

FLORIDA FISH AND WILDLIFE CONSERVATION
COMMISSION

OFFICE OF INSPECTOR GENERAL

ANNUAL REPORT 2015-2016

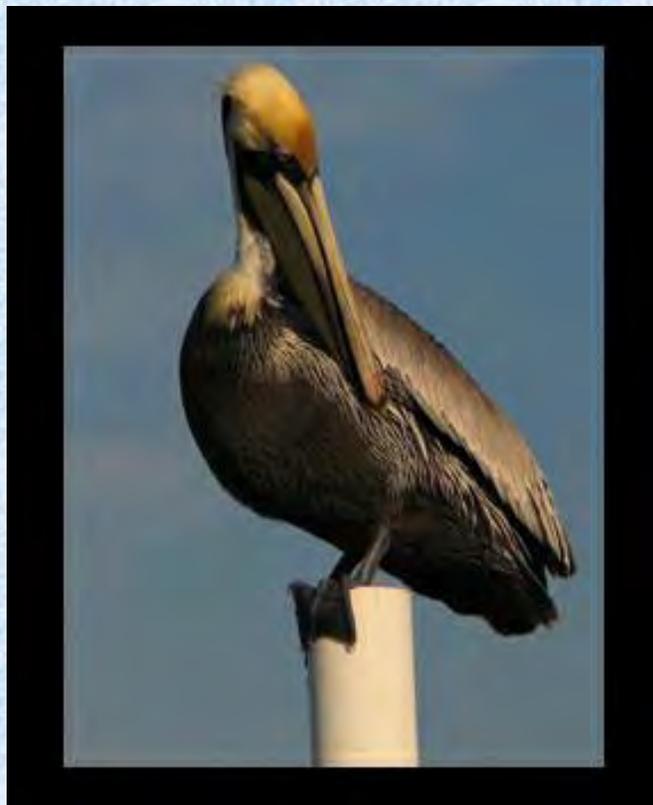


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GENERAL INFORMATION

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.

The FWC OIG prides itself on maintaining a highly trained and motivated staff. The professional staff of the OIG includes the Inspector General, 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.



FLORIDA CHAPTER

ASSOCIATION OF INSPECTORS GENERAL

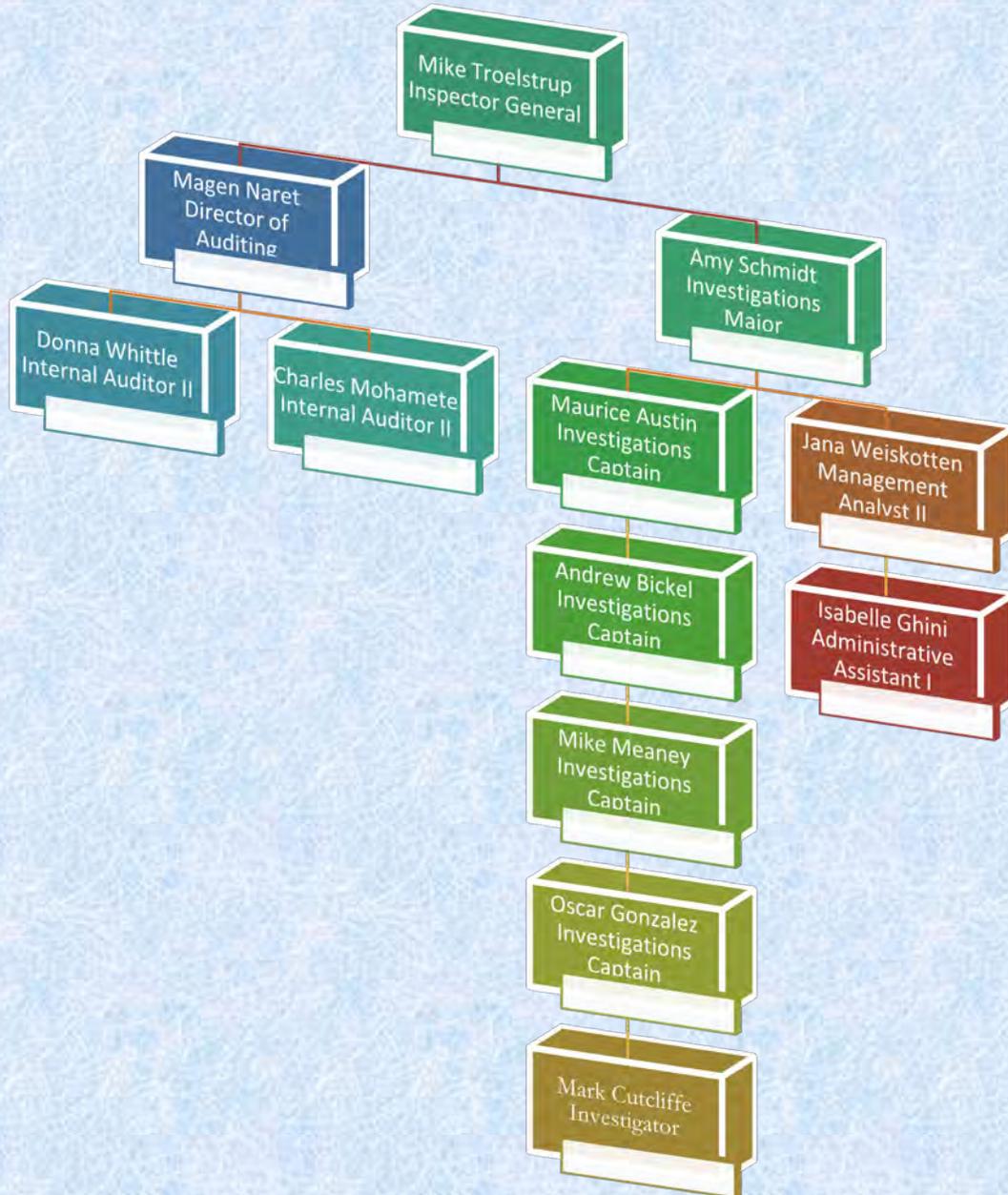


The staff members of the OIG are active in professional organizations including:

- Florida Association of Inspectors General
- The National Association of Inspectors General
- The Institute of Internal Auditors
- The American Institute of Certified Public Accountants
- The Tallahassee Association of Certified Fraud Examiners
- The Commission for Florida Law Enforcement Accreditation

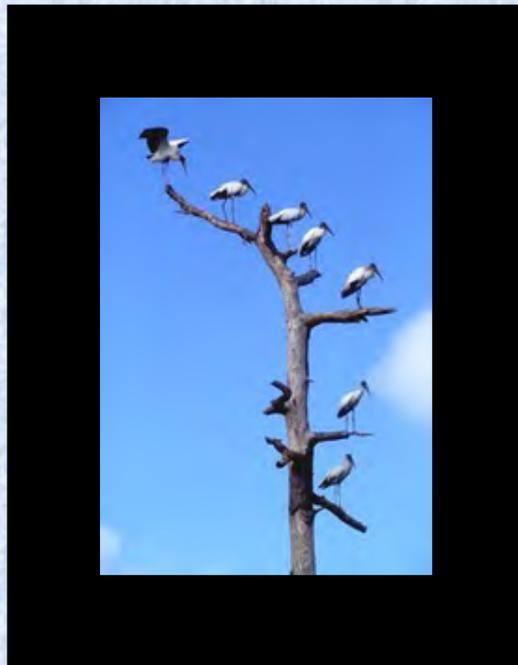


OIG STAFF



Staff members also possess the following professional certifications:

- **State of Florida Sworn Law Enforcement Officer**
- **Certified Inspector General Investigator**
- **Certified Inspector General Auditor**
- **Certified Accreditation Professional**
- **Certified Fraud Examiner**
- **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 2014-2015, the OIG staff completed 287 hours of 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 (FY) 2015/2016, the Internal Audit Section completed four audits, nine audit advisory or management reviews, three information technology resource compliance reviews, and provided audit assistance in numerous internal investigations. Additionally, we performed an internal self-assessment, in an effort to prepare for our FY 2015/2016 Quality Assessment Review. At the close of the fiscal year, one audit and one review remained open. Lastly, the Internal Audit Section provided fraud training to the FWC and the Florida State University College of Business. A brief summary of each completed project is as follows:

IA-1502 – Division of Law Enforcement (DLE) Off-Duty, Extra-Duty and Hireback Employment Audit

At the request of the Agency's DLE, the OIG conducted an audit of DLE Off-Duty (OD), Extra-Duty (ED), and Hireback (HB) employment activities. Our audit included a review of a sample of OD, ED, and HB employment activities for the period July 1, 2013 through February 12, 2015.

Overall, our audit determined the majority of DLE's management of OD, ED and HB employment and members' activities related to OD, ED, and HB employment appeared to be in compliance with Agency policies and procedures. Some areas of non-compliance and opportunities for improvements were identified. Our recommendations included the following:

Prior to management approval of a request to utilize Agency equipment during ED employment, ensure members submit an Affidavit, in compliance with Agency policies and procedures. Additionally, we recommend the DLE require its members to submit proof from the insurance carrier that the member has acquired adequate insurance coverage, specifically to cover Agency equipment, for the time period requested, in accordance with Section 1(F), General Order (GO) 06.

Implement a quarterly review process to ensure members are conducting OD, ED, and HB employment in compliance with Agency policies and procedures. Specifically, this process will allow greater oversight of member' activities and ensure supervisors are consistently enforcing Agency policies and procedures.

Require members report OD employment activities on the Bi-Weekly Form and provide timesheets from outside employers to ensure management has sufficient information to determine if members' OD, ED and HB employment activities are in compliance with Agency policies and procedures.

Implement an annual evaluation of reimbursement rates to ensure the Agency sufficiently recoups the costs of utilizing Agency equipment during ED employment and to ensure reimbursement is collected in accordance with Section 3(C), GO 06.

Consider removing Sections 3(C)(4) and (5) from GO 06, to comply with the Florida Attorney General's legal opinion that public monies are not utilized to fund ED employment activities.

Prior to the completion of our audit, DLE management informed the OIG that the DLE GOs were being reviewed and updated to clarify and strengthen directives. Additionally, DLE management informed the OIG that they had taken steps to strengthen the controls over the Request for Approval forms for OD, ED, and HB employment.

Corrective actions are currently underway. A follow-up review is scheduled for October of 2016.

IA-1506 – Tenoroc Shooting Range Audit

The purpose of our Tenoroc Shooting Range audit was to determine whether the operations and administration of the FWC Division of Hunting and Game Management's (HGM) Tenoroc Shooting Center Program (Tenoroc) is accomplished in accordance with applicable laws, rules, policies, procedures, and good business practices. Our review period included January 1, 2013 through October 30, 2015.

According to a cover letter to the Memorandum of Understanding (MOU) between the Wildlife Foundation of Florida (Foundation) and the FWC as well as statements from WFF staff, FWC is responsible for the operations at Tenoroc. The Hunter Safety section of HGM is currently overseeing operations at Tenoroc.

In FWC OIG report number IA-1421, issued to HGM on September 15, 2014, the OIG reported Tenoroc inventory discrepancies and improper segregation of duties issues. Over a year later, the same inventory discrepancies and segregation of duties issues continue to exist.

Based on the results of our audit, our overall observation is that HGM has not provided the level of control necessary to safeguard assets at Tenoroc or the level of control necessary to ensure proper oversight of Tenoroc operations. The overall revenues generated from Tenoroc sales total approximately half a million dollars. Average annual Tenoroc inventory purchases approximate \$115,000 and the total dollar value of inventory on hand as of October, 2015 was approximately \$100,000. Due to inadequate controls over revenues and inventories, opportunities for fraud, waste, and abuse exist. The cost of not providing adequate controls is measured not only in dollars, but also in the reputation of the Agency.

A summary of our audit findings and recommendations is as follows:

1. The OIG sought a legal opinion from the FWC Office of General Counsel on the legality of the MOU between the Foundation and the FWC since it did not appear initially to comply with Section 379.223, Florida Statutes (F.S.). The statute states in part, “except that such organization may not receive funds from the Commission or the Fish and Wildlife Research Institute (FWRI) by grant, gift, or contract (the MOU is a contract) unless specifically authorized by the Legislature.” The Office of General Counsel determined that the MOU did not comply with statute. This issue has since been positively addressed. Amendment to the statute was made a part of HB7021, which was passed by the Legislature and signed by the Governor. The amendment authorizes FWC’s citizen support organizations to be reimbursed for providing fiscal and administrative services to the agency by contract when the services are a direct benefit to FWC.

2. The MOU is substantially inaccurate. In many areas of the MOU, it depicts the Foundation as operating the Tenoroc Shooting Range. In fact, the FWC operates the Tenoroc Shooting Range. The MOU must be rewritten to reflect actual responsibilities.

3. Shortfalls existed in coordinating available federal, state, and donor funding with the components of a total Tenoroc Shooting Range improvement project. This resulted in increased costs to the Agency as well as the need to rebid the improvement project and postpone key elements into future fiscal years. Planning shortfalls were also noted in a project to construct a Trap House to hold a clay throwing machine. Proper review of specifications of both the machine and Trap House would have saved time and money to accomplish this project. Additionally, a lack of oversight was noted in financial planning.

4. Financial and administrative controls should be strengthened in the following areas:

The Tenoroc Shooting Center manager position has all-encompassing duties involving cash control, inventory control, and accounting responsibilities. Additionally, the Hunter Safety Section Leader position also has the ability to purchase and account for inventory. These duties should be separated to reduce the Agency’s risk of fraud, waste, and abuse. In the event these duties cannot be separated, compensating controls such as audit logging or employee bonding should be considered.

Cash and rental guns are currently stored in the same safe and all but one employee has keys to the safe. Cash should be stored in a separate location and access should be limited.

Store security could also be improved. An instance was noted where the concession store was left unattended. Inventory, such as ammunition, is kept on the store floor and is accessible to the public.

Inventory system balances are inaccurate. Numerous items carried negative balances. For example, at one point, there were -975 12 gauge Federal shotgun shells.

Monthly Sales Reports by product type and Profit and Loss Statements are not used by management for reconciliation purposes or for routine operational decisions, such as inventory planning. A review of Tenoroc monthly sales reports compared to Wildlife Foundation deposits revealed significant differences in sales reported vs cash deposited. These reports should be reviewed by management and reconciled to the monthly bank statements. Management's review of these reports/statements could help identify anomalies that may be the result of fraud, waste, or abuse.

5. The scope of work for a particular project was significantly changed, resulting in a 26% increase in project costs. The project was not re-bid. While purchasing procedures appear to have been followed, the circumstances of the transaction could open the Agency for criticism.

6. Fire Sprinkler systems should be considered in the concession store where multiple cases of shotgun shells are stacked and stored.

A follow-up review is scheduled for October of 2016.

IA-1509 – Performance Measures Assessment Review

Our review consisted of assessing the validity and reliability of three HGM 2016/2017 FY performance measures included in the Agency's Long Range Program Plan (LRPP) for 2016/2017 through 2020/2021. The performance measures assessed included the Number of Hunting Accidents, Number of Students Graduating from Hunter Education Courses, and Percent of Satisfied Hunters.

Our review determined the data representing the Percent of Satisfied Hunters measure includes deer hunters only and is not valid or reliable in assessing the satisfaction of “all” hunters, e.g. fowl, bear, boar, and others. It is also not valid or reliable in expressing the satisfaction of deer hunters, since it omits those hunters who are neither satisfied nor dissatisfied from the calculation.

According to a research firm’s report, in the 2014-15 hunting season, 71.2% of deer hunters provided a “Very Satisfied” or “Satisfied” response. However, the 2014/15 through 2018/19 LRPP Exhibit III revealed 80.7% satisfied, a much higher number. This higher number was the result of FWC excluding deer hunters who answered, “Neither satisfied nor dissatisfied” and “Don’t know” from the population.

A hunter who is neither satisfied nor dissatisfied is not satisfied. Ideally, the Agency should track and be concerned with any level that is less than satisfied. The measure would be made valid and reliable by changing the title to Percent of Satisfied Deer Hunters and by utilizing the research firm’s method of calculating satisfied hunters which includes all hunter responses in its population.

Management agreed with the findings and corrective actions are currently underway.

IA-1513 – Auditor General Operational Audit Follow-up Review

The purpose of our review was to report the progress and status of FWC efforts to complete action items established to address issues identified in the State of Florida Auditor General’s (AG) Operational Audit (Report Number 2015-081).

Based on the results of our follow-up review, we determined that management took adequate, effective and timely actions in response to three of the eight AG recommendations. The OIG issued five recommendations as a result of this follow-up review. Our recommendations were as follows:

We recommend Commission management conduct periodic reviews to ensure employees responsible for handling cash and checks are properly fingerprinted.

We recommend Commission management issue an email reminding Commission supervisory staff to immediately submit the Departed User form upon an employee’s separation from Commission employment.

We recommend Commission management issue an email reminding Commission supervisory staff to immediately submit the Departed User form upon an employee's separation from Commission employment. Additionally, we recommend Commission management remind Commission supervisory staff to immediately notify the Finance and Budget Office (FBO) when an employee with FLAIR (State accounting system) update capabilities separates from Commission employment.

We recommend the FBO accurately document the reason for cancelling P-Cards.

We recommend management issue an email reminding Commission staff to submit the Notification of Missing Property form within 14 days of a loss being discovered.

The OIG conducted a follow-up review (IA-1609), which was completed in May of 2016.

IA-1601 – Aquatic Habitat Conservation and Restoration Audit Follow-up Review

The purpose of our review was to report on the progress and status of FWC efforts to complete action items established to address issues identified in the FWC OIG's Aquatic Habitat Conservation and Restoration (AHCR) Audit (Report Number IA-1405).

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

Two issues requiring management attention were identified during our follow-up review. As a result, we provided two additional recommendations:

Prior to awarding a contract, AHCR should verify with the Department of Agriculture and Consumer Affairs that the contractor possesses all required licenses and ensure they are valid; and

AHCR should ensure all applicable staff are aware of contract oversight guidelines.

Subsequent to our review, AHCR management revised the Contractor Oversight Guidelines and distributed them via email to applicable staff.

IA-1602 – FWC Youth Programs Audit

As part of our annual work plan, we conducted an audit of the FWC Youth Conservation Centers Network (FYCCN) summer camp programs (FWC youth summer camps). The purpose of this audit was to evaluate the measures implemented to ensure the safety and welfare of minors attending FWC youth summer camps during the March 1st, 2014 through July 31st, 2015, timeframe.

Overall, our audit determined FWC youth summer camp programs appear to be in compliance with applicable laws, rules, policies, procedures, and related standards to ensure the safety and welfare of youth attending the camps. Our audit did however identify some areas of non-compliance and opportunities for improvements.

The audit provided numerous recommendations including strengthening controls over equipment storage and background screenings.

According to the FYCCN, corrective actions have been implemented. A follow-up review is scheduled for June of 2017.

IA-1603 – Content Management Mobility System Contract Audit

The FWC OIG conducted an audit of FWC Request for Proposal (RFP) 12/13-68 and FWC Contractual Agreement Number 13011 – Content Management Mobility System (CMS) as part of the OIG Fiscal Year 2015/2016 annual work plan. The total contract price for the CMS was \$118,600; however, only \$82,000 was expensed.

Our overall observation was that FWC RFP 12/13-68 was not awarded in compliance with state laws and rules. Specifically, the awarded vendor, was provided an unfair advantage, in violation of Section 287.057, Florida Statutes (F.S.). This is evidenced by the fact that the awarded vendor exclusively attended meetings with FWC Office of Information Technology (OIT) staff prior to the competitive solicitation and provided information which FWC OIT staff in turn used to write the scope of work for the RFP. Additionally, although we were unable to find evidence of corrupt intent, the appearance of bid rigging by FWC OIT staff exists. Based on these facts, we do not feel that FWC Contract Number 13011 is a valid contract. In regards to a possible server breach, it is our opinion that the awarded vendor did not breach the FWC server located at the SSRC.

Our findings included the following:

- Request for proposal was not awarded in compliance with state purchasing laws;
- Differing interpretations of project deliverables;
- Invoices not itemized; and
- Breach of an FWC server unlikely.

Numerous recommendations for strengthening controls over these areas were provided. Corrective actions are currently underway. A follow-up review is scheduled for January of 2017.

IA-1604 – Information Technology Resource Compliance Review

A concerned supervisor contacted the FWC Inspector General regarding an objectionable image file that was discovered on a former employee's computer. At the request of the Inspector General, we performed a forensic examination of a former employee's FWC computer hard drive. Only one objectionable image was found. Since the image appeared to have originated from the staff member's user profile and the worker is no longer employed with the FWC, no further analysis of the hard drive was conducted. Our finding was provided to the Inspector General.

IA-1605 – Limited P-Card Review

At the request of the FBO, the FWC OIG agreed to conduct a limited review of P-Card purchases during a period when the FWC Purchasing Card (P-Card) Agency Purchase Request (APR) system was down (August 10th, 2015 to August 18th, 2015). During our review, a significant oversight over P-Card transactions was discovered. It was our opinion that this oversight warranted an audit of the present P-Card Program. The period of downtime is included within a much larger audit scope which encompasses the P-Card program and a statistical sample of P-Card transactions that occurred from November 1st, 2015 through April 30th, 2016.

The limited P-Card review was closed and treated as complete.

IA-1606 – MarineQuest T-shirt Sales Review

The purpose of this review was to examine t-shirt sales for MarineQuest 2015, the FWRI's annual open house event.

At the request of the FWRI Director, we reviewed the invoices submitted by the t-shirt vendor for accuracy. In addition, we reviewed and recalculated the amount of t-shirts ordered and the amount of shirts sold based on the information from the order invoice and sales records provided by FWRI. All revenues collected at the event were to be deposited in the MarineQuest Fund administered by the WFF.

Based on the results of our review, we determined invoices, order detail, and sales figures were accurately recorded. In addition, we determined that sales revenues were accurately and timely turned over to the WFF MarineQuest fund.

IA-1607 – [Donor's name redacted] Fund Review

Based on a complaint from a member of the public, as well as information obtained from an OIG investigation, the FWC OIG Internal Audit Section initiated a review of a particular WFF Fund, which was established based on a private donation. Specifically, our review focused on fund expenditures related to the Tenoroc Shooting Range. Our review determined that the WFF funds used for the Tenoroc Shooting Range did not appear to have been expensed in accordance with the contractual agreement between the Donor and the WFF. Additionally, the bi-annual fund reports provided to the Donor by the WFF included what appeared to be misleading information relevant to the Tenoroc expenditures.

IA-1608 – Bulk Fuel Audit Follow-up Review

The purpose of our review was to report on the progress and status of FWC efforts to complete action items established to address issues identified in the FWC OIG Bulk Fuel Audit (Report Number IA-1305).

Based on the results of our follow-up review, we determined that management took adequate actions to implement one of the six recommendations made in our audit. The remainder of management's proposed corrective actions remain in-process. The OIG's follow-up review is scheduled for December 2016.

IA-1609 – Second Auditor General Operational Audit Follow-up Review

The purpose of our review was to report on the progress and status of FWC efforts to complete action items established to address issues identified in the State of Florida AG Operational Audit (Report Number 2015-081).

Based on the results of our follow-up review, we determined that management has not taken adequate, effective and timely actions in response to the five open findings previously identified in OIG follow-up report no. IA-1513. These findings continue to remain open. The OIG will conduct an additional follow-up review of these remaining five open findings in November of 2016.

IA-1610 – Information Technology Resource Compliance Review

In coordination with an investigation, we performed a forensic examination of an employee's FWC computer based on an allegation that the employee was possibly falsifying timesheets and conducting personal business using his/her FWC computer. No non-work related items were observed on the user's FWC computer. Our finding was provided to Investigations.

IA-1611 – Information Technology Resource Compliance Review

In coordination with an investigation, we performed a forensic examination of an employee's FWC computer and an email archive search based on a request by the Brevard County Sheriff's Office. Our findings were provided to Investigations.

IA-1612 – Division of Law Enforcement Audit Follow-up Review

The purpose of our review was to report on the progress and status of FWC efforts to complete action items established to address issues identified in the FWC OIG DLE OD, ED, and HB Employment Audit (Report Number IA-1502).

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 five OIG recommendations. The remainder of the corrective actions are associated with a re-write of applicable GOs and related forms, which are currently under committee review. The OIG will conduct a follow-up review of the remaining four recommendations in October 2016.

IA-1613 – Self Assessment (Internal Quality Assurance)

This project was created to prepare for the FWC OIG's FY 15/16 Quality Assessment Review, performed by the Auditor General.

The Institute of Internal Auditors Quality Assessment Manual was used to perform an internal assessment of the FWC OIG Internal Audit Section. No major deficiencies were detected.

Notes:

In July of 2016, the Audit Section prepared an audit plan and risk assessment (IA-1701) for Fiscal Year 2016/2017, and a long term audit plan for fiscal years 2017/2018 and 2018/2019. The main purpose and benefit of conducting this assessment 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.

The following audit projects were ongoing and incomplete as of June 30, 2016: IA-1508 and IA-1614.

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.

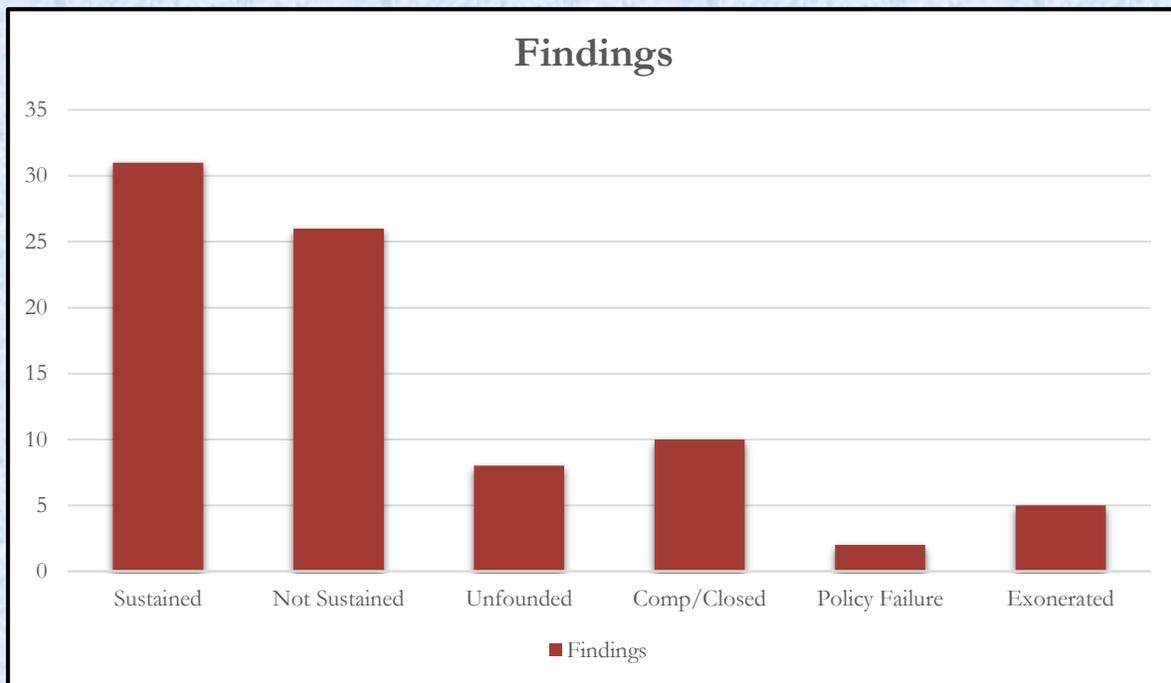
MAJOR COMPLAINTS

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.

INQUIRIES

Inquiry case numbers are designated with a "Q". These complaints are reviewed when there is not enough information provided to determine if an investigation is warranted. The inquiry is limited to obtaining enough information to make an informed decision as to how to designate the complaint.

REVIEW OF INVESTIGATIVE FINDINGS



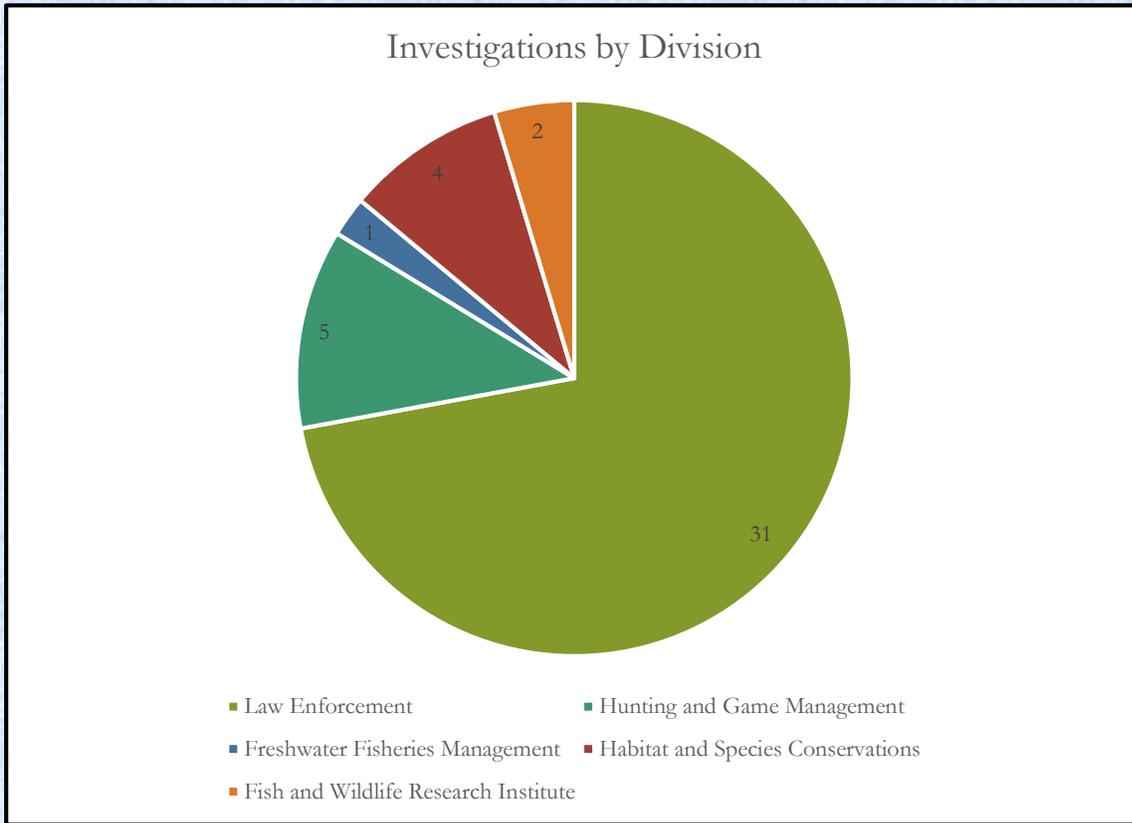
Note: Several cases had multiple findings for various policies. Multiple policies with a single finding are counted once.

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

Exonerated – The alleged conduct occurred, but was lawful and proper.

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

INVESTIGATIONS BY DIVISION/OFFICE



INVESTIGATIVE SUMMARIES

15-51	An officer was responsible for delivering a Wildlife Alert award, but there was no signed copy indicting receipt.
15-52	An anonymous complainant alleged that two captains spend time at home while on duty among other repeated performance issues.
15-53	An allegation of insubordination was investigated.
15-54	An officer was investigated for failing to follow directives multiple times and providing false information.
15-55	It was alleged that an officer stalked and harassed a private citizen.
15-56	An officer failed to report a boating accident he was involved and gave a misleading account of the accident.
15-57	An officer was investigated for a conversation with another employee that bordered on sexual harassment.
15-58Q	A non-law enforcement vehicle displayed their blue lights.
15-59	OIG Assistance requested from an officer for employee benefits resolution.
15-60Q	An OIG audit prompted a review of a Lieutenant's timesheets, extra-duty reports and off-duty reports.
15-61Q	An OIG audit prompted a review of an Investigator's timesheets, extra-duty reports and off-duty reports.
15-62Q	An OIG audit prompted a review of an officer's timesheets, extra-duty reports and off-duty reports.
15-63Q	An OIG audit prompted a review of an officer's timesheets, extra-duty reports and off-duty reports.
15-64Q	An OIG audit prompted a review of an officer's timesheets, extra-duty reports and off-duty reports.

15-65Q	An OIG audit prompted a review of an officer's timesheets, extra-duty reports and off-duty reports.
15-66Q	An OIG audit prompted a review of an officer's timesheets, extra-duty reports and off-duty reports.
15-67Q	An OIG audit prompted a review of an officer's timesheets, extra-duty reports and off-duty reports.
15-68	An officer caused damage to a citizen's parked vehicle.
15-69Q	An investigation was conducted regarding an allegation into an altered inspection report.
15-70Q	A review of a contract dispute was initiated.
15-71	It was alleged that four members of Law Enforcement made inappropriate social media posts.
15-72	An allegation of timesheet falsification was investigated.
15-73	Funds concerning a shooting range were allegedly misappropriated.
15-74	An Investigator was allegedly abusing his authority.
15-75Q	An allegation of an employee soliciting taxidermy services while on duty was investigated.
15-76Q	It was alleged that a technician lied about being late for a shift.
15-77	An investigation reviewed an employee's alleged computer misuse and falsification of timesheet.
15-78Q	An inquiry was conducted into a complaint concerning a brass clean-up contract at a shooting range.
15-79	An allegation of mismanagement of funds was investigated.

15-80	An officer was accused of excessive force and abuse of authority.
15-81	It was alleged that an officer unlawfully restraining a citizen.
15-82Q	An officer was involved in a foreclosure case.
15-83	Misuse of Division of Highway Safety and Motor Vehicles database was investigated.
16-01	An officer wore his state issued bag and gun while off duty.
16-02	An office discussed an open investigation.
16-03	A violation of Commission Policy for being arrested was investigated.
16-04	An allegation of falsified timesheets and working from home without approval was investigated.
16-06	An employee allegedly posted an inappropriate video on social media.
16-08	An allegation of falsified timesheet was investigated.
16-09	A shotgun was accidentally discharged by an instructor during a safety course.
16-10Q	An inquiry was conducted into an allegation of insubordination, conduct unbecoming and lying.
16-16	Alleged timesheet fraud was investigated.
16-18	Misuse of state email use for personal business resulted in a misdemeanor arrest.
16-21	A possible violation of commission policy regarding actions taken while on duty was investigated.
16-24Q	An investigation into alleged stalking and harassment was conducted.
16-26	An employee that was allegedly mumbling violent phrases was investigated.





Florida Fish and Wildlife Conservation Commission
Office of Inspector General
620 South Meridian Street
Tallahassee, Florida 32399
Office: (850) 488-6068
Fax: (850) 488-6414