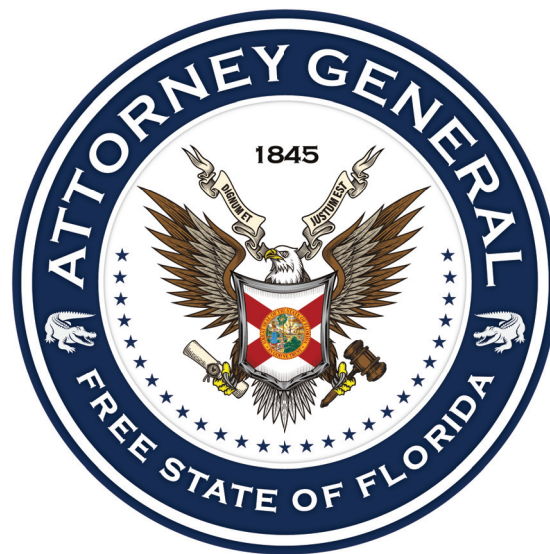


State of Florida
Office of the Attorney General
Department of Legal Affairs



Office of Inspector General
2024-2025 Annual Report





JAMES UTHMEIER
ATTORNEY GENERAL
STATE OF FLORIDA

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Inspector General Kathryn Sullivan
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September 15, 2025

Dear Attorney General Uthmeier:

I am pleased to present the Office of Inspector General's Annual Report for the fiscal year 2024-2025, pursuant to the mandate of Section 20.055(8)(a), Florida Statutes. This report highlights the accomplishments, findings and recommendations of significant audit and investigative activities during the fiscal year 2024-2025.

On behalf of the Office of Inspector General staff, I would like to thank you for your continued support, as well as all Department Managers and their staff for their assistance and cooperation throughout the year.

Respectfully submitted,

Kathryn Sullivan
Inspector General

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General Information

The role of the Office of the Inspector General (OIG) for the Office of the Attorney General's Department of Legal Affairs (Department) is to act as a central point for coordination of and responsibility for the activities that promote accountability, integrity, and efficiency in government.

Mission and Goal

The mission of the OIG is to enhance public trust in government. The goal of the OIG is to assist the Department in facilitating the State of Florida's legal needs by providing timely, objective and independent audits, investigations, reviews and assessments of management functions.

Our services add value by promoting accountability, integrity, economy, efficiency and effectiveness within Department programs and activities.

Responsibilities

Section 20.055, Florida Statutes, requires that each agency OIG 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 activities relating to the development, assessment, and validation of 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 the recommendations for corrective action made by the inspector general during the reporting period with respect to significant 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.





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Staff Qualifications

The Office of Inspector General prides itself on maintaining a highly trained and motivated staff. The staff members participate in a number of professional organizations to enhance, update and maintain technical proficiency, and meet required licensing criteria for specified certifications.

The staff members are active in professional training organizations including:

- Association of Certified Fraud Examiners
- Association of Inspectors General
- The Association of Government Accountants
- The Institute of Internal Auditors
- Information Systems Audit and Control Association



ASSOCIATION OF
INSPECTORS GENERAL
Advancing Professionalism, Accountability & Integrity



Professional certifications held by the Office of Inspector General staff afford a better quality of service and contribution to the Department. These certifications include:

- Certified Fraud Examiner
- Certified Information Systems Auditor
- Certified Inspector General
- Certified Inspector General Investigator
- Certified Law Enforcement Officer
- Certified EEO Investigator
- Florida Certified Contract Manager
- Certified Public Manager

The Office of Inspector General is accredited by the Commission for Florida Law Enforcement Accreditation. A team of assessors from the Commission for Florida Law Enforcement Accreditation examined all aspects of the unit's policies and procedures, management, operations, and support services. The Investigations Unit must comply with approximately 49 standards to receive accredited status. Accreditation is a voluntary process and is a highly-prized recognition of professional excellence.



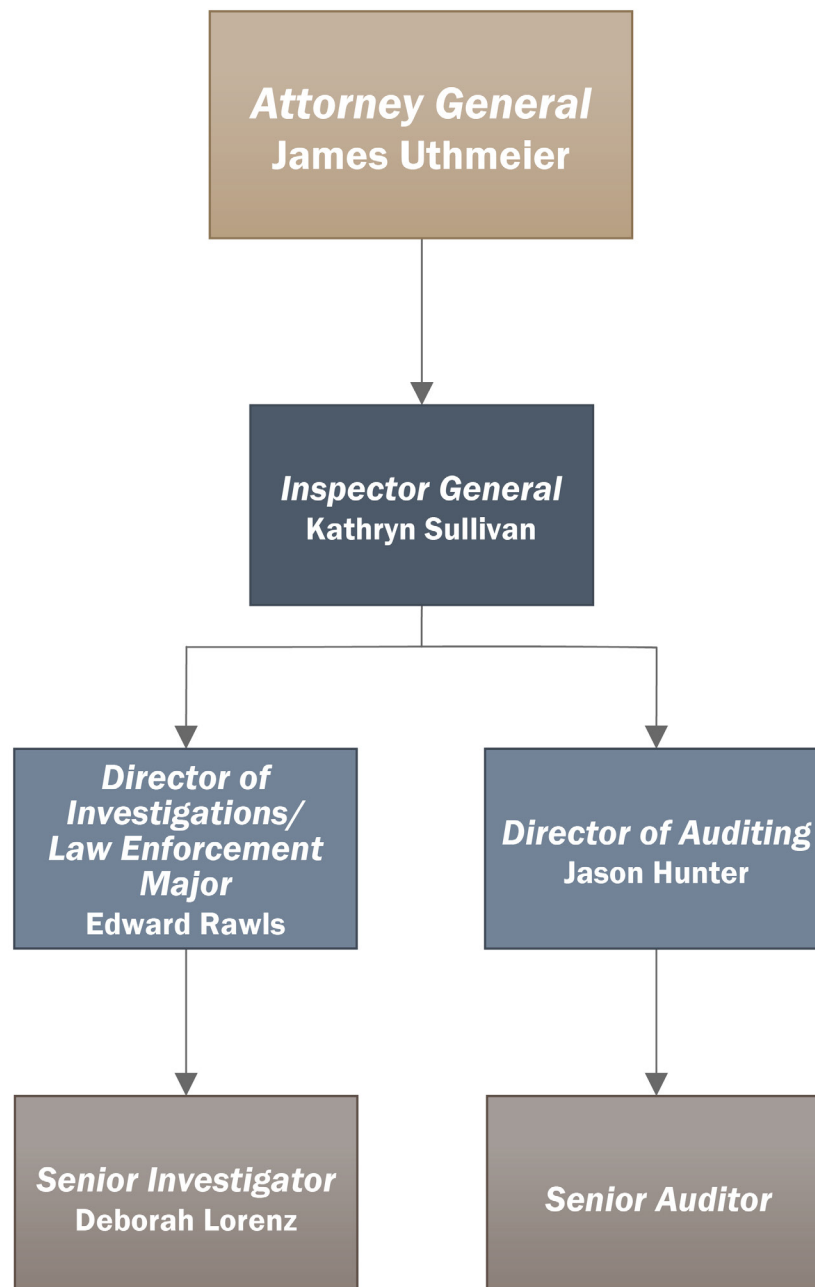


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Organization

The Inspector General is appointed by, and reports to the Attorney General. Kathryn Sullivan was appointed to the position of Inspector General on January 3, 2025. As of June 30, 2025, the OIG staff consisted of the following:





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Internal Audit Section

The internal audit function provides independent and objective assurance designed to add value and improve the Department's operations. It helps to accomplish the Department's objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.

The Internal Audit section of the OIG is responsible for conducting financial, compliance, information technology, and performance audits of the Department and for reviewing and evaluating internal controls to ensure fiscal accountability. New auditing standards were adopted during the fiscal year, subsequent to the appointment of the new Attorney General and the new Inspector General. Audits are now conducted in accordance with Generally Accepted Government Auditing Standards (GAGAS) as published by the United States Government Accountability Office. The internal audit procedures manual and the internal audit charter were updated to reflect the new auditing standards.

External Audit Coordination

Internal Audit serves as the primary liaison to external agencies that conduct audits of the Department. Internal Audit also monitors and tracks audit findings and recommendations, as well as management's efforts to implement corrective actions. Internal Audit provided liaison services for eight engagements throughout the year for the following agencies: the United States Department of Justice, the State of Florida Auditor General, the Florida Office of Program Policy Analysis and Government Accountability (OPPAGA), the Florida Department of Financial Services, and the Florida Department of Law Enforcement.





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Quality Assurance Review

Section 11.45(2)(i), Florida Statutes, requires the Auditor General to, once every three years, review a sample of internal audit reports at each state agency to determine compliance with current Standards for the Professional Practice of Internal Auditing or, if appropriate, government auditing standards.

The Auditor General reviewed the OIG Internal Audit section's work product for the time period July 2023 through June 2024, while under the direction of the former Inspector General. The review was completed in June of 2025. The findings highlighted areas of improvement in the internal audit processes, including quality assurance, engagement planning, and statutory compliance.

The OIG has made notable improvements since receiving the findings and recommendations provided in the Auditor General's report. The OIG made significant changes in audit staff, retracted two audit reports, administratively closed three engagements, and conducted a follow-up engagement on prior audit recommendations concerning the Department. The OIG is committed to strengthening the internal audit function to ensure compliance with professional standards and statutory requirements.

Performance Measures

Per Section 20.055(2)(b), Florida Statutes, it is the OIG's responsibility to assess the reliability and validity of information on Department performance measures. During Fiscal Year 2024-2025, a reliability and validity assessment was not necessary because the Department did not request any new or revised measures, changes in data sources, or changes in measurement methodologies.





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Internal Audit Activities Table 2024-2025		
Project Number	Description	Activity Type
23-02	Incident Response, Reporting and Recovery - Enterprise Review	Review
23-05	Department of Justice Audit of the Office of Justice Programs Victim Compensation Grants Awarded to the Florida Department of Legal Affairs	Liaison
23-11	State of Florida Auditor General State of Florida Compliance and Internal Controls Over Financial Reporting and Federal Awards for the Fiscal Year Ended June 30, 2024	Liaison
23-13	State of Florida Auditor General Audit of Crime Stoppers Grants and Information Technology Controls	Liaison
23-14	Criminal Appeals Division Audit	Audit
24-01	OIG Annual Report	Administration
24-04	Agency Cybersecurity Controls for Asset Management - Enterprise Review	Review
24-05	State of Florida Auditor General Quality Assessment Review of Office of Inspector General's Internal Audit Activity	Liaison
24-06	Internal Audit Procedures Manual Update	Administration
24-07	Contract Procurement Compliance Review	Review
24-08	Statewide Prosecution Audit	Audit
24-10	OPPAGA Commercial Sexual Exploitation of Children: 2025	Liaison
24-11	State of Florida Auditor General State of Florida Compliance and Internal Controls Over Financial Reporting and Federal Awards for the Fiscal Year Ended June 30, 2025	Liaison
24-12	Fiscal Year 2025-26 Annual Risk Assessment and Audit Plan	Administration
24-13	Victim Services Management Review	Review
24-14	Florida Department of Financial Services Risk Management Program Evaluation of the Florida Department of Legal Affairs	Liaison
24-15	Florida Department of Law Enforcement Criminal Justice Information Services Technical Audit	Liaison



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Summary of Internal Audit Projects 2024-2025

The following summaries describe the audit activities performed during the fiscal year.

Project No. 24-04 Agency Cybersecurity Controls for Asset Management – Enterprise Review

The objective of this review was to evaluate agency controls and compliance with asset management requirements contained in the Florida Cybersecurity Standards. This review was not completed due to staffing changes and was administratively closed.

Project No. 24-07 Contract Procurement Compliance Review

A review of the Department's contract procurement procedures was conducted as required every three years per Florida Statute. The review was performed to identify any trends in vendor preference. The results of the review concluded: no trends in vendor preference were identified; the procurement function had implemented processes and procedures to ensure compliance with state purchasing laws; and no instances of non-compliance for the review period were identified.

Project No. 24-08 Statewide Prosecution Audit

The objectives of this audit were to: evaluate documented division controls and operating procedures; review security access; and review vacant positions. This audit was not completed due to staffing changes and was administratively closed.

Project No. 24-13 Victim Services Management Review

The objective of this review was to determine compliance with authoritative guidance, policies, and procedures. This review was not completed due to staffing changes and was administratively closed.

Project No. 23-02 Incident Response, Reporting and Recovery – Enterprise Review

This review of the Office of Information Technology (OIT) Incident Response, Reporting and Recovery process included an examination of OIT policies, procedures, and additional documents related to information security and cybersecurity responses of OIT. Pursuant to the provisions of Section 282.318(4)(g), Florida Statutes, this report is confidential and exempt from public record law.

Project No. 23-14 Criminal Appeals Division Audit

The final report for the Criminal Appeals Division Audit was published in April 2025. After the internal audit quality assurance review conducted by the Auditor General was completed in June 2025, the final report was retracted based on identified deviations from the International Standards for the Professional Practice of Internal Auditing (IIA Standards). The report could not be considered an accurate representation of audit assurance.



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Follow-Up Activity on External Engagements

The OIG monitors the implementation of corrective actions indicated in the Department's response to reports issued by the Auditor General or OPPAGA. The OIG must provide a written response to the Attorney General on the status of corrective actions taken no later than six months after a report is published. During the fiscal year, follow-up was conducted on the following external engagement:

Auditor General Report No. 2024-076

In a status update on June 9, 2025, Department management stated the following recommendation from the Auditor General was partially complete:

- We recommend that Department management enhance Florida Single Audit Act oversight policies, procedures, and processes to ensure that Financial Reporting Packages (FRPs) are timely obtained from all non-State entities required to submit an FRP, FRPs are timely and appropriately reviewed, and any identified instances of recipient noncompliance or other deficiencies are promptly followed up on and resolved.





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Investigations Unit

The Investigations Unit is responsible for the management and operation of administrative investigations designed to deter, prevent, and eradicate fraud, waste, mismanagement, misconduct, and other abuses involving Department employees, contractors and programs. Each complaint is analyzed to determine if the provisions of the Whistleblower's Act apply, as defined in Section 112.3187, Florida Statutes.

Investigative activities are conducted in accordance with the Association of Inspectors General's Principles and Standards for Offices of Inspector General (the "Green Book").

The Investigations Unit also conducts internal affairs investigations of sworn law enforcement personnel employed by the Department. Internal affairs investigations are conducted in accordance with additional requirements enumerated in Section 112.532, Florida Statutes, known as the Law Enforcement Officers' Bill of Rights and Article 7 of the prevailing Florida Police Benevolent Association bargaining agreement.

Each complaint is reviewed and a determination is made regarding the most appropriate method for resolution. The Investigations Unit will:

- Determine whether further action is needed; or,
- Conduct a preliminary inquiry to determine whether an investigation should be opened regarding a specific allegation; or,
- Conduct an investigation into a specific allegation of a violation of law, rule, or policy; or,
- Refer the complaint to management and Human Resources, or other appropriate agency.

If an investigation identifies a violation of criminal law, a referral is made to the Florida Department of Law Enforcement or other appropriate law enforcement agency in accordance with Section 20.055, Florida Statutes.

Intake Activities

- 78 investigative contacts were made. Investigative contacts include complaints, requests for information, or assistance.

Inquiries and Investigations

- 22 investigative contacts were opened for inquiry or investigation into violations of agency policy or procedure.
- 2 investigations and 2 inquiries that were open and active at the close of the 2023-2024 fiscal year were completed this reporting period.



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OUTCOMES OF 78 INVESTIGATIVE CONTACTS

25

MISCELLANEOUS/ HANDLED
BY OIG

22

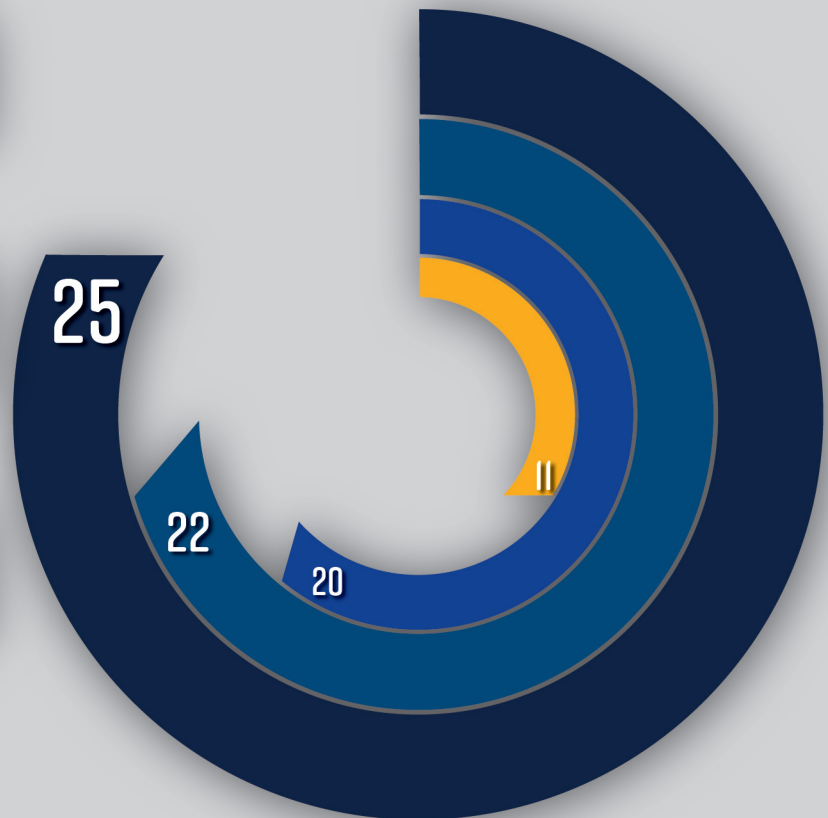
INVESTIGATIONS/ INQUIRIES

20

REFERRED TO MANAGEMENT

11

REFERRED TO OTHER
AGENCIES





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TYPES OF ALLEGATIONS

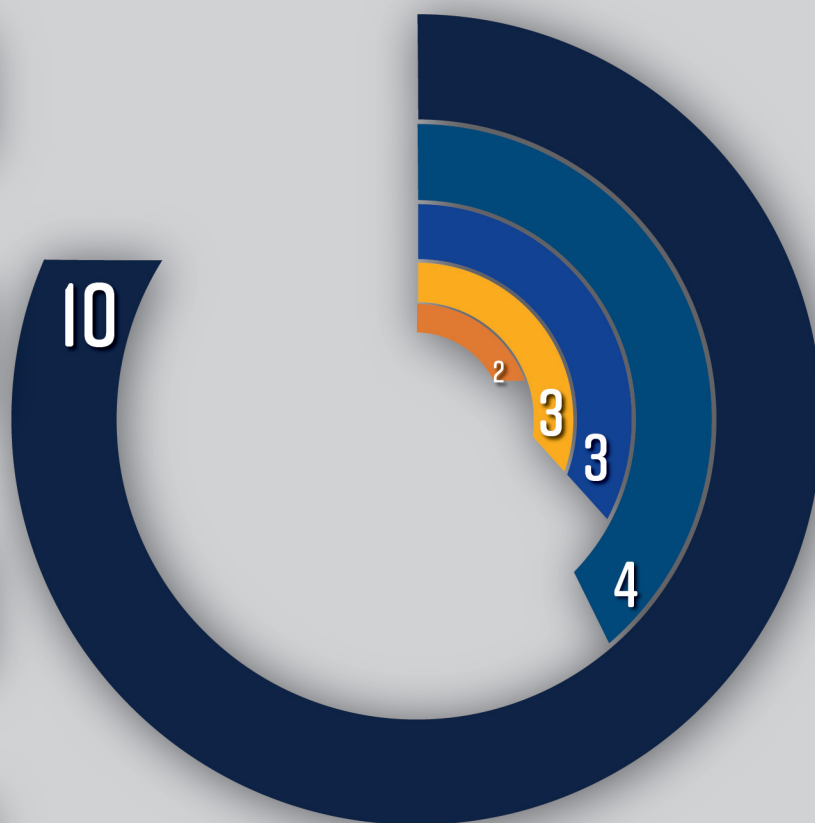
10
CONDUCT UNBECOMING

4
DISCRIMINATION

3
FRAUD

3
VIOLATION OF LAW

2
RETALIATION

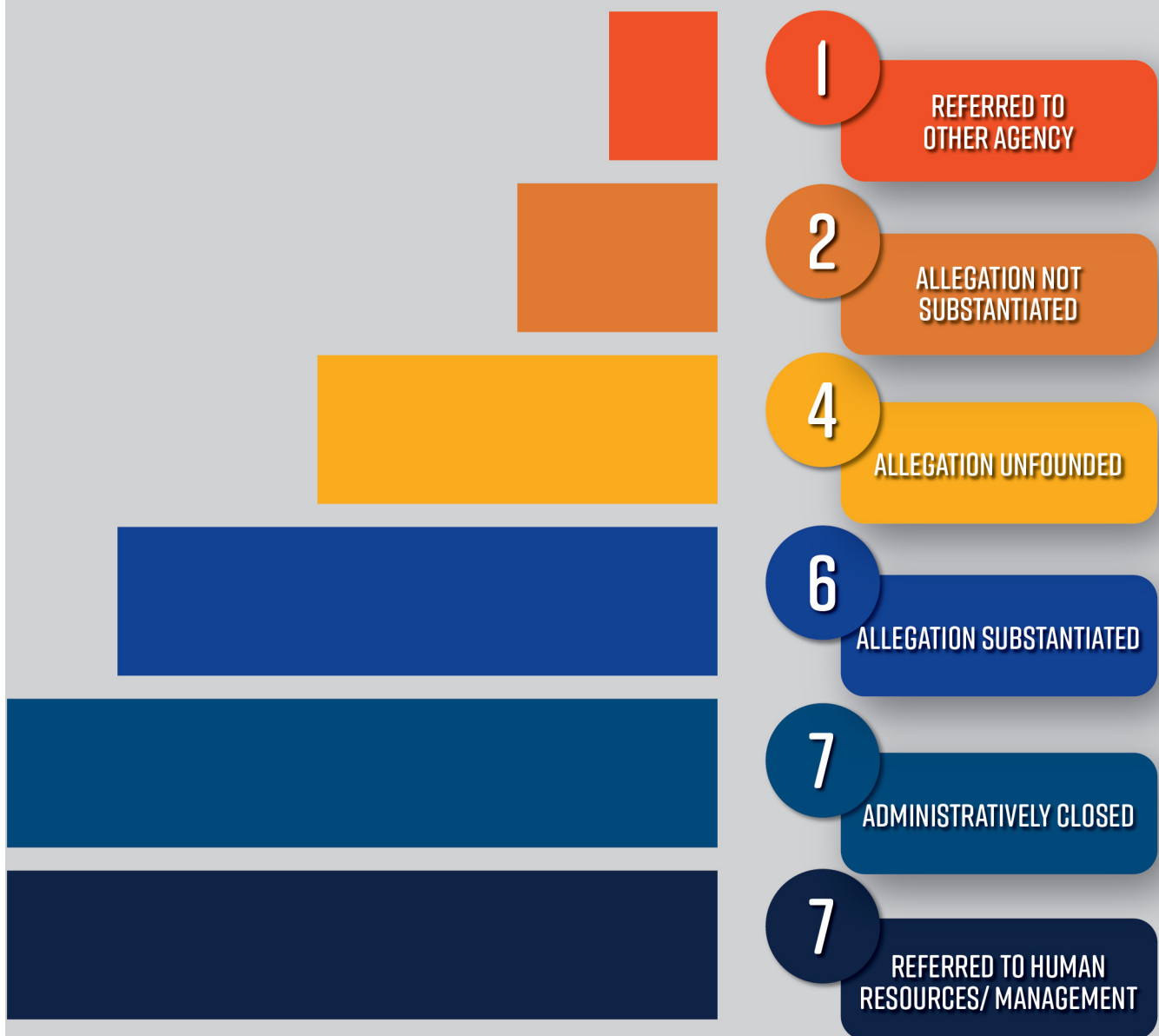




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FINDINGS FROM 22* INVESTIGATIONS/ INQUIRIES



*SOME INVESTIGATIONS INCLUDED MULTIPLE FINDINGS



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DISCIPLINE RESULTING FROM INVESTIGATIONS/ INQUIRIES

20

NO VIOLATION/
ADMINISTRATIVELY CLOSED

1

TERMINATION

1

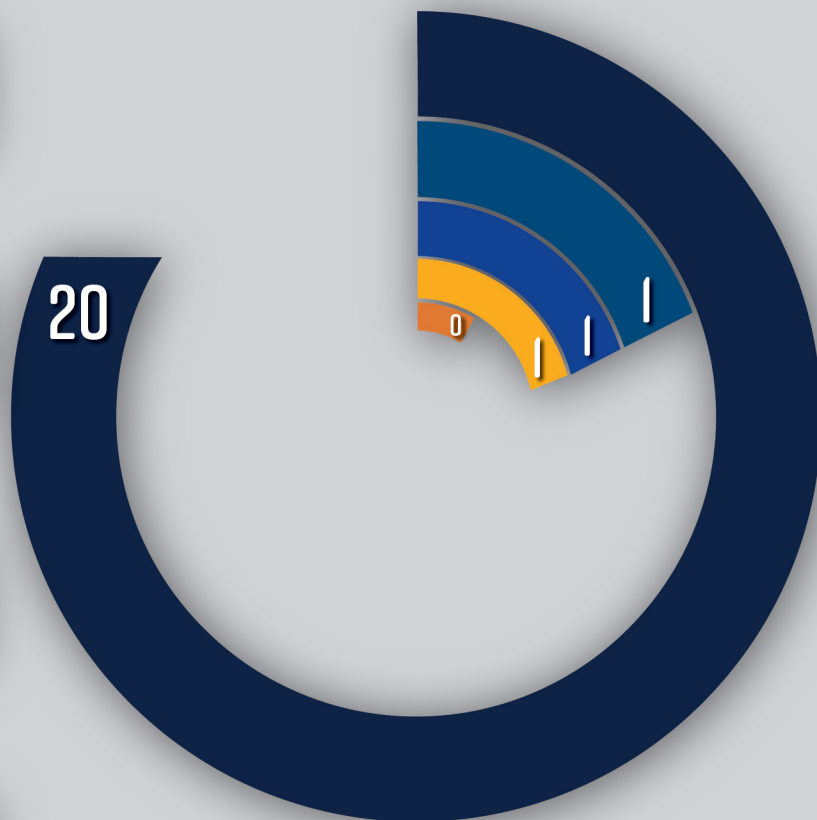
WRITTEN REPRIMAND/
LETTER OF ADMONISHMENT

1

VERBAL COUNSELING

0

SUSPENSION/
RESIGNATION





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Summary of Internal Investigations 2024-2025

Investigation No. 23-10

Management requested information on an employee's Notice to Appear (NTA). Upon learning that the NTA was for Leaving the Scene of a Traffic Crash Without Giving Information, the OIG opened an investigation. Investigation substantiated conduct violations. The employee was disciplined.

Investigation No. 23-14

An employee alleged their supervisor retaliated against them after the employee filed two Whistleblower complaints (one to the OAG and one to a federal agency). The employee further alleged that the supervisor instructed members to circumvent policy. An investigation determined the alleged retaliation and instructions to circumvent policy were unfounded. However, the investigation did substantiate a policy violation. The supervisor was disciplined.

Inquiry No. 23-15

An employee alleged discrimination and retaliation because the employee was allegedly overlooked and ignored for job positions. The evidence provided by the complainant did not meet the threshold or support that the employee suffered discrimination due to any protected class. This case was closed administratively.

Inquiry No. 23-16

A member of the public alleged a subgrantee of an OAG administered program had mismanaged state and federal funds by employing remote employees and not paying billed overtime. The complainant provided no evidence to support their claims against subgrantee. The inquiry found no evidence to support the allegations. This case was closed administratively.

Inquiry No. 24-01

An employee's spouse was under criminal investigation by an outside entity regarding business practices. The outside investigation was closed upon the death of the employee's spouse. A customer complained that the employee was involved in the spouse's business. The inquiry determined that the employee was not under investigation, not a subject in the investigation, and was not actively involved in their spouse's business. The inquiry was closed administratively.

Inquiry No. 24-02

Management brought concerns to the OIG regarding the attendance and leave taken by staff members of a Council. The Council was housed within the Department by legislative mandate, which also specified that the Department shall provide staff and administrative support to the Council. The results of the inquiry determined that staff members were receiving conflicting instructions from management and the Chair of the Council. The OIG recommended that management and Human Resources meet with the Council Chair to set a framework by which the Council staff could meet the goals set by the Chair, while ensuring adherence to law, rule, policies and procedures. The inquiry was closed administratively.



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Inquiry No. 24-03

A member of the public accused an employee of child abuse. An inquiry determined that the alleged incidents occurred years ago and were previously investigated by law enforcement and the Florida Department of Children and Families. Both of the previous investigations were closed with the conclusion that “no crime occurred.” The complainant was in the process of divorcing the employee at the time of the complaint to the OIG. The inquiry was closed administratively.

Inquiry No. 24-04

A member of the public alleged an employee followed her to a different state and was having people harass her. An inquiry was opened and the complainant made additional allegations including that law enforcement was following her, various persons were making U-turns (presumably to follow her) and taunting as they drove by. There was no evidence to support the complainant’s allegations. The inquiry was closed administratively.

Investigation No. 24-05

An employee alleged that a manager retaliated against them for filing a complaint. The allegation was investigated and deemed unfounded.

Inquiry No. 24-06

An anonymous complaint alleged that a non-profit was mismanaging grant funds administered by the Department. The complainant provided no definitive evidence to support their allegations. Prior internal and external audits and reviews revealed no red flags. The inquiry discovered no apparent evidence to support a formal investigation. The inquiry was closed administratively and was referred to Department management.

Inquiry No. 24-07

Human Resources requested assistance from the OIG concerning an employee who was suspected of being under the influence of an illegal substance and was impaired at work. An inquiry was opened and the employee provided plausible medical explanations for their behavior. The inquiry was closed administratively.

Inquiry No. 24-08

The same member of the public previously referred to in Inquiry number 24-03, emailed the Department with additional allegations against the spouse they were divorcing (a Department employee) and another employee. An inquiry revealed no violations of policy or procedure. The inquiry was closed administratively.

Inquiry No. 24-09

Management expressed concern to the OIG about an employee regarding a possible violation of dual employment policy. The OIG reviewed the matter and referred the issue to management and Human Resources for action deemed appropriate. The inquiry was closed administratively.



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Investigation No. 24-10

A former employee alleged that their termination was discriminatory. The investigation determined that the allegation was unfounded. The evidence supported that the termination was based on the employee's conduct and job performance and not due to unlawful discrimination.

Inquiry No. 24-11

A former employee alleged that Human Resources was providing incorrect information to state agencies about him. Additionally, the former employee alleged that during his time with the Department he was discriminated against. An inquiry was opened. According to the Department's Human Resources Administrator, there were no flags placed on the complainant's records, and he voluntarily resigned from the Department. The OIG emailed the complainant for further information. The complainant failed to respond. The inquiry was closed administratively.

Investigation No. 24-12

This investigation is currently open.

Inquiry No. 24-13

A member of the public complained that he could not locate required information on the Department's website regarding the Americans with Disabilities Act (ADA). Additionally, the complainant alleged that employees were unfamiliar with ADA requirements. The OIG opened an inquiry to document the complaint and subsequently referred the complaint to management. The inquiry was closed administratively.

Investigation No. 24-14

An employee made allegations that indicated their supervisor maligned and was subversive towards management and other team members. Additionally, the complainant alleged that another manager made derogatory comments about a co-worker. An investigation substantiated the complainant's allegations against their supervisor. The supervisor was disciplined. The allegations against the other manager were not substantiated.

Investigation No. 24-15

An employee alleged that two members of management retaliated against them for filing a complaint. An investigation revealed there was no evidence to support the allegation. The allegation was investigated and deemed unfounded.

Inquiry No. 24-16

The complainant referenced in case number 24-15 added another member of management to his complaint. The allegation was reviewed and deemed unfounded.



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Inquiry No. 24-17

Management informed the OIG that an employee used profanity and alleged discrimination in front of staff members in the workplace. The OIG contacted the employee about filing a complaint. The employee talked through their concerns with the OIG. The inquiry was closed administratively and referred to Human Resources and management.

Inquiry No. 24-18

An employee of another state entity alleged misconduct related to a grant program that is partially funded through the federal Victim of Crimes Act (VOCA). The Department administers the VOCA funds to the program. The Department stopped reimbursements in response to the complaint. The OIG referred the complaint to the state entity. The inquiry was closed administratively.

Inquiry No. 24-19

An employee reported suspicions regarding their coworker's compliance to attendance and leave policies as well as concerns related to their coworker's work performance. The OIG conducted an inquiry and referred the matter to Human Resources and management. The inquiry was closed administratively.

Inquiry No. 24-20

This inquiry is currently open.

Inquiry No. 24-21

This inquiry is currently open.

Investigation No. 24-22

An employee reported that a co-worker made inappropriate comments. The OIG conducted an investigation and determined that the comments were not against policy. The subject employee was exonerated.



2024-2025