen alleges FWC officer lacked probable cause to arrest him for reckless driving on July 6, 2013, in Monroe County.
13-57	An FWC officer provided inaccurate legal guidance as to where one could legally take alligators and the taking of a 13' alligator from Lake Maggiore, St. Petersburg, Florida.
13-56	A Regional Hunter safety coordinator filed a Petition for Injunction for Protection Against Repeat Violence, after an incident on October 9,2013, at the Ocala Conservation Camp.
13-55	An FWC Lieutenant harassed two FWC officers, after one tried to end a relationship that began in December 2011.
13-55	An FWC officer violated the rules and procedures set forth by the Division of Law Enforcement Training Center, when she engaged in a consensual sexual relationship with an FWC Lieutenant.
13-54	A private citizen alleges his neighbor, an FWC Officer, trespassed onto his property. The Port St. Joe Police Department intends to issue a trespass warning to the officer.
13-50	An FWC officer alleges an FWC Captain showed her a nude photograph of her ex-girlfriend on her personal cell phone.
13-49	An FWC employee continues his failure to follow written or oral instructions despite a written reprimand and suspension. The most recent misconduct occurred on June 28, July 3, and July 18, 2013.
13-48	An FWC officer had an altercation with his girlfriend, went to her home and punched two holes in the garage door with a knife, and threatened to slash her tires. Two days later, the officer went to the to her place of employment, cursed at her, and threatened to jeopardize her job.
13-47	During a joint agency operation with USFWS and the National Park Service on August 15, 2013, Two officers failed to notify dispatch that they were no longer on water patrol and gave false information about their location. The officers left their duty assignment without notice to a supervisor and went to a restaurant. The officers may have disabled AVL to avoid detection of their actual location.
13-46	Theft of a computer monitor from FWRI, St. Petersburg, Florida
13-45	Sexual harassment
13-44	An FWC officer has been involved in five at fault on-duty equipment damage incidents in the past eleven months.
13-43	A private citizen was cited by FWC LE at Port Canaveral on July 24, 2013, for harvesting an egg-bearing lobster during the two-day lobster sport season and failed to tell his supervisor about the incident. In addition, the subject drove his state truck and airboat to Port Canaveral, nowhere near the area where he was conducting alligator surveys, Sanford and Palatka.

Case Number	Case Summary
13-42	Beginning in January 2013, an FWC Lieutenant has noticed an FWC officer's failure to complete Peoples First and Activity Net on time; he also failed to turn in Bi-Weekly report for off-duty activities on all but two pay periods for this year. The officer has also failed to respond promptly to emails from the Lieutenant. In addition, the officer damaged his vessel trailer on June 19, 2013 for which he received a written reprimand for equipment damage.
13-41	An FWC captain alleges an FWC Lieutenant continues to show inefficiencies in his work concerning reports, recording of time and scheduling of training since the signing of his Settlement Agreement on January 29, 2013.
13-40	Caller to OIG alleges unprofessional behavior by the range safety officers at Babcock-Webb.
13-38	An intern with FWC alleges a co-worker makes sexual comments that upset and concern her, and she does not feel safe working with him. In addition, the complainant alleges her co-worker smokes in the FWC truck, drives a truck not assigned to him, and drove the FWC truck home one night.
13-37	It was alleged that an FWC officer illegally accessed information through DAVID.
13-35	An employee alleges mismanagement of funds in the Manatee Research Program and suggests that FWC should not administer any program related to manatee research because the manatee is a FEDERALLY protected species.
13-33	A Forestry Supervisor II alleges an FWC officer is operating a vehicle in an area closed to vehicular traffic.
13-32	An FWC Lieutenant alleges an FWC officer posted a photograph of himself and several other officers working a deer decoy operation on his personal Facebook account. The post shared operational tactics that were being utilized with the public.
13-31	An FWC officer alleges she was discriminated against during the LE Field Training Program, based on her gender.
13-30	An FWC officer was off-duty and trespassed onto property he did not have permission to be on, in order to collect artifacts from a plowed field. When confronted by a resident, the officer would not give his name and used profanity.
13-29	An FWC officer ran another officer's drivers license and photo array on January 29, 2013. The information was discovered through a public records request.

Case Number	Case Summary
13-27	A private citizen alleges an FWC officer targeted his hunt group for enforcement and abused his position because of hard feelings over a hunt lease arrangement.
13-26	A private citizen alleges an FWC employee harasses him and threatens to have him arrested and has pictures of him of doing something illegal. The complainant pressed charges with the Citrus County Sheriff's Office. The complainant is involved with the subject's ex-wife.
13-24	A private citizen alleges an FWC law enforcement made a rush to judgment when the stopped his vehicle, forced him out of the vehicle and held him on the ground at gunpoint because they thought he was the subject of a BOLO.
13-21	A citizen observed an FWC Pilot/Officer fishing in uniform. The area was a closed area to the public and FWC enforces no trespassing in the area.
13-19	On multiple occasions an FWC employee has reportedly behaved in an unprofessional manner: displaying overt hostility toward staff, using abrasive communication style, and having an unpredictable temperament. An incident involving a filing cabinet led to her becoming extremely hostile toward everyone and then sent out several threatening emails to administrative staff.
13-18	An FWC officer queried the Driver and Vehicle Information Database (DAVID) for other than legitimate business purposes and accessed Emergency Contact information beyond the bounds of an emergency event. These actions violate terms of the DAVID User Agreement.
13-17	An employee was negligent in her job performance and failed to enter accurate information into the FDLE Automated Training Management System which resulted in the overpayment and underpayment of salary incentives to LE members.
13-14	A private citizen alleges he is harassed by an FWC officer. The officer inspected the complainant's boat, found several violations, and set up a meeting with the complainant so he could provide documentation. He failed to show up for the meeting and the officer arrested the complainant for stolen property (boat motor), confiscated his boat and took the motor. The officer also told the complainant that the boat was derelict and should be moved or he would be arrested again.
13-13	An employee alleges an FWC lieutenant made unprofessional comments to him and defamed his character. It was also alleged that an FWC officer failed to perform his sworn duty, when he did not enforce FWC's rule of no dogs in a still hunt area.

Case Number	Case Summary
13-12	An FWC officer violated General Order 06, Off Duty and Extra Duty Employment when he used agency equipment for extra duty employment, did not have the proper insurance, claimed time worked with FWC when working extra duty, and claimed more hours worked in People First than actually worked.
13-06	An FWC employee had been absent from work on sick leave for a significant amount of time during November 2012, December 2012, and January 2013. Comments posted to a personal Facebook page and observed by other FWC employees indicated she might not have been sick after all.
12-123	An audit for the past year has shown a pattern indicating that an FWC officer may be purchasing more fuel than his truck should consume. The officer is known to regularly carry two gas cans in his truck. Calculations indicate that the excess gas purchases may be approximately 545 gallons from June 1, 2011 to mid-June 2012.
12-102	An anonymous caller referenced an ongoing OIG investigation and said that while the OIG was in Brevard County, the subjects complied with agency policy related to extra duty employment. The caller stated after the OIG left the area, the subjects resumed their behavior of underreporting extra duty employment to FWC.
11-154	An FWC employee was allegedly misappropriating grant money from SEAMAP to various projects

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