

**Proposed Inspector General SMART Goals  
Florida Department of Environmental Protection**

Leadership/Management

Supervise and direct the activities of auditors, investigators, and administrative staff in the OIG. Ensure that OIG staff is achieving the standards set forth in the smart goals identified for that employee. Accurately documents employees' performance in evaluations.

Review work product of staff to ensure quality and accuracy. Perform formal one on one bi-weekly meetings beginning September 2, 2013.

Perform staff assessment and possible reorganization on or before October 1, 2013.

Make appropriate reallocation when needed, in order to improve quality and productivity within the OIG.

Audit/Investigations plan monitoring

Review audit and investigation staff activity on a weekly basis and discuss any concerns with appropriate staff beginning September 2, 2013.

Accountability

Enhance the integrity of the Department through an OIG outreach program used throughout the 5 Districts. Inform Department employees of the OIG function and what each employee's responsibility is regarding the prevention and detection of fraud and reporting of questionable activity. Implement strategy by October 1, 2013, visit one District by October 15, 2013 and visit a second District by November 15, 2013.

Fraud Deterrence Outreach Program

Implement Fraud Deterrence Outreach Program. Design outreach presentation, to be used as a proactive approach to deterring fraud, by December 1, 2013 and begin implementation of the program in January 2014. This program, once implemented, will be presented to both department employees and contractors doing business with the Department.