



**FLORIDA FISH AND WILDLIFE CONSERVATION  
COMMISSION**

**OFFICE OF INSPECTOR GENERAL**

**2024 - 2025**

**ANNUAL  
REPORT**

**620 South Meridian Street, Tallahassee, Florida 32399**

**[Inspector.General@MyFWC.com](mailto:Inspector.General@MyFWC.com)**

**(850) 488-6068**

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# INTRODUCTION

In accordance with Section 20.055 Florida Statutes (FS), the Florida Fish and Wildlife Conservation Commission (FWC) Office of Inspector General (OIG) is “established...to provide a central point for coordination of and responsibility for activities that promote accountability, integrity, and efficiency in government.” The mission of the OIG is to “provide leadership in the promotion of accountability and integrity in state government.” The OIG is required by Section 20.055(8)(a) FS to complete an annual report summarizing its activities for the prior fiscal year and to submit that report to the agency head. The report must include, but is not limited to, the following:

- A summary of each investigation and audit completed during the reporting period.
- A description of activities relating to the development, assessment, and validation of agency performance measures.
- 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.





## EXECUTIVE SUMMARY

This annual report provides an overview of the FWC OIG's investigative and audit activities during the 2024-2025 fiscal year (FY). The following accomplishments, highlights, and activities demonstrate the efforts of the OIG during the past fiscal year:

- Received, reviewed, and processed 242 complaints or requests for assistance from our internal and external stakeholders. This constitutes an 8% decrease from 261 the prior FY.
- Initiated 31 investigations and inquiries into allegations of violations of statutes, rules, policies, and contracts based on complaints received that met our investigative criteria. This constitutes a 23% decrease from 38 the prior FY.
- Responded to 56 public records requests pursuant to Chapter 119 FS.
- Issued 30 final investigative reports containing recommendations for improvement to agency leadership.
- Conducted seven outreach training sessions which consisted of providing employee education on fraud, waste, and abuse prevention.
- Conducted two pre-employment background investigations for potential new employees.
- Maintained accreditation through the Commission for Florida Law Enforcement Accreditation (CFA) for the OIG Investigations Section.

# FWC OIG GOALS AND VALUES

The FWC OIG operates on a set of shared goals and values. FWC OIG goals include:

- Detecting and deterring fraud, waste, and abuse.
- Identifying trends.
- Creating ethical awareness within the agency.
- Improving accountability.
- Ensuring fair, thorough, and impartial investigations.
- Ensuring audits add value to the agency.
- Reducing agency liability and risk; and
- Ensuring reliability and validity of agency performance measures.

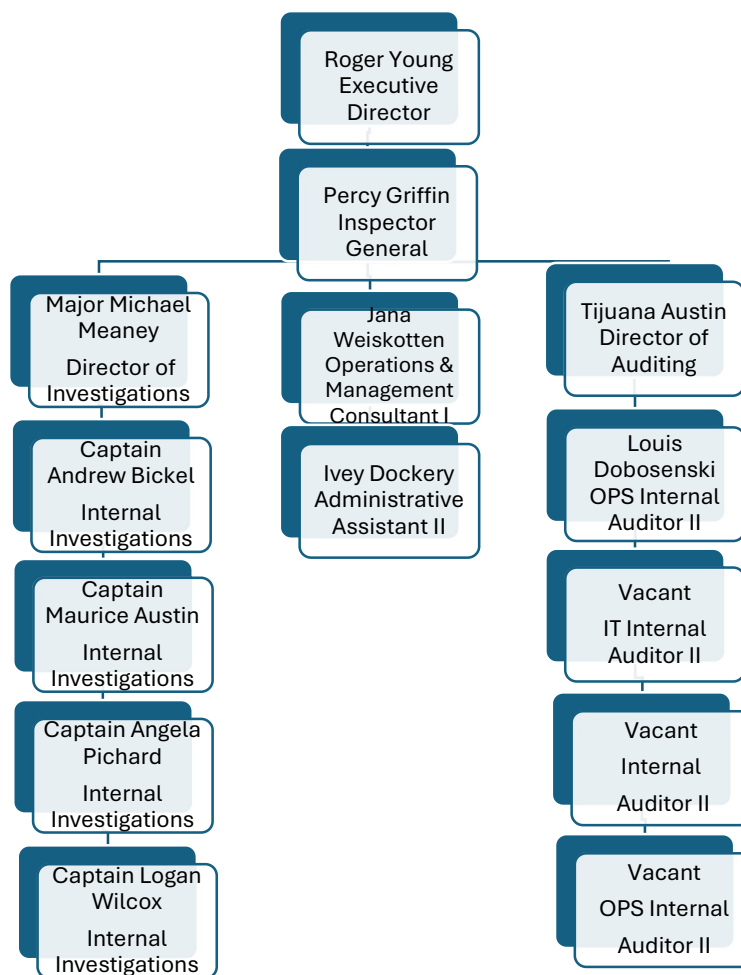
FWC operates on six core values, four of which are directly aligned with the FWC OIG mission. These shared agency values include service excellence, teamwork/collaboration, professional integrity, and accountability. The FWC OIG strives to achieve these goals by meeting the needs of our internal and external stakeholders, working across division/office lines to resolve challenges, all while promoting integrity and accountability in support of the agency's overall conservation mission.





# PROFESSIONAL STAFF

The FWC OIG prides itself on maintaining a highly trained and motivated staff. The professional staff of the OIG is made up of 13 positions, including the Inspector General, a Law Enforcement Major (Director of Investigations), the Director of Auditing, four Law Enforcement Captains (Investigators), an Information Technology (IT) Internal Auditor II, three Internal Auditor IIs, an Operations & Management Consultant I, and an Administrative Assistant II. Twelve of the 13 staff members employed during the fiscal year possessed a college degree from an accredited college or university, and four of those staff members possessed graduate degrees. During the fiscal year, three audit positions were vacated. These positions are currently anticipated to be filled during the next fiscal year. The FWC OIG employs 10 members as of the date of this report on September 30, 2025.



## ***Mission Statement:***

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

# PROFESSIONAL INVOLVEMENT

FWC OIG staff members are active in the following professional organizations, with some serving in state-level leadership roles, including:

- Association of Inspectors General
- Association of Certified Fraud Examiners
- Institute of Internal Auditors
- Commission for Florida Law Enforcement Accreditation
- Florida Police Accreditation Coalition
- State Law Enforcement Chiefs' Association
- FBI Law Enforcement Executive Development Association
- National Association of Internal Affairs Investigators
- Florida Internal Affairs Investigators' Association

FWC OIG staff members also actively serve in advisory roles on agency committees such as the FWC Business Leadership and Senior Leadership Teams.



# PROFESSIONAL CERTIFICATIONS AND TRAINING

FWC OIG staff members employed during the fiscal year held the following professional certifications:

- Law Enforcement Officer (6)
- Law Enforcement Instructor (3)
- Certified Inspector General (3)
- Certified Inspector General Investigator (6)
- Certified Inspector General Auditor (3)
- Certified Fraud Examiner (2)
- Internal Audit Practitioner (1)
- Notary Public (2)
- Florida Certified Contract Manager (4)
- Certified Economic Crime Forensic Examiner (1)
- Certified Inspector General Inspector/Evaluator (1)

Some of these certifications are mandated by Florida law. Virtually all certifications require regular mandatory training courses, such as annual in-service training for law enforcement officers, investigative and audit training, fraud awareness training, and ethics training. For FY 2024-2025, OIG staff completed over 1,412 hours of training.





# SUMMARY OF INVESTIGATIVE ACTIVITIES

The FWC OIG Investigations Section reviews all criminal and administrative allegations of misconduct against FWC employees, contractors, and recipients of FWC funds. The OIG also investigates alleged violations of Florida's Whistle-Blower Act. Each complaint received is reviewed by OIG Investigations Section staff to determine if it meets the investigative criteria in FWC Internal Management Policy and Procedure (IMPP) 1.8 – Office of Inspector General, and additionally, if there is sufficient, credible information to warrant a formal investigation.

Minor complaints as defined in IMPP 1.8 include, but are not limited to, allegations of rudeness, use of obscene or profane language, personal appearance issues, 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 counseling or a verbal or written reprimand. The originating FWC division/office (D/O) addresses minor complaints after notifying the OIG of the complaint. The OIG will provide investigative assistance to the D/O as needed. Major complaints, as defined by IMPP 1.8, are investigated by the OIG.



# COMPLAINTS REVIEWED

The FWC OIG Investigations Section received 242 complaints during FY 2024/2025. Complaints are designated with a “COM” case number. The following is a summary of the nature of each complaint and the outcome.

<b>NUMBER</b>	<b>DATE INITIATED</b>	<b>STATUS RM=REFERRED TO MANAGEMENT</b>	<b>NATURE OF ALLEGATION</b>
24-0153-COM	07/03/2024	RM - No Response Requested	Abusive or Offensive Actions
24-0154-COM	07/03/2024	Investigation Initiated	Conduct Unbecoming
24-0155-COM	07/08/2024	RM - No Response Requested	Negligence
24-0156-COM	07/08/2024	RM – Response Reviewed	Arrest/Civil Citation
24-0157-COM	07/09/2024	RM - No Response Requested	Abusive or Offensive Actions
24-0158-COM	07/09/2024	Investigation Initiated	Alcohol Violation
24-0159-COM	07/10/2024	RM - No Response Requested	Other
24-0160-COM	07/15/2024	RM - No Response Requested	Discrimination
24-0161-COM	07/16/2024	RM - No Response Requested	Other
24-0162-COM	07/16/2024	RM - No Response Requested	Other
24-0163-COM	07/16/2024	RM - No Response Requested	Other
24-0164-COM	07/17/2024	RM - No Response Requested	Conflict of Interest
24-0165-COM	07/17/2024	RM - No Response Requested	Other
24-0166-COM	07/17/2024	RM - No Response Requested	Other
24-0167-COM	07/22/2024	RM - No Response Requested	Inefficiency
24-0168-COM	07/23/2024	RM - No Response Requested	Statute/Rule/Policy Violation
24-0169-COM	07/25/2024	RM - No Response Requested	Statute/Rule/Policy Violation
24-0170-COM	07/25/2024	RM - No Response Requested	Statute/Rule/Policy Violation
24-0171-COM	07/26/2024	RM - No Response Requested	Alcohol Violation
24-0172-COM	07/26/2024	RM – Response Reviewed	Statute/Rule/Policy Violation
24-0173-COM	07/26/2024	RM - No Response Requested	Criminal
24-0174-COM	07/26/2024	RM - No Response Requested	Other
24-0175-COM	07/29/2024	RM - No Response Requested	Abusive or Offensive Actions
24-0176-COM	07/30/2024	RM - No Response Requested	Discrimination
24-0177-COM	07/30/2024	RM - No Response Requested	Other
24-0178-COM	08/02/2024	RM - No Response Requested	Conduct Unbecoming
24-0179-COM	08/05/2024	RM - No Response Requested	Other
24-0180-COM	08/08/2024	RM – Response Reviewed	Abusive or Offensive Actions
24-0181-COM	08/09/2024	RM - No Response Requested	Other
24-0182-COM	08/12/2024	Investigation Initiated	Abusive or Offensive Actions
24-0183-COM	08/12/2024	RM - No Response Requested	Statute/Rule/Policy Violation

<b>24-0184-COM</b>	08/12/2024	RM – Response Reviewed	Statute/Rule/Policy Violation
<b>24-0185-COM</b>	08/13/2024	RM - No Response Requested	Other
<b>24-0186-COM</b>	08/13/2024	RM - No Response Requested	Other
<b>24-0187-COM</b>	08/15/2024	RM - No Response Requested	Discrimination
<b>24-0188-COM</b>	08/15/2024	No Action Necessary	Other
<b>24-0189-COM</b>	08/15/2024	RM - No Response Requested	Other
<b>24-0191-COM</b>	08/22/2024	RM - No Response Requested	Abusive or Offensive Actions
<b>24-0192-COM</b>	08/22/2024	RM - No Response Requested	Other
<b>24-0193-COM</b>	08/23/2024	No Action Necessary	Other
<b>24-0194-COM</b>	08/26/2024	Investigation Initiated	Conduct Unbecoming
<b>24-0195-COM</b>	08/27/2024	Investigation Initiated	Statute/Rule/Policy Violation
<b>24-0196-COM</b>	08/29/2024	RM - No Response Requested	Negligence
<b>24-0197-COM</b>	08/29/2024	RM - No Response Requested	Discrimination
<b>24-0198-COM</b>	09/03/2024	RM - No Response Requested	Weapons Violation
<b>24-0199-COM</b>	09/03/2024	RM - No Response Requested	Conduct Unbecoming
<b>24-0200-COM</b>	09/03/2024	RM - No Response Requested	Inefficiency
<b>24-0201-COM</b>	09/03/2024	RM - No Response Requested	Statute/Rule/Policy Violation
<b>24-0202-COM</b>	09/03/2024	RM - No Response Requested	Improper Use of State Property
<b>24-0203-COM</b>	09/04/2024	RM - No Response Requested	Statute/Rule/Policy Violation
<b>24-0204-COM</b>	09/05/2024	RM - No Response Requested	Other
<b>24-0205-COM</b>	09/05/2024	RM - No Response Requested	Statute/Rule/Policy Violation
<b>24-0206-COM</b>	09/06/2024	Investigation Initiated	Sexual Harassment
<b>24-0207-COM</b>	09/06/2024	No Action Necessary	Other
<b>24-0208-COM</b>	09/09/2024	IG Inquiry Initiated	Other
<b>24-0209-COM</b>	09/10/2024	RM - No Response Requested	Statute/Rule/Policy Violation
<b>24-0210-COM</b>	09/11/2024	RM - No Response Requested	Criminal
<b>24-0211-COM</b>	09/11/2024	RM - No Response Requested	Other
<b>24-0212-COM</b>	09/13/2024	RM - No Response Requested	Inefficiency
<b>24-0213-COM</b>	09/16/2024	RM – Response Reviewed	Lying
<b>24-0214-COM</b>	09/17/2024	RM - No Response Requested	Other
<b>24-0215-COM</b>	09/18/2024	RM - No Response Requested	Other
<b>24-0216-COM</b>	09/23/2024	RM - No Response Requested	Lying
<b>24-0217-COM</b>	09/24/2024	RM - No Response Requested	Conduct Unbecoming
<b>24-0218-COM</b>	09/24/2024	RM - No Response Requested	Other
<b>24-0219-COM</b>	09/25/2024	RM - No Response Requested	Other
<b>24-0220-COM</b>	09/25/2024	RM - No Response Requested	Other
<b>24-0221-COM</b>	10/01/2024	RM - No Response Requested	Conflict of Interest
<b>24-0222-COM</b>	10/01/2024	RM - No Response Requested	Other
<b>24-0223-COM</b>	10/02/2024	RM - No Response Requested	Other
<b>24-0224-COM</b>	10/03/2024	RM - No Response Requested	Other
<b>24-0225-COM</b>	10/04/2024	RM - No Response Requested	Statute/Rule/Policy Violation

<b>24-0226-COM</b>	10/08/2024	RM - No Response Requested	Other
<b>24-0227-COM</b>	10/08/2024	RM - No Response Requested	Abusive or Offensive Actions
<b>24-0228-COM</b>	10/14/2024	RM - No Response Requested	Statute/Rule/Policy Violation
<b>24-0229-COM</b>	10/14/2024	RM - No Response Requested	Statute/Rule/Policy Violation
<b>24-0230-COM</b>	10/15/2024	Investigation Initiated	Insubordination
<b>24-0231-COM</b>	10/18/2024	Investigation Initiated	Falsification of Records
<b>24-0232-COM</b>	10/29/2024	Investigation Initiated	Lying
<b>24-0233-COM</b>	10/29/2024	RM - No Response Requested	Other
<b>24-0234-COM</b>	10/29/2024	RM – Response Reviewed	Statute/Rule/Policy Violation
<b>24-0235-COM</b>	10/30/2024	RM - No Response Requested	Falsification of Records
<b>24-0236-COM</b>	10/30/2024	RM - No Response Requested	Discrimination
<b>24-0237-COM</b>	11/05/2024	RM - No Response Requested	Conduct Unbecoming
<b>24-0238-COM</b>	11/05/2024	Investigation Initiated	Abusive or Offensive Actions
<b>24-0239-COM</b>	11/05/2024	RM - No Response Requested	Discrimination
<b>24-0240-COM</b>	11/05/2024	RM - No Response Requested	Statute/Rule/Policy Violation
<b>24-0241-COM</b>	11/05/2024	RM - No Response Requested	Inefficiency
<b>24-0242-COM</b>	11/06/2024	Investigation Initiated	Abusive or Offensive Actions
<b>24-0243-COM</b>	11/06/2024	RM - No Response Requested	Other
<b>24-0244-COM</b>	11/06/2024	No Action Necessary	Abusive or Offensive Actions
<b>24-0245-COM</b>	11/07/2024	RM - No Response Requested	Other
<b>24-0246-COM</b>	11/08/2024	RM - No Response Requested	Statute/Rule/Policy Violation
<b>24-0247-COM</b>	11/13/2024	RM - No Response Requested	Statute/Rule/Policy Violation
<b>24-0248-COM</b>	11/14/2024	Investigation Initiated	Statute/Rule/Policy Violation
<b>24-0249-COM</b>	11/14/2024	RM - No Response Requested	Other
<b>24-0250-COM</b>	11/15/2024	RM - No Response Requested	Other
<b>24-0251-COM</b>	11/18/2024	RM - No Response Requested	Other
<b>24-0252-COM</b>	11/20/2024	Investigation Initiated	Conduct Unbecoming
<b>24-0253-COM</b>	11/25/2024	RM - No Response Requested	Abusive or Offensive Actions
<b>24-0254-COM</b>	11/25/2024	RM - No Response Requested	Abusive or Offensive Actions
<b>24-0255-COM</b>	11/25/2024	RM - No Response Requested	Other
<b>24-0256-COM</b>	11/25/2024	RM - No Response Requested	Other
<b>24-0257-COM</b>	11/26/2024	RM - No Response Requested	Abusive or Offensive Actions
<b>24-0258-COM</b>	11/26/2024	Investigation Initiated	Lying
<b>24-0259-COM</b>	12/02/2024	RM - No Response Requested	Negligence
<b>24-0260-COM</b>	12/03/2024	RM - No Response Requested	Abusive or Offensive Actions
<b>24-0261-COM</b>	12/04/2024	Investigation Initiated	Statute/Rule/Policy Violation
<b>24-0262-COM</b>	12/05/2024	IG Inquiry Initiated	Conflict of Interest
<b>24-0263-COM</b>	12/05/2024	RM - No Response Requested	Other
<b>24-0264-COM</b>	12/09/2024	RM - No Response Requested	Abusive or Offensive Actions
<b>24-0265-COM</b>	12/10/2024	RM - No Response Requested	Criminal
<b>24-0266-COM</b>	12/12/2024	RM - No Response Requested	Other



<b>24-0267-COM</b>	12/13/2024	RM - No Response Requested	Other
<b>24-0268-COM</b>	12/23/2024	RM – Response Reviewed	Statute/Rule/Policy Violation
<b>25-0001-COM</b>	01/02/2025	RM - No Response Requested	Other
<b>25-0002-COM</b>	01/03/2025	RM - No Response Requested	Other
<b>25-0003-COM</b>	01/03/2025	RM - No Response Requested	Lying
<b>25-0004-COM</b>	01/07/2025	RM - No Response Requested	Other
<b>25-0005-COM</b>	01/09/2025	RM - No Response Requested	Abusive or Offensive Actions
<b>25-0006-COM</b>	01/10/2025	RM - No Response Requested	Other
<b>25-0007-COM</b>	01/13/2025	RM - No Response Requested	Possession/Use of Drugs
<b>25-0008-COM</b>	01/13/2025	Investigation Initiated	Conduct Unbecoming
<b>25-0009-COM</b>	01/13/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0010-COM</b>	01/13/2025	RM - No Response Requested	Other
<b>25-0011-COM</b>	01/13/2025	RM - No Response Requested	Other
<b>25-0012-COM</b>	01/14/2025	RM - No Response Requested	Theft
<b>25-0013-COM</b>	01/15/2025	RM - No Response Requested	Theft
<b>25-0014-COM</b>	01/16/2025	RM - No Response Requested	Improper Use of State Property
<b>25-0015-COM</b>	01/17/2025	RM - No Response Requested	Conflict of Interest
<b>25-0016-COM</b>	01/21/2025	RM - No Response Requested	Other
<b>25-0017-COM</b>	01/24/2025	External Referral for Investigation	Other
<b>25-0018-COM</b>	01/27/2025	RM - No Response Requested	Other
<b>25-0019-COM</b>	01/27/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0020-COM</b>	01/28/2025	RM – Response Reviewed	Statute/Rule/Policy Violation
<b>25-0021-COM</b>	01/29/2025	RM - No Response Requested	Other
<b>25-0022-COM</b>	02/04/2025	RM - No Response Requested	Inefficiency
<b>25-0023-COM</b>	02/05/2025	Investigation Initiated	Statute/Rule/Policy Violation
<b>25-0024-COM</b>	02/07/2025	No Action Necessary	Other
<b>25-0025-COM</b>	02/10/2025	RM - No Response Requested	Inefficiency
<b>25-0026-COM</b>	02/11/2025	Investigation Initiated	Sexual Harassment
<b>25-0027-COM</b>	02/12/2025	RM - No Response Requested	Other
<b>25-0028-COM</b>	02/13/2025	RM - No Response Requested	Other
<b>25-0029-COM</b>	02/13/2025	RM - No Response Requested	Other
<b>25-0030-COM</b>	02/13/2025	Investigation Initiated	Falsification of Records
<b>25-0031-COM</b>	02/13/2025	RM - No Response Requested	Other
<b>25-0032-COM</b>	02/13/2025	RM - No Response Requested	Negligence
<b>25-0033-COM</b>	02/17/2025	RM - No Response Requested	Other
<b>25-0034-COM</b>	02/18/2025	RM - No Response Requested	Negligence
<b>25-0035-COM</b>	02/18/2025	RM - No Response Requested	Discrimination
<b>25-0036-COM</b>	02/20/2025	RM - No Response Requested	Criminal
<b>25-0037-COM</b>	02/21/2025	RM - No Response Requested	Other
<b>25-0038-COM</b>	02/24/2025	RM - No Response Requested	Conduct Unbecoming
<b>25-0039-COM</b>	02/25/2025	RM - No Response Requested	Other

<b>25-0040-COM</b>	02/28/2025	RM - No Response Requested	Inefficiency
<b>25-0041-COM</b>	02/28/2025	RM - No Response Requested	Other
<b>25-0042-COM</b>	03/03/2025	RM - No Response Requested	Other
<b>25-0043-COM</b>	03/05/2025	RM - No Response Requested	Abusive or Offensive Actions
<b>25-0044-COM</b>	03/10/2025	No Action Necessary	Conduct Unbecoming
<b>25-0045-COM</b>	03/10/2025	RM - No Response Requested	Conduct Unbecoming
<b>25-0046-COM</b>	03/11/2025	RM - No Response Requested	Other
<b>25-0047-COM</b>	03/14/2025	RM - No Response Requested	Conduct Unbecoming
<b>25-0048-COM</b>	03/17/2025	Investigation Initiated	Statute/Rule/Policy Violation
<b>25-0049-COM</b>	03/18/2025	Investigation Initiated	Criminal
<b>25-0050-COM</b>	03/19/2025	RM - No Response Requested	Conflict of Interest
<b>25-0051-COM</b>	03/19/2025	RM - No Response Requested	Criminal
<b>25-0052-COM</b>	03/20/2025	RM - No Response Requested	Other
<b>25-0053-COM</b>	03/20/2025	RM - No Response Requested	Other
<b>25-0054-COM</b>	03/25/2025	RM – Response Reviewed	Arrest/Civil Citation
<b>25-0055-COM</b>	03/26/2025	No Action Necessary	Theft
<b>25-0056-COM</b>	03/26/2025	RM - No Response Requested	Other
<b>25-0057-COM</b>	03/26/2025	RM - No Response Requested	Negligence
<b>25-0058-COM</b>	03/28/2025	RM - No Response Requested	Other
<b>25-0059-COM</b>	04/02/2025	RM - No Response Requested	Discrimination
<b>25-0060-COM</b>	04/03/2025	RM - No Response Requested	Abusive or Offensive Actions
<b>25-0061-COM</b>	04/03/2025	RM - No Response Requested	Negligence
<b>25-0062-COM</b>	04/04/2025	RM – Response Reviewed	Statute/Rule/Policy Violation
<b>25-0063-COM</b>	04/07/2025	RM - No Response Requested	Conduct Unbecoming
<b>25-0064-COM</b>	04/09/2025	RM - No Response Requested	Criminal
<b>25-0065-COM</b>	04/11/2025	RM - No Response Requested	Negligence
<b>25-0066-COM</b>	04/15/2025	No Action Necessary	Conflict of Interest
<b>25-0067-COM</b>	04/16/2025	RM – Response Reviewed	Criminal
<b>25-0068-COM</b>	04/17/2025	RM - No Response Requested	Criminal
<b>25-0069-COM</b>	04/21/2025	RM - No Response Requested	Other
<b>25-0070-COM</b>	04/23/2025	RM – Response Reviewed	Statute/Rule/Policy Violation
<b>25-0071-COM</b>	04/23/2025	RM - No Response Requested	Other
<b>25-0072-COM</b>	04/23/2025	Investigation Initiated	Criminal
<b>25-0073-COM</b>	04/25/2025	RM - No Response Requested	Theft
<b>25-0074-COM</b>	04/30/2025	RM - No Response Requested	Negligence
<b>25-0075-COM</b>	05/01/2025	RM - No Response Requested	Inefficiency
<b>25-0076-COM</b>	05/05/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0077-COM</b>	05/06/2025	RM - No Response Requested	Other
<b>25-0078-COM</b>	05/07/2025	Investigation Initiated	Criminal
<b>25-0079-COM</b>	05/07/2025	RM - No Response Requested	Abusive or Offensive Actions
<b>25-0080-COM</b>	05/12/2025	RM - No Response Requested	Other

<b>25-0081-COM</b>	05/13/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0082-COM</b>	05/13/2025	RM - No Response Requested	Other
<b>25-0083-COM</b>	05/13/2025	RM - No Response Requested	Other
<b>25-0084-COM</b>	05/14/2025	RM - No Response Requested	Inefficiency
<b>25-0085-COM</b>	05/14/2025	Investigation Initiated	Criminal
<b>25-0086-COM</b>	05/14/2025	RM - No Response Requested	Other
<b>25-0087-COM</b>	05/15/2025	RM - No Response Requested	Discrimination
<b>25-0088-COM</b>	05/15/2025	RM - No Response Requested	Negligence
<b>25-0089-COM</b>	05/16/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0090-COM</b>	05/19/2025	RM - No Response Requested	Other
<b>25-0091-COM</b>	05/20/2025	RM - No Response Requested	Conduct Unbecoming
<b>25-0092-COM</b>	05/22/2025	RM - No Response Requested	Negligence
<b>25-0093-COM</b>	05/27/2025	RM - No Response Requested	Conduct Unbecoming
<b>25-0094-COM</b>	05/27/2025	RM – Response Reviewed	Other
<b>25-0095-COM</b>	05/27/2025	No Action Necessary	Other
<b>25-0096-COM</b>	05/28/2025	RM - No Response Requested	Abusive or Offensive Actions
<b>25-0097-COM</b>	05/28/2025	RM - No Response Requested	Other
<b>25-0098-COM</b>	05/28/2025	RM - No Response Requested	Other
<b>25-0099-COM</b>	05/28/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0100-COM</b>	05/29/2025	RM - No Response Requested	Abusive or Offensive Actions
<b>25-0101-COM</b>	05/30/2025	RM - No Response Requested	Falsification of Records
<b>25-0102-COM</b>	06/02/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0103-COM</b>	06/03/2025	RM - No Response Requested	Abusive or Offensive Actions
<b>25-0104-COM</b>	06/03/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0105-COM</b>	06/03/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0106-COM</b>	06/04/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0107-COM</b>	06/09/2025	Investigation Initiated	Abusive or Offensive Actions
<b>25-0108-COM</b>	06/09/2025	Investigation Initiated	Criminal
<b>25-0109-COM</b>	06/11/2025	Investigation Initiated	Statute/Rule/Policy Violation
<b>25-0110-COM</b>	06/12/2025	RM - No Response Requested	Other
<b>25-0111-COM</b>	06/17/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0112-COM</b>	06/17/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0113-COM</b>	06/17/2025	Investigation Initiated	Sexual Harassment
<b>25-0114-COM</b>	06/17/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0115-COM</b>	06/18/2025	RM – Response Reviewed	Statute/Rule/Policy Violation
<b>25-0116-COM</b>	06/18/2025	Investigation Initiated	Conflict of Interest
<b>25-0117-COM</b>	06/18/2025	RM – Response Reviewed	Inefficiency
<b>25-0118-COM</b>	06/19/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0119-COM</b>	06/20/2025	RM - No Response Requested	Negligence
<b>25-0120-COM</b>	06/20/2025	RM - No Response Requested	Other
<b>25-0121-COM</b>	06/23/2025	RM - No Response Requested	Other

<b>25-0122-COM</b>	06/23/2025	RM - No Response Requested	Sexual Harassment
<b>25-0123-COM</b>	06/24/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0124-COM</b>	06/25/2025	RM - No Response Requested	Statute/Rule/Policy Violation
<b>25-0125-COM</b>	06/25/2025	RM - No Response Requested	Other
<b>25-0126-COM</b>	06/27/2025	RM - No Response Requested	Other
<b>25-0127-COM</b>	06/30/2025	RM - No Response Requested	Inefficiency





# COMPLAINTS BY DIVISION/OFFICE

The FWC OIG processed complaints in the following 15 FWC divisions, offices, and regions, as well as complaints against entities outside the OIG's jurisdiction, which were referred to the appropriate entity. If a Division, Office, or DLE Section/Region is not listed in this table, the OIG did not receive a complaint about that area in FY 2024/2025:

<b>SUBJECT DIVISION/OFFICE</b>	<b>TOTAL</b>
Division of Law Enforcement - Northwest Region	37
Division of Law Enforcement - Northeast Region	33
External Entity/Person	27
Division of Habitat and Species Conservation	20
Division of Law Enforcement - Southwest Region	20
Division of Law Enforcement - South A Region	17
Division of Law Enforcement - South B Region	16
Division of Law Enforcement - North Central Region	14
Division of Law Enforcement - Captive Wildlife Section	9
Fish and Wildlife Research Institute	8
Division of Law Enforcement - Technology and Communications Section	4
Not Applicable/Unknown	4
Office of Executive Director	4
Division of Hunting and Game Management	3
Division of Law Enforcement - Boating and Waterways Section	3
Division of Law Enforcement - Operational Support Section	3
Division of Marine Fisheries Management	3
Multiple Divisions/Offices	3
Division of Law Enforcement - Chief of Staff's Office	2
Division of Law Enforcement - General	2
General Services Section	2
Office of Information Technology	2
Office of Licensing and Permitting	2
Community Relations Office	1
Division of Law Enforcement - Intelligence and Investigations Section	1
Florida Youth Conservation Centers Network	1
Regional Offices - Northeast	1



## INVESTIGATIONS AND INQUIRIES

The FWC OIG Investigations Section conducts investigations of complaints alleging major misconduct and criminal activity if there is sufficient credible information to warrant a formal investigation. Examples of these types of complaints include, but are not limited to, allegations of criminal conduct, misconduct that if proven, will likely result in suspension or dismissal, violations of Florida's Whistle-Blower Act, misconduct that crosses D/O lines, and sexual harassment. Investigations are designated using an "INV" case number.

The Investigations Section also conducts inquiries. Inquiries are conducted when there is not enough information provided in the initial complaint 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. Inquiries are designated using an "INQ" case number.

Each allegation investigated by the OIG is classified under one of the following conclusions of fact, or is administratively closed:

- **Exonerated** - The alleged conduct occurred but was lawful and proper.
- **Unfounded** - There was no evidence identified in the investigation to support the allegation in the complaint.
- **Not Sustained** - There was insufficient evidence to prove or disprove the allegation.
- **Sustained** - The allegation was supported by proper and sufficient evidence.
- **Policy Failure** - The alleged actions occurred but were not addressed by agency policy.
- **Closed** - Used for inquiries where no information supporting further investigation was identified, or investigations which were administratively closed without a finding.
- **Open** - Investigation was still open as of the time of this report.
- **Arrest** – The subject of the investigation was arrested for one or more criminal violations.

The OIG Investigations Section initiated 31 investigations and inquiries during FY 2024/2025. The following is a summary of the nature of allegations and findings for each activity. More specific information regarding OIG investigations is not provided in this report due to confidential and/or exempt information contained within, and in some cases, ongoing disciplinary or legal processes. At the conclusion of each investigation, findings are issued based on all evidence gathered. The closed investigation is then provided to the originating D/O to determine the appropriate disciplinary action, if any. Some investigations include multiple allegations and multiple findings. Findings regarding the primary allegation are shown in this report.

NUMBER	DATE INITIATED	CASE TYPE	COMPLAINT CATEGORY	PRIMARY FINDING
24-0020-INV	07/10/2024	Administrative	Conduct Unbecoming	Unfounded
24-0021-INV	07/10/2024	Administrative	Alcohol Violation	Sustained
24-0022-INV	08/27/2024	Administrative	Conduct Unbecoming	Sustained
24-0023-INV	08/27/2024	Administrative	Statute/Rule/Policy Violation	Sustained
24-0004-INQ	09/09/2024	Inquiry	Other	Closed
24-0024-INV	09/09/2024	Administrative	Sexual Harassment	Sustained
24-0025-INV	09/10/2024	Administrative	Abusive or Offensive Actions	Sustained
24-0026-INV	10/16/2024	Administrative	Insubordination	Sustained
24-0027-INV	10/21/2024	Administrative	Falsification of Records	Sustained
24-0028-INV	10/31/2024	Administrative	Lying	Sustained
24-0029-INV	11/07/2024	Administrative	Abusive or Offensive Actions	Sustained
24-0030-INV	11/21/2024	Administrative	Conduct Unbecoming	Sustained

24-0031-INV	11/21/2024	Administrative	Statute/Rule/Policy Violation	Sustained
24-0032-INV	11/25/2024	Administrative	Abusive or Offensive Actions	Not Sustained
24-0005-INQ	12/09/2024	Inquiry	Conflict of Interest	Closed
24-0033-INV	12/09/2024	Administrative	Lying	Not Sustained
25-0001-INV	01/08/2025	Background	Not Applicable	Not Applicable
25-0002-INV	01/24/2025	Administrative	Conduct Unbecoming	Not Sustained
25-0003-INV	01/24/2025	Administrative	Statute/Rule/Policy Violation	Sustained
25-0004-INV	01/24/2025	Background	Not Applicable	Not Applicable
25-0005-INV	02/11/2025	Administrative	Statute/Rule/Policy Violation	Sustained
25-0006-INV	02/14/2025	Administrative	Falsification of Records	Sustained
25-0007-INV	02/14/2025	Administrative	Sexual Harassment	Sustained
25-0008-INV	03/20/2025	Administrative	Statute/Rule/Policy Violation	Sustained
25-0009-INV	03/24/2025	Criminal	Criminal	Arrest
25-0010-INV	04/23/2025	Administrative	Statute/Rule/Policy Violation	Unfounded
25-0011-INV	05/08/2025	Administrative	Statute/Rule/Policy Violation	Open
25-0012-INV	05/14/2025	Administrative	Statute/Rule/Policy Violation	Sustained
25-0013-INV	06/20/2025	Administrative	Conflict of Interest	Open
25-0014-INV	06/20/2025	Administrative	Sexual Harassment	Sustained
25-0015-INV	06/24/2025	Administrative	Abusive or Offensive Actions	Sustained





# SUMMARY OF AUDIT ACTIVITIES

The FWC OIG Internal Audit Section is committed to providing independent, objective assurance and consulting services that add value and improve the operations of the FWC. This report summarizes the section's activities during the fiscal year ended June 30, 2025.

All audit engagements were conducted in accordance with either the International Standards for the Professional Practice of Internal Auditing (Red Book) issued by the Institute of Internal Auditors, or the Generally Accepted Government Auditing Standards (GAGAS) (Yellow Book) as published by the United States Government Accountability Office.



# AUDITS

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 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. The FWC OIG Internal Audit Section provides assurances to senior management that all reviewed operations are performed in a manner consistent with established organizational objectives, policies, and procedures. The following summaries describe the audit activities performed during the fiscal year.

## *Florida Youth Conservation Centers Network Compliance Audit (23-0019-IA)*

The purpose of this audit was to determine if Florida Youth Conservation Centers Network (FYCCN) has written policies and procedures and if there was adequate documentation to support youth camper registration payment records. This audit was not completed due to limited resources and staffing changes. This audit was administratively closed prior to the issuance of this report.

## *HSC (PASO) Construction Contract Audit (23-0020-IA)*

The purpose of this audit was to review the contract and contract change orders as a compliance audit of FWC Agreement No. 21310 between the Agency and Sea & Shoreline, LLC. This audit was not completed due to limited resources and staffing changes. This audit was administratively closed prior to the issuance of this report.

## *HGM Construction Contract Audit (24-0067-IA)*

The purpose of this audit was to review the contract and contract change orders as a compliance audit of FWC Contract No. 22279 between FWC and Arris General Contractors Inc. This audit was not completed due to limited resources and staffing changes. This audit was administratively closed prior to the issuance of this report.

## *Triennial Contract Compliance Audit (24-0068-IA)*

The objective of this audit was to conduct a risk-based compliance audit of all contracts procured under Chapter 287, Florida Statutes, and executed by the Agency during the 2021-2022 through 2023-2024 fiscal years. In accordance with section 287.136(2), FS, the audit included an evaluation and identification of any trends in vendor preferences. This audit was placed on hold due to available staffing resources.

## *Cybersecurity Audit – Asset Management (24-0069-IA)*

The objective of this audit was to evaluate agency controls and compliance with asset management requirements contained in the Florida Cybersecurity Standards (Rules 60GG-2.001 through 60GG-2.006, Florida Administrative Code (FAC)), with a focus on 60GG-2.002(1), FAC. This audit was not completed due to limited resources and staffing changes. This audit was administratively closed prior to the issuance of this report.

### *Fuel Card Program Audit (25-0001-IA)*

The objective of this audit is to review and evaluate the Commission's Fuel Card program and determine compliance with applicable law, policy and/or procedure.

## **MANAGEMENT REVIEWS**

### *Internal Quality Assurance Review (24-0070-IA)*

The purpose of this review is to conduct an internal assessment of the Internal Audit Section's compliance with Government Auditing Standards (Yellow Book) (rev. 2024).

### *Mobile Radios Management Review (25-0002-IA)*

The purpose of this review is to evaluate the agency's adherence to IMPP 5.8, IMPP 5.9, and Interim Policy Memorandum 2022-02 as they pertain to the management of mobile radios. The review will assess the effectiveness of internal controls, identify any areas of non-compliance or procedural gaps, and provide recommendations to strengthen compliance and ensure alignment with agency standards.

## **AUDIT FOLLOW-UPS**

There were no audit follow-ups completed during the reporting period.

## **INTERNAL PROJECTS**

- FY 2024-2025 Risk Assessment and Annual Plan
- FY 2025-2026 Risk Assessment and Annual Plan
- Case Management Tracking System (CMTS) Audit Section Review Project
- Florida Single Audit Act Research Project and Eligibility Reviews
- FY 2024-2025 Computer Security and Incident Response Team (CSIRT) Tabletop Exercise
- FY 2024-2025 and FY 2025–2026 Executive Order #20-44 Compliance Reviews

## **PERFORMANCE MEASURES**

Since the FY 2024-2025 Long Range Program Plan (LRPP) remained in effect, the OIG may assert that the review and validation of the performance measures remain in effect as well. The agency did not submit an updated LRPP, therefore the review and validation of the agency prior year performance measures remain in effect as well.

# EXTERNAL COORDINATION

The Internal Audit Section serves as a liaison to external agencies that audit the agency 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. The Internal Audit Section coordinated a Florida Auditor General operational audit, and a Florida Department of Financial Services contract audit.

## OPEN AUDIT FINDINGS

All significant recommendations described in previous annual reports have been implemented or are in progress.

## OTHER OIG ACTIVITIES

- Legislative Bill Analysis
- Legislative Budget Requests (FY 2026-2027)
- Legislative Budget Request Schedule IX – Major Audit Findings and Recommendations
- Consultative Services
- CSIRT participation
- American Disabilities Act (ADA) Compliance Initiative support
- Partnership and stakeholder meetings
- Revisions to Internal Audit Manual and Templates
- Hiring and recruitment efforts





# CONTACT US

The OIG is committed to working cooperatively with all FWC employees and contractors, as well as stakeholders, to create a safe work environment where integrity is the cornerstone of everything we do as public employees. We are here to help. You may contact the FWC OIG using the contact information below:



**Florida Fish and Wildlife Conservation Commission**

**Office of Inspector General**

**620 South Meridian Street, Tallahassee, FL 32301**

**(850) 488-6068**

**[Inspector.General@MyFWC.com](mailto:Inspector.General@MyFWC.com)**

**[myfwc.com/contact/fwc-office/report-misconduct/](http://myfwc.com/contact/fwc-office/report-misconduct/)**