



Department of Highway Safety and Motor Vehicles

Office of Inspector General 2017-18 Annual Report





July 20, 2018

Terry L. Rhodes, Executive Director
Department of Highway Safety and Motor Vehicles
2900 Apalachee Parkway
Tallahassee, FL 32399

Dear Director Rhodes:

This annual report covers the 12-month period ending June 30, 2018, and summarizes the accomplishments of the Florida Department of Highway Safety and Motor Vehicles (Department) Office of Inspector General (OIG). During this period, the OIG has worked extensively to safeguard the integrity and efficiency of Department programs and investigate those who allegedly abuse them.

Among our accomplishments, we completed 28 audit projects that encompassed Department program audits and consultations to improve internal operations as well as external audits of specialty license plate organizations. Our audit team has continued to expand the breadth of their services and as you will read in this report, identified improvement opportunities within the Department.

This year the investigation team continued its efforts to proactively identify and investigate fraud, waste, and abuse. These accomplishments are the result of the dedicated work of the OIG's professional staff and the support of yourself and the Department management team. In the future, we look forward to continuing our work in support of the Department's mission: *A Safer Florida*.

Respectfully Submitted,



Julie M Leffler
Inspector General



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Background

The role of the Office of Inspector General (OIG) is to provide a central point for coordination of, and responsibility for, activities that promote accountability, integrity and efficiency in the Department. Section 20.055, Florida Statutes (F.S.), requires the Inspector General to submit to the Executive Director an annual report summarizing its activities during the preceding fiscal year.

This report includes the activities and accomplishments of the Office of Inspector General during the 2017-18 Fiscal Year (FY) and specifically details the activities and reports of the audit and investigative teams that make up the OIG.

Inspector General Responsibilities

The specific duties and responsibilities of the Inspector General as defined in Section 20.055(2), F.S., include directing, supervising, and coordinating audits, investigations, and management reviews of Department programs and operations. This includes keeping the Executive Director informed of fraud, abuses, and deficiencies, recommending and reporting on corrective actions, reviewing actions taken to improve performance, providing advice on the development and reliability of performance measures, and ensuring coordination and cooperation between the Department and external auditors with a view toward avoiding duplication.

Internal Audit

Internal Audit provides management with independent and objective assurance reviews and consultation regarding risk management, control, and governance processes. Audit work is performed in accordance with International Standards for the Professional Practice of Internal Auditing published by the Institute of Internal Auditors and General Principles and Standards for Offices of Inspector General published by the Association of Inspectors General.

Audit projects performed during the FY were based on the results of a risk assessment. An annual risk assessment is conducted by the Internal Audit Section and aids in developing the OIG Annual Work Plan. The Work Plan was based on the results of the risk assessment, prior OIG audit and investigative findings, external audits, and requests from management.

External Audit Coordination

Internal Audit serves as a liaison to external agencies that audit the Department and monitors and tracks findings and recommendations that result from these external audits as well as monitors and tracks management efforts to correct audit findings. During the year, the OIG coordinated an audit performed by the Florida Auditor General, a contract audit performed by the Chief Inspector General and a Quest software audit conducted by Deloitte & Touche.



Compliance Reviews

Single Audit Reviews - The Department collects and distributes annual use fees for over 120 different specialty license plates (SLP) and voluntary contributions (SLP/VC) for over 30 organizations. Recipient organizations subject to audit pursuant to Section. 215.97, F.S., shall submit a state single audit report in accordance with rules promulgated by the Auditor General. Internal audit staff reviewed 62 state single audit reports submitted by the recipient organizations during the FY.

DUI Program Financial Audits - DUI Programs are required by Rule 15A-10.012, Florida Administrative Code, to submit a certified financial audit and an independent auditor's report on compliance with laws and regulations to the Department annually. Internal audit staff reviewed 9 DUI program audit reports during the FY.

Performance Measure Assessment

Florida law requires State agencies to develop long range program plans that include program outcomes and standards to measure progress toward program objectives. Section 20.055(2), F.S., requires the OIG to perform a validity and reliability assessment of agency performance measures and, if needed, recommend improvements.

The 2016-17 FY measures reviewed were valid and reliable in relation to their intended purpose and use; and the 2017-18 FY

measure reviewed was determined to be valid in relation to its intended purpose and use.

Quality Assurance Review

Section 11.45(2)(i), F. S., requires that the Auditor General, once every three years, review a sample of internal audit reports to determine compliance by the Office of Inspector General with the current International Standards for the Professional Practice of Internal Auditing or, if appropriate, Government Auditing Standards.

The Auditor General completed their review of the Office of Inspector General in November 2017 and reported the quality assurance and improvement program related to the office's internal audit activity was adequately designed and complied with during the review period to provide reasonable assurance of conformance with applicable professional auditing standards and the Code of Ethics issued by The Institute of Internal Auditors.

Internal Audit Projects Completed

The following summaries describe the audit engagements completed by the Internal Audit Section during the FY. Work completed included Department assurance and consulting services as well as external compliance audits of SLP/VC organizations.

External Partner Background Screening - Report 201617-14

This audit included an evaluation of the Department's process for ensuring external partners complete and maintain background checks and the Department's process for fingerprint retention. Audit recommendations included establishing written criteria for when background screening is conducted; requiring external partners to meet the same background screening standards as Department employees to gain access to Department systems; initiating monitoring activities or quality assurance reviews, to the extent allowed by FDLE, when results from background screenings are sent directly to partner agencies; and implementing periodic rescreening as circumstances change or for a comprehensive review of external partners over a period of time.

MorphoTrust Contract - Report 201617-23

This audit included the review of the Department's contractual agreements with MorphoTrust USA, LLC under contracts HSMV 0778-15 (Capture) and HSMV 0998-16 (Print Solution) to produce credentials and provide driver license equipment and software. Audit recommendations included maintaining additional documentation within the contract file and improving documentation and recording of contract payments.

Rebuilt Vehicle Inspection Program - Report 201617-24

This audit included the evaluation of the rebuilt vehicle program to determine compliance with applicable laws, Department policy, and procedure. Audit recommendations included increased tracking of common issues occurring in private rebuilt inspection facilities, standardizing the quality assurance process, and limiting members' access to the office safe.

Seized Tag Revenue Distribution Review – Report 201617-25

The consulting engagement included the evaluation of the Department's process for disbursing seized tag fees. Recommendations included formally evaluating and documenting the business requirements for the seized tag process, periodically testing the accuracy of Seized Tag Voucher Schedules, and updating Section 15A-3.016, F.A.C to reflect current statutes. Additionally, the Division of Motorist Services should initiate a review process to ensure Driver License and Tax Collector offices are processing all seized tag transactions and seek legislative clarification regarding the timeframe for submitting seized tags to driver license or tax collector offices when confiscated by law enforcement agencies.

Department Data Access Rights - Report 201617-26

The audit included an assessment of the control environment and the adequacy of the internal control framework in place over data access. Due to the confidentiality of the audit the recommendations are not included in this summary.

State Financial Assistance Review – Report 201617-33

The consulting engagement included the review and evaluation of the Department’s compliance with requirements of the Florida Single Audit Act and Department of Financial Services (DFS) guidance. Recommendations included the Division of Motorist Services, Bureau of Issuance Oversight (BIO) provide all organizations with all compliance requirements upon receiving a Catalog of State Financial Assistance (CSFA) number from DFS and at least annually thereafter, communicating the results of compliance reviews to organizations in writing, developing detailed written procedures for all significant aspects of state financial assistance (SFA), and developing guidelines for providing oversight of the audit process. Additionally, the BIO should annually review and make necessary updates to the State Projects Compliance Supplement, revise the compliance affidavit to include the CSFA number and a certification statement that the organization did not meet the audit threshold, and update Department Procedure RS-39 to reflect changes made to Section 320.08062(2)(b), F.S., regarding revenue distributions.

Medical Review Process – Report 201718-06

This consulting engagement included the evaluation of the Medical Review Section to determine if the retesting of existing medical review cases were performed in accordance with reexamination requirements. Recommendations included initiation of a quality assurance process as well as system usage and development enhancements.

Department Cellular Phones - Report 201718-08

This audit included an evaluation of the efficiency and effectiveness of the Department’s processes and controls governing mobile device management and utilization. Audit recommendations included strengthening the issuance and monitoring process as well as evaluating the usage of text messaging.

Pay Additive Audit - Report 201718-12

This audit included an evaluation of the efficiency and effectiveness of the application and oversight of Department pay additives. Audit recommendations included improvements to the timeliness of submitted pay additives as well as strengthening address verification procedures for the critical market pay initial and continued eligibility determination.

IFTA and IRP Cash Handling - Report 201718-14

This audit included an evaluation of the efficiency and effectiveness of cash handling procedures related to the International Fuel Tax Agreement (IFTA) and the International Registration Plan (IRP) revenue. The audit recommendation was to strengthen cash management controls.

Audits of the FHP Information and Evidence Fund

The FHP's Bureau of Criminal Investigations and Intelligence is responsible for the use and maintenance of an Information and Evidence Fund. This fund is available to investigators to purchase materials as evidence or pay confidential sources for information.

During the 2017-18 FY, the Internal Audit Section conducted four quarterly audits of the FHP's Information and Evidence Fund to evaluate the internal controls over the fund and compliance with Florida Statutes (F.S.), Florida Administrative Code, and Department policies and procedures. The audit for the 3rd quarter recommended earned interest be submitted within 30 days as required by Florida Administrative Code.

Specialty License Plate/Voluntary Contributions Audits

Section 320.08062, 320.023, and 322.081 F.S., grants the Department the authority to examine all records relating to the use of SLP and VC funds. During the FY, 13 audit reports were issued, ten of which contained no recommendations and three

with recommendations to improve compliance with statutory requirements related to the specific specialty tag or voluntary contribution.

The following ten SLP and VC reports issued during the FY materially complied with applicable laws and policies:

- Agriculture Education
- Big Brothers Big Sisters
- Boy Scouts of America
- Florida Golf
- Disabled American Veterans
- Family Values
- League Against Cancer
- Ronald McDonald House
- Tampa Bay Estuary
- University of Miami

The following three SLP audits issued during the FY contained audit recommendations:

Specialty License Plate	Audit Finding Recommendation
Edward Waters	Improve monitoring, classification, and reporting of administrative & marketing expenditures related to SLPs.
Florida Arts	The Department's Bureau of Issuance Oversight could improve communication, technical assistance, and monitoring of Florida Arts SLP entities.
Florida Education	The Department's Bureau of Issuance Oversight could improve statutory compliance by ensuring Support Education SLP fee distributions are made to the appropriate county education entity.

In addition to the 13 audits completed during the FY, the OIG also conducted two follow-up assessments of previous Save Wild Florida SLP audit. The second follow-up determined management implemented corrective actions for the recommendations communicated in the original SLP audit of the Florida Biodiversity Foundation, Inc. (2015-20), dated May 20, 2016.

Status of Prior Recommendations

Section 20.055, F.S., requires the identification of each significant recommendation described in previous annual reports on which corrective action has not been completed. As of June 30, 2017, there were three reports described in previous OIG annual reports that have significant recommendations open 12 months or more.

Traffic Crash Data (Report 201415-21) - The outstanding recommendation relates to implementing a data quality management program for manual input crash data.

Fleet Operations (Report 201415-22) - The outstanding recommendations relate to maintaining an appropriate amount of spare motor vehicles and adequate inventory controls.

Purge Process of Drivers License Records (Report 201516-27) - The outstanding recommendation relates to creating a solution to the technical error in order to timely purge records eligible due to expired licenses, and deceased drivers.

Business Continuity Planning and IT Disaster Recovery (Report 201617-18) - The outstanding recommendations related to strengthening the Department's overall business continuity and IT disaster recovery planning.

Investigations

The Investigations Unit is responsible for receiving complaints and coordinating activities of the Department in accordance with the Whistle-blower's Act pursuant to Section 112.3187, and 112.31895, F.S. Additionally, the Unit receives and considers complaints that do not meet the criteria for an investigation under the Whistle-blower's Act and conducts, supervises, or coordinates such inquiries, investigations, or reviews as deemed necessary. When there is reasonable grounds to believe there has been a violation of criminal law, a criminal investigation is conducted and the OIG refers the case to the appropriate state attorney for prosecution. Investigations are conducted in accordance with the Association of Inspectors General Quality Standards for Investigations. Once an investigation report is completed, case disposition is reported to the Executive Director and appropriate managers.

Reaccreditation

In July 2016, the Investigation Unit went through its second reaccreditation assessment with the Commission for Florida Law Enforcement Accreditation, Inc. (CFA). Established in 1995, the CFA is a council of law enforcement and criminal justice professionals that establish standards for staffing, training, conducting, and documenting the investigative function. In 2008, the CFA introduced an accreditation profession for offices of inspectors general, and in 2010 the OIG went through an initial accreditation assessment. The July 2016

assessment resulted in the Investigations Unit receiving a "recommendation for reaccreditation with no condition" – the highest standard CFA bestows on an accredited agency or office.


Proactive Investigative Activities

During the FY the OIG conducted one initiative to identify fraud, waste, and abuse within the Department. The OIG reviewed the activities of 12 sworn members who are assigned to geographic locations away from their supervision to determine if the members were following established policies and procedures. The review resulted in two OIG investigations, 9 referrals to management for minor issues, and one review closed with no issues found.

Investigative Report Activities

Complaints are received through many sources by the OIG and are reviewed to determine an appropriate course of action. During the FY, the OIG closed 74 administrative investigations and three criminal investigations. Of the investigations closed, 65 were within the Florida Highway Patrol, ten were within the Division of Motorist Services, one was within the Division of Information Systems Administration, and one was within the Office of the Executive Director.

Additionally, 47 complaint inquiries were performed to assess allegations, 326 complaints were referred to the appropriate



Department functional area for handling, and ten complaints were referred to external agencies.

Case Summaries

The following is a summary of each closed investigative report.

20170301: A Department investigation found no evidence to support an allegation that a Department member engaged in fraudulent activity related to issuing non-compliant drivers licenses. The investigation was closed after all leads were exhausted.

20170316: A Department investigation sustained allegations that two Department members falsified records by claiming time on their People First timesheet that they did not work. The members received suspensions.

20170327: A citizen complaint investigation sustained an allegation that a sworn member falsified information on traffic crash reports, but did not sustain an allegation that they did not properly investigate a traffic crash. The Trooper was dismissed.

20170337: A Department investigation sustained an allegation that a Department member inappropriately touched a coworker, but did not sustain an allegation that the member made inappropriate comments. The member was dismissed.

20170375: A Department investigation sustained allegations that a sworn member while in an off-duty status, enforced a


minor, non-criminal violation, and was rude and discourteous. The sworn member received a 24-hour suspension.

20170394: A Department investigation sustained allegations that a sworn member was involved in a crash and left the scene without exchanging information or rendering aid, and failed to immediately notify a supervisor. The sworn member received a counseling letter.

20170409: A citizen complaint investigation sustained an allegation that a sworn member mishandled personal property of a deceased person. The member received a counseling letter.

20170428: A Department investigation did not sustain an allegation that a sworn member engaged in on-duty conduct that constitutes racial and ethnic harassment.

20170471: A Department investigation did not sustain an allegation that a sworn member committed an offense of burglary of an occupied dwelling while in an off-duty status and an allegation that the sworn member committed the offense of burglary with assault and battery while in an off-duty status. The investigation did sustain an allegation that the sworn member committed the offense of battery while in an off-duty status. The sworn member received an 80-hour suspension.



20170475: A Department investigation did not sustain an allegation that a sworn member committed an act that would constitute Domestic Violence.

20170476: A Department investigation did not sustain an allegation that a Department member issued non-compliant identification cards.

20170480: A Department investigation sustained allegations that a sworn member claimed Motor Carrier Safety Assistance Program (MCSAP) overtime while not engaged in MCSAP related enforcement, failed to use the Automated Vehicle Locator (AVL) function of their Mobile Data Computer (MDC) at all times while operating their patrol vehicle, and claimed time on their People First timesheet that they did not work. The sworn member received a 40-hour suspension.

20170481: A Department Investigation sustained an allegation that a Department member viewed inappropriate images on a work computer. The member was dismissed.

20170485: A Department investigation sustained allegations that a sworn member claimed time on their People First timesheet that they did not work, failed to notify the Regional Communications Center that they were beginning Off-Duty Police Employment (ODPE), failed to utilize the AVL function of the MDC while operating their patrol vehicle, failed to report all periods of private sector employment on their monthly ODPE Report, failed to reimburse the State for all miles driven

to, from, and during ODPE, and used their MDC for other than official FHP business. The member received a demotion.


20170514: A Department investigation sustained an allegation that a Department member made inappropriate comments to other members, but it did not sustain an allegation that the member inappropriately touched another member. The member received counseling and additional training.

20170515: A Department investigation sustained an allegation that a Department member was working from home without authorization, but did not sustain the allegation that the member inaccurately entered time on their timesheets. The member resigned while under investigation.

20170529: A Department investigation sustained an allegation that a Department member helped employees cheat on a Department test that is required for their position. The member resigned in lieu of dismissal.

20170552: A Department investigation regarding an allegation that a Department member committed an offense of grand theft was closed by arrest and the State Attorney's Office (SAO) declined to prosecute an allegation of unlawful compensation or reward for official behavior. The member was arrested.

20170566: A citizen complaint investigation sustained an allegation that a sworn member made inappropriate comments to a complainant, but did not sustain an allegation



that the member encouraged the complainant to contest a traffic citation they had written to the complainant. The member received a 24-hour suspension.

20170581: A Department investigation sustained allegations that a sworn member was at a location for non-work-related reasons, provided false information to a supervisor and failed to submit traffic crash reports within statutory guidelines. The member received a 20-hour suspension.

20170591: A Department investigation sustained allegations that a sworn member failed to notify their supervisor after deploying their conducted electrical weapon and failed to activate their wireless microphone at a crash scene. An allegation that the sworn member used a level of force inconsistent with FHP policy when they drive stunned an arrestee with their conducted electrical weapon was unfounded and an allegation that they used a level of force inconsistent with FHP policy when they slapped an arrestee in the face was not sustained. The member received a written reprimand.

20170597: A Department investigation sustained allegations that a sworn member utilized another person's identity to obtain a Florida Driver License and provided false information during the FHP application process. Discipline is pending.


20170610: A Department investigation sustained allegations that a sworn member conducted an improper crash investigation, failed to conduct a Driving Under the Influence

(DUI) investigation, and failed to activate the patrol vehicle's Mobile Video/Audio Recorded (MVR). An allegation that the sworn member failed to notify the communications center of beginning and ending mileage when transporting a detained subject was unfounded. The member was dismissed.

20170640: A Department investigation did not sustain allegations that a sworn member failed to perform Troop Watch Supervisor (TWS) duties and provide supervisory direction during a shift, and that the sworn member failed to make proper notifications on a patrol car crash. The investigation sustained allegations that the sworn member took unauthorized/unapproved leave during a TWS shift to work ODPE and claimed hours on a People First time sheet that were not worked. The member received a 40-hour suspension.

20170645: A citizen complaint investigation did not sustain an allegation that a sworn member, while in an off-duty status, chest bumped the complainant; and the investigation of the allegation that the member, while in an on-duty status, threatened to file criminal charges against the complainant for an incident that occurred while off duty was exonerated.

20170646: A Department investigation involving an allegation that a sworn member sexually discriminated another sworn member was unfounded.



20170647: A Department investigation determined that an allegation that a sworn member treated another sworn member rudely and disrespectfully because of race was unfounded.

20170690: A Department investigation sustained an allegation that a sworn member was rude and discourteous and used profane language in the presence of multiple FHP members and their families. An allegation that the sworn member was rude and discourteous and used profane language toward another sworn member on a separate occasion was also sustained.

20170698: A Department investigation sustained allegations that a Department member used a vehicle provided for testing and evaluation for a personal trip, that the member used their official position to solicit donations for private use, that the member improperly used a state purchasing card, and that the member possessed a fraudulent Federal Government document on a Department computer. The Department member was dismissed.

20170701: A Department investigation sustained allegations that a sworn member operated their FHP vehicle without ensuring that the AVL was actively transmitting, used a FHP vehicle to travel to a residence in excess of the 40-mile radius allowed by policy, spoke unprofessionally to subordinates and used inappropriate language in the workplace, and required subordinates to claim only 8 hours on their People First

timesheet even when they worked more than 8 hours. The member received an 8-hour suspension.

20170714: A citizen complaint investigation did not sustain an allegation that a sworn member grabbed and twisted the complainant's arm during a traffic stop causing pain and irritation.


20170715: A Department investigation did not sustain an allegation that a sworn member failed to conduct a DUI crash investigation.

20170721: A Department investigation sustained an allegation that a sworn member committed child abuse while off-duty. The member resigned during the investigation.

20170725: A Department investigation sustained allegations that a Department member had secondary employment without authorization and misused Department property and resources. The Department member resigned.

20170729: A citizen complaint investigation did not sustain an allegation that a sworn member allowed unauthorized personnel in a patrol vehicle.

20170751: A citizen complaint investigation sustained an allegation that a sworn member was at a residence for an extended period of time, but an allegation that the sworn member visited an adult nightclub while on duty was unfounded. The member received a written reprimand.



20170757: A Department investigation sustained allegations that a sworn member interviewed two witnesses together, articulated statements from a witness in a Traffic Homicide Investigation (THI) report that were not heard in taped recorded statements, and failed to obtain a recorded statement during the follow-up interview of a witness. An allegation that the sworn member forged a signature of a registered owner on an Event Data Recorder (EDR) authorization form was unfounded and an allegation that a search warrant was not obtained prior to handling the EDR device was classified as exonerated. The member received counseling and additional training.

20170796: An external agency referral investigation sustained allegations that a sworn member failed to stop at the scene of a crash with injuries and roadblock, failed to notify supervisory personnel that they were leaving their work zone, and failed to ensure that the AVL was actively transmitting. The investigation did not sustain an allegation that the sworn member operated a Department vehicle without regard for public safety. The member received a probationary dismissal.

20170810: Prosecution was declined on a citizen complaint investigation concerning an allegation that a sworn auxiliary member engaged in prostitution and unlawful compensation or reward for official behavior.

20170816: A Department investigation sustained an allegation that a sworn member used a social media application while

on-duty to send a lewd picture to another person. The member received a 24-hour suspension.


20170825: A Department investigation sustained allegations that a member improperly used a state vehicle and that the member transported an unauthorized passenger in a state vehicle. The member resigned.

20170828: A Department investigation sustained allegations that a sworn member used a MDC to conduct searches of individuals without a legitimate law enforcement purpose, and failed to take law enforcement action when the sworn member discovered an active warrant for the arrest of their friend. This investigation did not sustain an allegation that the sworn member transported a friend in their patrol vehicle. The member received an 80-hour suspension.

20170835: An external agency referral investigation sustained an allegation that a sworn member failed to conduct a thorough crash/DUI investigation. The member received a written reprimand.

20170870: A Department investigation sustained an allegation that a sworn member showed a pornographic video to another sworn member while on-duty. The member was dismissed.

20170893: A Department investigation sustained allegations that a sworn member claimed time on their People First timesheet that they did not work, disabled the AVL, and failed



to reimburse the Department for ODPE mileage. The member received a probationary dismissal.

20170901: A Department investigation sustained an allegation that a sworn member claimed time on their People First timesheet that the member did not work. The member received a 40-hour suspension.

20170949: A citizen complaint investigation sustained an allegation that a sworn member engaged in a sexual relationship while on-duty. The member resigned during the investigation.

20170964: A Department investigation sustained allegations that a member forwarded disqualified applicants through the hiring process, manipulated Department records, and misused Department property and/or resources. The member was dismissed.

20170965: A Department investigation sustained allegations that a sworn member submitted falsified or altered notes to justify sick leave, and claimed time on their People First timesheet that was not worked. The member was dismissed.

20170967: A Department investigation sustained an allegation that a sworn member had an inappropriate relationship with a citizen they met at a traffic stop. Discipline is pending.

20180021: A citizen complaint investigation sustained allegations that a sworn member was under the influence of

alcohol and was involved in an incident at a bar while off-duty which resulted in the issuance of a trespass warning, and carried a firearm while off-duty and consuming alcoholic beverages at a bar. The investigation did not sustain an allegation that the sworn member targeted a citizen in retaliation. The member received a 40-hour suspension.


20180033: A citizen complaint investigation did not sustain allegations that a sworn member was involved in racial profiling and failed to seize contraband. The investigation sustained allegations that the sworn member failed to deliver copies of written traffic warnings to violators and failed to take appropriate enforcement action for Driving While License Suspended or Revoked. The member received a 24-hour suspension.

20180040: An anonymous complaint initiated a Department investigation that alleged a supervisory sworn member created a traffic citation quota for subordinates. The investigation revealed the allegation was unfounded.

20180050: A Department investigation regarding an allegation that a member sexually harassed another member was unfounded.

20180063: A Department investigation did not sustain an allegation that a member sexually harassed another member.

20180064: A Department investigation sustained an allegation that a member failed to report sexual harassment but did not



sustain an allegation that another member failed to report sexual harassment. The member was demoted.

20180076: A Department investigation sustained an allegation that a member intimidated staff and made inappropriate comments, but did not sustain allegations that the member interfered with the hiring process and assisted members to obtain positions, made derogatory statements about other employees, grabbed the buttock cheeks of an employee, and created a hostile workplace. The member resigned.

20180157: A Department investigation sustained allegations that a sworn member visited non-work related locations while on duty and claimed time on their People First timesheet that was not worked. The member received a 24-hour suspension.

20180159: A citizen complaint investigation sustained an allegation that a sworn member was racing another vehicle while operating a FHP vehicle. An allegation that the sworn member failed to take action upon receiving a BOLO from dispatch was unfounded. The member was dismissed.

20180165: A citizen complaint investigation sustained an allegation that a FHP sworn auxiliary officer received sexual acts in exchange for money. The investigation did not sustain an allegation that the FHP sworn auxiliary officer received sexual acts in exchange for money while on-duty and in a patrol vehicle. The auxiliary officer was removed from the FHP auxiliary program.


20180182: A Department investigation sustained an allegation that a member made an inappropriate comment in the workplace. The member received a counseling letter.

20180188: A citizen complaint investigation sustained an allegation that a sworn member used the Florida Crime Information Center and the National Crime Information Center to query information for non-law enforcement purposes. It did not sustain allegations that the sworn member deposited a refund check into a personal account without the consent of all account holders, forged a signature, or misused a photocopy of the complainant's Florida driver license. The member received a written reprimand.

20180222: A Department investigation sustained an allegation that a sworn member failed to secure property that came into their possession. The member received a written reprimand.

20180244: A Department investigation sustained an allegation that a sworn member claimed time on their People First time sheet that they did not work. Discipline is pending.

20180255: A Department investigation sustained allegations that two sworn members failed to take appropriate action on an impaired driver, allowed the impaired driver to drive, prepared an arrest report inconsistent with the facts of the investigation, and failed to recognize that the driver was impaired. The members were dismissed.



20180264: A Department investigation did not sustain an allegation that a sworn member engaged in inappropriate behavior with DHSMV members.

20180270: A Department investigation sustained allegations that a sworn member failed to take the appropriate enforcement action when evidence of a crime being committed was present, and turned off the in-car video prior to the conclusion of a citizen contact. Discipline is pending.

20180271: A citizen complaint did not sustain allegations that a sworn member grabbed a complainant by the arm and pushed him, was rude and discourteous, refused to provide a name and/or identification number, and failed to report their Use of Control.

20180285: A Department investigation sustained an allegation that a sworn member claimed time on their People First timesheet that they did not work. Discipline is pending.

20180298: A Department investigation unfounded the allegation that a member removed an item from an employee break room that did not belong to them.

20180300: A Department investigation sustained allegations that a sworn member claimed time on their People First timesheet that they did not work, and failed to utilize the AVL function of the MDC at all times when operating a patrol vehicle. Discipline is pending.


20180312: A Department investigation sustained an allegation that a member engaged in inappropriate behavior in the workplace. Discipline is pending.

20180328: A Department investigation sustained allegations that a sworn member drove their patrol vehicle home which is outside the 40-mile radius, used their patrol vehicle while not on duty, and failed to log into the Computer Aided Dispatch (CAD) while operating their patrol vehicle. The member was dismissed.

20180330: A Department investigation sustained allegations that a sworn member initiated sexual favors and initiated a relationship with someone they arrested. Discipline is pending.

20180338: A Department investigation sustained allegations that a sworn member worked more than 16 hours in a 24-hour period, failed to list ODPE jobs on their monthly ODPE Report, failed to upload MVR per FHP Policy. The investigation did not sustain an allegation that the member went to ODPE prior to the end of a shift. An allegation that the member failed to utilize their MVR to record all traffic stops is classified as unfounded. Discipline is pending.

20170371: A Department investigation unfounded the allegations that members were purposefully dispersing a substance in the workplace knowing it would cause a co-worker to have health issues.



20170413: A citizen complaint investigation did not sustain an allegation that a sworn member was rude and discourteous during a traffic stop.



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