

**FISH AND WILDLIFE
CONSERVATION COMMISSION
OFFICE OF INSPECTOR GENERAL**

**2025-2026
ANNUAL REPORT**



**Florida Fish
and Wildlife
Conservation
Commission**

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*Managing fish and wildlife
resources for their long-term
well-being and the benefit
of people.*

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September 30, 2026

Roger Young
Executive Director
Florida Fish and Wildlife Conservation Commission
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Executive Director Young,

On behalf of the dedicated employees of the Florida Fish and Wildlife Conservation Commission (FWC) Office of Inspector General (OIG) and in compliance with section 20.055(8)(a) Florida Statutes, I am pleased to submit for your review the FWC OIG Annual Report. The annual report details the audit and investigative activities of the OIG for the fiscal year ending June 30, 2026.

The OIG prides itself on our commitment to providing the Florida Fish and Wildlife Conservation Commission, along with involved citizens of the State of Florida, the most thorough, accurate, and timely audits and investigations possible.

I am proud of the entire OIG staff for doing their part with ensuring that we continue to operate by the highest standards possible.

We appreciate all your support and look forward to continuing our excellent relationship.

Respectfully,

Percy Griffin
FWC Inspector General

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INTRODUCTION

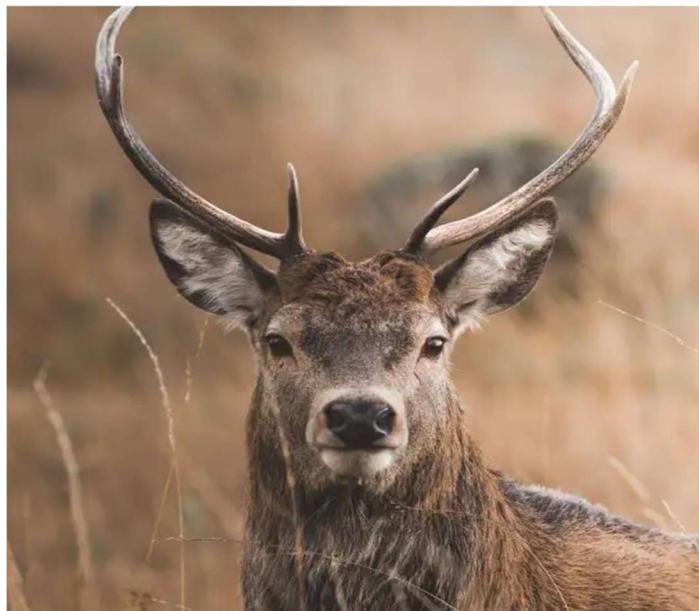
In accordance with Section 20.055 Florida Statutes (FS), the Florida Fish and Wildlife Conservation Commission (FWC) Office of Inspector General (OIG) is “established...to provide a central point for coordination of and responsibility for activities that promote accountability, integrity, and efficiency 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 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, abuse, 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 2025-2026 fiscal year (FY). The following accomplishments, highlights, and activities demonstrate the efforts of the OIG during the past fiscal year:

- Received, reviewed, and processed 298 complaints or requests for assistance from our internal and external stakeholders. This constitutes a 23% increase in the number of complaints reviewed over the prior FY.
- Initiated 38 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 22% increase in the number of investigations and inquiries initiated over the prior FY.
- Responded to 134 public records requests pursuant to Chapter 119 FS. This constitutes a 139% increase in the number of public records requests over the prior fiscal year.
- Issued nine 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 four 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:

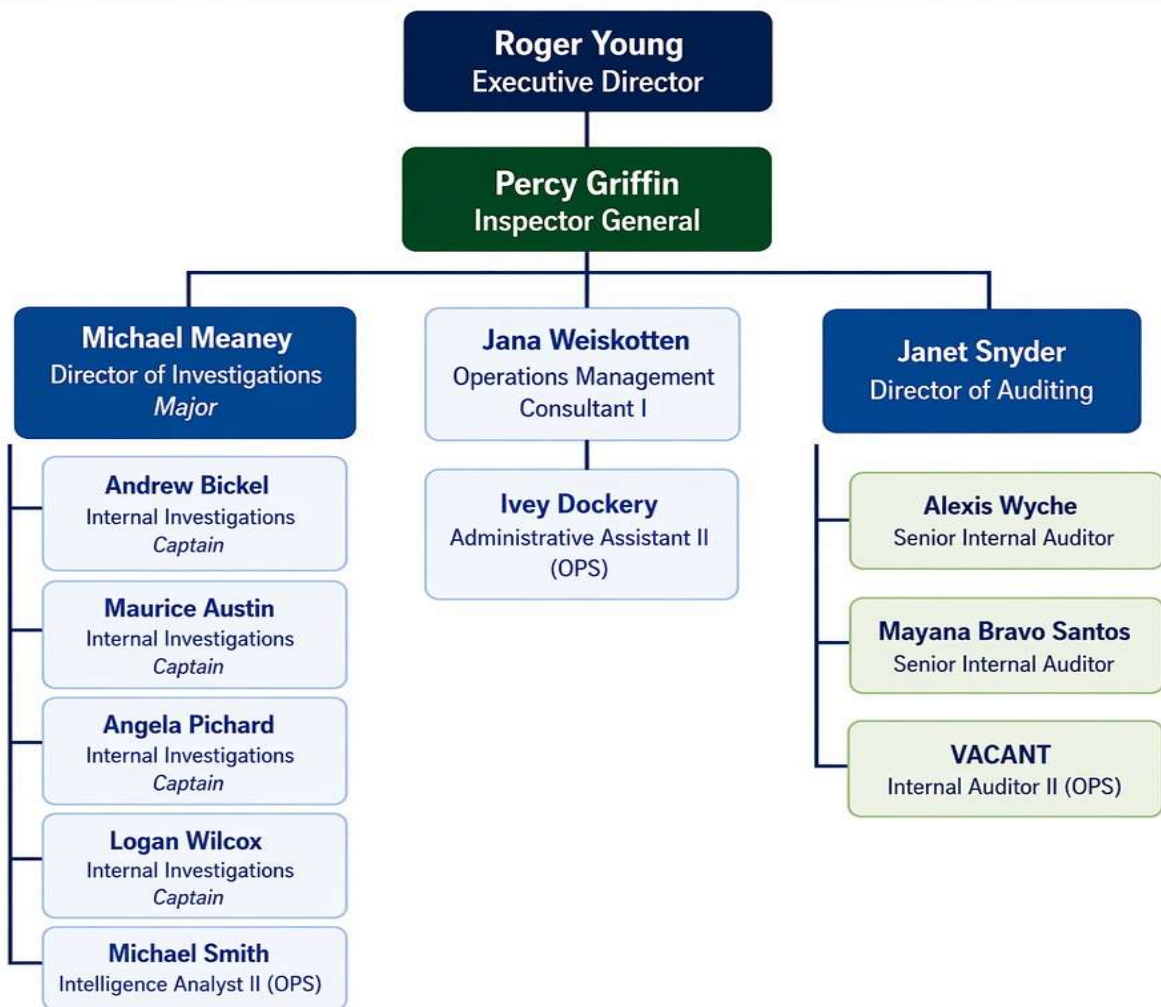
- Detecting and deterring fraud, waste, and abuse.
- Identifying trends.
- Creating ethical awareness within the agency.
- Improving accountability.
- Ensuring fair, thorough, and impartial investigations.
- Ensuring audits add value to the agency.
- Reducing agency liability and risk; and
- Ensuring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



Mission Statement: The mission of the FWC Office of Inspector General is to provide leadership in the promotion of accountability and integrity in 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 Chief's Association**
- **FBI Law Enforcement Executive Development Association**
- **National Association of Internal Affairs Investigators**
- **Florida Internal Affairs Investigators Association**
- **Association of Certified Fraud Examiners**
- **Association of Government Accountants**

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 (2)**
- **Certified Inspector General (3)**
- **Certified Inspector General Investigator (6)**
- **Certified Inspector General Auditor (5)**
- **Certified Fraud Examiner (2)**
- **Internal Audit Practitioner (2)**
- **Notary Public (2)**
- **Florida Certified Contract Manager (4)**
- **Certified Economic Crime Forensic Examiner (1)**
- **Project Management Professional (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 all law enforcement officers, investigative and audit training, fraud awareness training, and ethics training. For FY 2025-2026, OIG staff completed over 748 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 (DO) addresses minor complaints after notifying the OIG of the complaint. The OIG will provide investigative assistance to the DO as needed. Major complaints, as defined by IMPP 1.8, are investigated by the OIG.



COMPLAINTS REVIEWED

The FWC OIG Investigations Section received 298 complaints during FY 2025/2026. Complaints are designated with a “COM” case number. The following is a summary of the nature of each complaint and the outcome.¹

NUMBER	DATE INITIATED	STATUS	NATURE OF ALLEGATION
25-0128-COM	07/01/2025	Investigation Initiated	Statute/Rule/Policy Violation
25-0129-COM	07/02/2025	RM – No Response Requested	Discrimination
25-0130-COM	07/07/2025	Investigation Initiated	Off-Duty/Extra-Duty/Secondary Employment
25-0131-COM	07/07/2025	Investigation Initiated	Statute/Rule/Policy Violation
25-0132-COM	07/07/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0133-COM	07/08/2025	RM – No Response Requested	Other
25-0134-COM	07/09/2025	RM – No Response Requested	Inefficiency
25-0135-COM	07/09/2025	RM – No Response Requested	Unauthorized Use of State Property
25-0136-COM	07/09/2025	RM – No Response Requested	Other

¹ RM: Referred to Management.

25-0137-COM	07/10/2025	RM – No Response Requested	Criminal
25-0138-COM	07/14/2025	RM – No Response Requested	Retaliation
25-0139-COM	07/14/2025	RM – No Response Requested	Other
25-0140-COM	07/14/2025	RM – No Response Requested	Other
25-0141-COM	07/14/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0142-COM	07/14/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0143-COM	07/14/2025	Investigation Initiated	Criminal
25-0144-COM	07/15/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0145-COM	07/16/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0146-COM	07/17/2025	RM – No Response Requested	Negligence
25-0147-COM	07/17/2025	RM – No Response Requested	Other
25-0148-COM	07/17/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0149-COM	07/18/2025	Investigation Initiated	Conduct Unbecoming
25-0150-COM	07/18/2025	IG Inquiry Initiated	Other
25-0151-COM	07/18/2025	Investigation Initiated	Conduct Unbecoming
25-0152-COM	07/21/2025	Investigation Initiated	Retaliation
25-0153-COM	07/22/2025	RM – No Response Requested	Discrimination
25-0154-COM	07/24/2025	RM – Response Reviewed	Other
25-0155-COM	07/24/2025	RM – Response Reviewed	Falsification of Records
25-0156-COM	07/30/2025	RM – No Response Requested	Other
25-0157-COM	07/30/2025	Investigation Initiated	Falsification of Records
25-0158-COM	07/30/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0159-COM	07/30/2025	RM – No Response Requested	Criminal
25-0160-COM	07/31/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0161-COM	07/31/2025	RM – No Response Requested	Other
25-0162-COM	08/04/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0163-COM	08/07/2025	RM – No Response Requested	Other
25-0164-COM	08/07/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0165-COM	08/07/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0166-COM	08/11/2025	RM – No Response Requested	Inefficiency
25-0167-COM	08/15/2025	No Action Necessary	Statute/Rule/Policy Violation
25-0168-COM	08/18/2025	RM – No Response Requested	Other
25-0169-COM	08/18/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0170-COM	08/19/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0171-COM	08/19/2025	Investigation Initiated	Lying
25-0172-COM	08/19/2025	Investigation Initiated	Discrimination
25-0173-COM	08/19/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0174-COM	08/19/2025	No Action Necessary	Statute/Rule/Policy Violation

25-0175-COM	08/21/2025	RM – No Response Requested	Negligence
25-0176-COM	08/22/2025	RM – No Response Requested	Discrimination
25-0177-COM	08/22/2025	No Action Necessary	Other
25-0178-COM	08/27/2025	Investigation Initiated	Off-Duty/Extra-Duty/Secondary Employment
25-0179-COM	08/27/2025	Investigation Initiated	Statute/Rule/Policy Violation
25-0180-COM	08/27/2025	Investigation Initiated	Sexual Harassment
25-0181-COM	08/28/2025	RM – No Response Requested	Other
25-0182-COM	09/02/2025	Investigation Initiated	Divulging Confidential Information
25-0183-COM	09/03/2025	No Action Necessary	Other
25-0184-COM	09/03/2025	RM – No Response Requested	Inefficiency
25-0185-COM	09/03/2025	RM – No Response Requested	Arrest/Civil Citation
25-0186-COM	09/04/2025	RM – No Response Requested	Other
25-0187-COM	09/04/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0188-COM	09/04/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0189-COM	09/04/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0190-COM	09/04/2025	RM – No Response Requested	Other
25-0191-COM	09/04/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0192-COM	09/05/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0193-COM	09/08/2025	RM – No Response Requested	Other
25-0194-COM	09/09/2025	RM – No Response Requested	Other
25-0195-COM	09/09/2025	RM – Response Reviewed	Falsification of Records
25-0196-COM	09/09/2025	RM – No Response Requested	Other
25-0197-COM	09/10/2025	RM – No Response Requested	Other
25-0198-COM	09/11/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0199-COM	09/11/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0200-COM	09/15/2025	RM – No Response Requested	Inefficiency
25-0201-COM	09/15/2025	RM – No Response Requested	Other
25-0202-COM	09/15/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0203-COM	09/15/2025	RM – No Response Requested	Possession/Consumption of Alcohol
25-0204-COM	09/15/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0205-COM	09/15/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0206-COM	09/15/2025	RM – No Response Requested	Conduct Unbecoming
25-0207-COM	09/15/2025	RM – Response Reviewed	Criminal
25-0208-COM	09/15/2025	RM – No Response Requested	Other

25-0209-COM	09/16/2025	RM – No Response Requested	Conduct Unbecoming
25-0210-COM	09/16/2025	Investigation Initiated	Sexual Harassment
25-0211-COM	09/16/2025	RM – No Response Requested	Other
25-0212-COM	09/16/2025	RM – No Response Requested	Negligence
25-0213-COM	09/17/2025	No Action Necessary	Other
25-0214-COM	09/18/2025	Investigation Initiated	Lying
25-0215-COM	09/22/2025	RM – No Response Requested	Other
25-0216-COM	09/23/2025	RM – No Response Requested	Other
25-0217-COM	09/23/2025	RM – No Response Requested	Lying
25-0218-COM	09/29/2025	No Action Necessary	Abusive, Threatening, or Offensive Actions
25-0219-COM	09/29/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0220-COM	09/29/2025	RM – No Response Requested	Lying
25-0221-COM	09/30/2025	RM – No Response Requested	Other
25-0222-COM	09/30/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0223-COM	10/03/2025	Investigation Initiated	Conduct Unbecoming
25-0224-COM	10/06/2025	RM – No Response Requested	Other
25-0225-COM	10/08/2025	RM – No Response Requested	Conflict of Interest
25-0226-COM	10/09/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0227-COM	10/10/2025	RM – No Response Requested	Other
25-0228-COM	10/10/2025	RM – No Response Requested	Discrimination
25-0229-COM	10/10/2025	RM – Response Reviewed	Conduct Unbecoming
25-0230-COM	10/13/2025	RM – No Response Requested	Improper/Careless Use of State Property
25-0231-COM	10/13/2025	RM – No Response Requested	Lying
25-0232-COM	10/14/2025	RM – No Response Requested	Other
25-0233-COM	10/14/2025	RM – No Response Requested	Inefficiency
25-0234-COM	10/15/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0235-COM	10/16/2025	RM – Response Requested	Statute/Rule/Policy Violation
25-0236-COM	10/17/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0237-COM	10/17/2025	Investigation Initiated	Computer Policy
25-0238-COM	10/22/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0239-COM	10/23/2025	RM – No Response Requested	Excessive Tardiness
25-0240-COM	10/24/2025	RM – No Response Requested	Conflict of Interest
25-0241-COM	10/27/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0242-COM	10/29/2025	RM – No Response Requested	Other
25-0243-COM	10/30/2025	RM – No Response Requested	Retaliation
25-0244-COM	10/31/2025	RM – No Response Requested	Other
25-0245-COM	11/07/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0246-COM	11/10/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0247-COM	11/12/2025	No Action Necessary	Statute/Rule/Policy Violation

25-0248-COM	11/14/2025	RM – Response Reviewed	Statute/Rule/Policy Violation
25-0249-COM	11/17/2025	RM – No Response Requested	Criminal
25-0250-COM	11/17/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0251-COM	11/17/2025	RM – No Response Requested	Inefficiency
25-0252-COM	11/18/2025	RM – No Response Requested	Improper/Careless Use of State Property
25-0253-COM	11/19/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0254-COM	11/19/2025	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
25-0255-COM	11/19/2025	RM – Response Requested	Conduct Unbecoming
25-0256-COM	11/20/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0257-COM	11/20/2025	Investigation Initiated	Statute/Ruly/Policy Violation
25-0258-COM	11/20/2025	RM – No Response Requested	Inefficiency
25-0259-COM	11/21/2025	No Action Necessary	Statute/Rule/Policy Violation
25-0260-COM	11/25/2025	RM – No Response Requested	Other
25-0261-COM	11/25/2025	RM – Response Reviewed	Statute/Rule/Policy Violation
25-0262-COM	12/01/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0263-COM	12/03/2025	RM – No Response Requested	Other
25-0264-COM	12/03/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0265-COM	12/03/2025	Investigation Initiated	Statute/Rule/Policy Violation
25-0266-COM	12/04/2025	RM – No Response Requested	Retaliation
25-0267-COM	12/04/2025	RM – No Response Requested	Sexual Harassment
25-0268-COM	12/08/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0269-COM	12/08/2025	No Action Necessary	Other
25-0270-COM	12/09/2025	RM – No Response Requested	Discrimination
25-0271-COM	12/11/2025	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
25-0272-COM	12/11/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0273-COM	12/16/2025	RM – No Response Requested	Other
25-0274-COM	12/17/2025	RM – No Response Requested	Other
25-0275-COM	12/18/2025	RM – No Response Requested	Other
25-0276-COM	12/22/2025	RM – No Response Requested	Statute/Rule/Policy Violation
25-0277-COM	12/23/2025	RM – No Response Requested	Other
26-0001-COM	01/05/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0002-COM	01/06/2026	No Action Necessary	Statute/Rule/Policy Violation
26-0003-COM	01/06/2026	RM – No Response Requested	Discrimination
26-0004-COM	01/06/2026	RM – No Response Requested	Retaliation
26-0005-COM	01/07/2026	RM – No Response Requested	Other
26-0006-COM	01/08/2026	Investigation Initiated	Falsification of Records
26-0007-COM	01/08/2026	No Action Necessary	Statute/Rule/Policy Violation
26-0008-COM	01/08/2026	RM – No Response Requested	Other
26-0009-COM	01/08/2026	RM – Response Reviewed	Statute/Rule/Policy Violation
26-0010-COM	01/12/2026	RM – No Response Requested	Inefficiency
26-0011-COM	01/12/2026	RM – No Response Requested	Conduct Unbecoming

26-0012-COM	01/12/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0013-COM	01/12/2026	RM – No Response Requested	Other
26-0014-COM	01/12/2026	RM – No Response Requested	Other
26-0015-COM	01/12/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0016-COM	01/12/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0017-COM	01/12/2026	RM – No Response Requested	Other
26-0018-COM	01/15/2026	RM – No Response Requested	Criminal
26-0019-COM	01/15/2026	RM – No Response Requested	Conflict of Interest
26-0020-COM	01/21/2026	RM – No Response Requested	Conduct Unbecoming
26-0021-COM	01/22/2026	RM – No Response Requested	Conduct Unbecoming
26-0022-COM	01/26/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0023-COM	01/26/2026	RM – No Response Requested	Other
26-0024-COM	01/26/2026	RM – No Response Requested	Other
26-0025-COM	01/29/2026	RM – No Response Requested	Inefficiency
26-0026-COM	02/02/2026	RM – No Response Requested	Other
26-0027-COM	02/02/2026	RM – No Response Requested	Other
26-0028-COM	02/02/2026	RM – No Response Requested	Other
26-0029-COM	02/04/2026	RM – Response Reviewed	Computer Policy
26-0030-COM	02/04/2026	RM – No Response Requested	Negligence
26-0031-COM	02/04/2026	RM – No Response Requested	Other
26-0032-COM	02/04/2026	No Action Necessary	Negligence
26-0033-COM	02/05/2026	RM – No Response Requested	Inefficiency
26-0034-COM	02/06/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0035-COM	02/06/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0036-COM	02/09/2026	RM – No Response Requested	Other
26-0037-COM	02/09/2026	No Action Necessary	Criminal
26-0038-COM	02/09/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0039-COM	02/12/2026	RM – No Response Requested	Conflict of Interest
26-0040-COM	02/17/2026	RM – No Response Requested	Negligence
26-0041-COM	02/17/2026	RM – No Response Requested	Negligence
26-0042-COM	02/19/2026	RM – No Response Requested	Inefficiency
26-0043-COM	02/19/2026	RM – No Response Requested	Lying
26-0044-COM	02/19/2026	RM – No Response Requested	Other
26-0045-COM	02/20/2026	RM – No Response Requested	Inefficiency
26-0046-COM	02/20/2026	RM – No Response Requested	Inefficiency
26-0047-COM	02/20/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0048-COM	02/23/2026	RM – No Response Requested	Discrimination
26-0049-COM	02/23/2026	RM – No Response Requested	Retaliation
26-0050-COM	02/24/2026	RM – No Response Requested	Theft
26-0051-COM	02/25/2026	RM – Response Reviewed	Insubordination
26-0052-COM	02/26/2026	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions

26-0053-COM	03/03/2026	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
26-0054-COM	03/03/2026	RM – No Response Requested	Other
26-0055-COM	03/04/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0056-COM	03/04/2026	RM – No Response Requested	Inefficiency
26-0057-COM	03/04/2026	RM – No Response Requested	Negligence
26-0058-COM	03/12/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0059-COM	03/19/2026	No Action Necessary	Conduct Unbecoming
26-0060-COM	03/20/2026	RM – No Response Requested	Other
26-0061-COM	03/23/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0062-COM	03/23/2026	RM – No Response Requested	Other
26-0063-COM	03/25/2026	RM – No Response Requested	Discrimination
26-0064-COM	03/26/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0065-COM	03/26/2026	Investigation Initiated	Lying
26-0066-COM	03/27/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0067-COM	03/30/2026	No Action Necessary	Arrest/Civil Citation
26-0068-COM	03/31/2026	RM – No Response Requested	Other
26-0069-COM	03/31/2026	Investigation Initiated	Arrest/Civil Citation
26-0070-COM	03/31/2026	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
26-0071-COM	04/01/2026	RM – Response Reviewed	Falsification of Records
26-0072-COM	04/03/2026	RM – Response Reviewed	Other
26-0073-COM	04/03/2026	No Action Necessary	Conflict of Interest
26-0074-COM	04/06/2026	RM – No Response Requested	Lying
26-0075-COM	04/06/2026	No Action Necessary	Other
26-0076-COM	04/06/2026	RM – No Response Requested	Conduct Unbecoming
26-0077-COM	04/08/2026	Investigation Initiated	Falsification of Records
26-0078-COM	04/08/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0079-COM	04/09/2026	RM – No Response Requested	Retaliation
26-0080-COM	04/09/2026	RM – Response Reviewed	Abusive, Threatening, or Offensive Actions
26-0081-COM	04/13/2026	RM – No Response Requested	Inefficiency
26-0082-COM	04/13/2026	RM – Response Reviewed	Criminal
26-0083-COM	04/13/2026	RM – No Response Requested	Other
26-0084-COM	04/13/2026	No Action Necessary	Statute/Rule/Policy Violation
26-0085-COM	04/14/2026	Investigation Initiated	Sexual Harassment
26-0086-COM	04/14/2026	Investigation Initiated	Inefficiency
26-0087-COM	04/17/2026	Investigation Initiated	Sexual Harassment
26-0088-COM	04/20/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0089-COM	04/20/2026	RM – No Response Requested	Hunting/Fishing Violations
26-0090-COM	04/20/2026	RM – No Response Requested	Other
26-0091-COM	04/22/2026	RM – No Response Requested	Inefficiency

26-0092-COM	04/23/2026	Investigation Initiated	Criminal
26-0093-COM	04/24/2026	RM – No Response Requested	Conduct Unbecoming
26-0094-COM	04/27/2026	RM – No Response Requested	Inefficiency
26-0095-COM	04/28/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0096-COM	04/28/2026	RM – No Response Requested	Other
26-0097-COM	04/29/2026	Investigation Initiated	Statute/Rule/Policy Violation
26-0098-COM	04/30/2026	RM – No Response Requested	Other
26-0099-COM	04/30/2026	RM – No Response Requested	Other
26-0100-COM	05/01/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0101-COM	05/04/2026	RM – No Response Requested	Inefficiency
26-0102-COM	05/04/2026	RM – No Response Requested	Inefficiency
26-0103-COM	05/04/2026	RM – No Response Requested	Criminal
26-0104-COM	05/04/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0105-COM	05/06/2026	Investigation Initiated	Arrest/Civil Citation
26-0106-COM	05/07/2026	RM – No Response Requested	Other
26-0107-COM	05/07/2026	Investigation Initiated	Statute/Rule/Policy Violation
26-0108-COM	05/07/2026	RM – No Response Requested	Divulging Confidential Information
26-0109-COM	05/07/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0110-COM	05/08/2026	RM – No Response Requested	Inefficiency
26-0111-COM	05/08/2026	RM – No Response Requested	Other
26-0112-COM	05/11/2026	RM – No Response Requested	Inefficiency
26-0113-COM	05/14/2026	RM – No Response Requested	Other
26-0114-COM	05/14/2026	RM – No Response Requested	Inefficiency
26-0115-COM	05/15/2026	RM – No Response Requested	Other
26-0116-COM	05/15/2026	RM – No Response Requested	Other
26-0117-COM	05/18/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0118-COM	05/19/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0119-COM	05/19/2026	RM – No Response Requested	Other
26-0120-COM	05/20/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0121-COM	05/21/2026	RM – No Response Requested	Negligence
26-0122-COM	05/22/2026	RM – No Response Requested	Other
26-0123-COM	05/28/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0124-COM	05/28/2026	No Action Necessary	Lying
26-0125-COM	05/29/2026	RM – No Response Requested	Lying
26-0126-COM	06/01/2026	RM – No Response Requested	Conduct Unbecoming
26-0127-COM	06/03/2026	RM – No Response Requested	Conduct Unbecoming
26-0128-COM	06/04/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0129-COM	06/04/2026	Investigation Initiated	Sexual Harassment

26-0130-COM	06/08/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0131-COM	06/08/2026	RM – No Response Requested	Conduct Unbecoming
26-0132-COM	06/09/2026	Investigation Initiated	Statute/Rule/Policy Violation
26-0133-COM	06/15/2026	RM – No Response Requested	Conduct Unbecoming
26-0134-COM	06/15/2026	RM – No Response Requested	Negligence
26-0135-COM	06/15/2026	RM – No Response Requested	Other
26-0136-COM	06/15/2026	RM – Response Reviewed	Possession/Use of Drugs
26-0137-COM	06/15/2026	RM – No Response Requested	Other
26-0138-COM	06/16/2026	RM – Response Reviewed	Statute/Rule/Policy Violation
26-0139-COM	06/16/2026	RM – No Response Requested	Other
26-0140-COM	06/17/2026	RM – No Response Requested	Improper/Careless Use of State Property
26-0141-COM	06/19/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0142-COM	06/19/2026	Investigation Initiated	Statute/Rule/Policy Violation
26-0143-COM	06/25/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0144-COM	06/25/2026	RM – No Response Requested	Statute/Rule/Policy Violation
26-0145-COM	06/25/2026	RM – No Response Requested	Inefficiency
26-0146-COM	06/25/2026	RM – Response Reviewed	Statute/Rule/Policy Violation
26-0147-COM	06/29/2026	RM – No Response Requested	Abusive, Threatening, or Offensive Actions
26-0148-COM	06/29/2026	No Action Necessary	Abusive, Threatening, or Offensive Actions



COMPLAINTS BY DIVISION/OFFICE

The FWC OIG processed complaints in the following 31 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 2025-2026.

SUBJECT DIVISION/OFFICE	TOTAL
Division of Law Enforcement – North Central Region	31
Division of Law Enforcement – Northeast Region	27
External Entity/Person	27
Division of Habitat and Species Conservation	26
Division of Law Enforcement – South B Region	25
Division of Law Enforcement – Northwest Region	24
Division of Law Enforcement – Southwest Region	20
Division of Law Enforcement – South A Region	19
Fish and Wildlife Research Institute	15
Not Applicable/Unknown	11
Division of Law Enforcement – Captive Wildlife Section	9
Division of Hunting and Game Management	8
Division of Law Enforcement – Technology and Communications Section	8
Division of Law Enforcement – Operational Support Section	7
Multiple Divisions/Offices	5
Division of Law Enforcement – General	4
Fish and Wildlife Conservation Commission – Commission	4
Community Relations Office	3
Division of Freshwater Fisheries Management	3
Division of Law Enforcement – Boating and Waterways	3
Finance and Budget Office	3
Office of Information Technology	3
Office of Licensing and Permitting	3
Division of Law Enforcement – Intelligence and Investigations Section	2
Division of Marine Fisheries Management	2
Division of Law Enforcement – Deputy Director's Office – South Operations	1
Division of Law Enforcement – Director's Office	1
Human Resources Office	1
Legal Office	1
Office of Executive Director	1
Regional Offices – South	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 DO 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 more criminal violations.

NUMBER	DATE INITIATED	CASE TYPE	COMPLAINT CATEGORY	PRIMARY FINDING
25-0016-INV	07/09/2025	Administrative	Statute/Rule/Policy Violation	Sustained
25-0017-INV	07/09/2025	Administrative	Statute/Rule/Policy Violation	Unfounded
25-0018-INV	07/09/2025	Administrative	Off-Duty/Extra-Duty/Secondary Employment	Sustained
25-0019-INV	07/16/2025	Administrative	Criminal	Not Sustained
25-0020-INV	07/22/2025	Administrative	Conduct Unbecoming	Sustained
25-0021-INV	07/22/2025	Administrative	Conduct Unbecoming	Sustained
25-0022-INV	07/22/2025	Administrative	Retaliation	Unfounded
25-0023-INV	07/31/2025	Administrative	Falsification of Records	Sustained
25-0024-INV	08/19/2025	Administrative	Discrimination	Not Sustained
25-0025-INV	08/20/2025	Administrative	Lying	Not Sustained
25-0001-INQ	08/20/2025	Inquiry	Other	Closed
25-0026-INV	09/03/2025	Administrative	Sexual Harassment	Not Sustained
25-0027-INV	09/03/2025	Administrative	Divulging Confidential Information	Not Sustained
25-0028-INV	09/03/2025	Administrative	Statute/Rule/Policy Violation	Sustained
25-0029-INV	09/17/2025	Administrative	Sexual Harassment	Sustained
25-0030-INV	09/18/2025	Administrative	Lying	Not Sustained
25-0031-INV	10/03/2025	Administrative	Off-Duty/Extra-Duty/Secondary Employment	Sustained
25-0032-INV	10/17/2025	Administrative	Conduct Unbecoming	Sustained
25-0033-INV	10/20/2025	Administrative	Computer Policy	Sustained
25-0034-INV	10/20/2025	Background	Background Investigation	Closed
25-0035-INV	10/23/2025	Background	Background Investigation	Closed
25-0036-INV	10/27/2025	Background	Background Investigation	Closed
25-0037-INV	11/24/2025	Administrative	Statute/Rule/Policy Violation	Sustained
26-0001-INV	01/16/2026	Administrative	Falsification of Records	Not Sustained
26-0002-INV	03/30/2026	Administrative	Lying	Sustained
26-0003-INV	04/03/2026	Administrative	Arrest/Civil Citation	Sustained
26-0004-INV	04/10/2026	Administrative	Falsification of Documents	Open
26-0005-INV	04/16/2026	Background	Background Investigation	Closed
26-0006-INV	04/22/2026	Administrative	Sexual Harassment	Sustained
26-0007-INV	04/22/2026	Administrative	Inefficiency	Sustained
26-0008-INV	04/23/2026	Administrative	Criminal	Open
26-0009-INV	04/27/2026	Administrative	Sexual Harassment	Not Sustained
26-0010-INV	05/13/2026	Administrative	Statute/Rule/Policy Violation	Sustained
26-0012-INV	05/19/2026	Administrative	Statute/Rule/Policy Violation	Sustained
26-0013-INV	06/05/2026	Administrative	Sexual Harassment	Sustained
26-0014-INV	06/19/2026	Administrative	Statute/Rule/Policy Violation	Open

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 FWC. Internal Audit helps FWC accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes. The 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.

Internal Audit engagements are conducted in accordance with the *Government Auditing Standards*, published by the United States Government Accountability Office, and the *Principles and Standards for Offices of Inspector General*, published by the Association of Inspectors General. Audit reports are distributed to the Executive Director, affected management, and the Auditor General.

COMPLETED ENGAGEMENTS

25-0004-IA DHSMV/FWRI Data Exchange MOU

Internal Audit conducted an internal control and data security audit of the Data Exchange Memorandum of Understanding (MOU) between the Department of Highway Safety and Motor Vehicles (DHSMV) and Fish and Wildlife Research Institute (FWRI). The purpose of this engagement was to examine the internal controls FWRI has in place to protect DHSMV data from unauthorized access, distribution, use, modification, or disclosure. The audit found that sufficient internal controls were in place to protect the information provided or received through FWRI's MOU with DHSMV.

PERFORMANCE MEASURES

Section 20.055, FS requires the OIG to advise on the development of performance measures, assess the validity and reliability of the performance measures, and make recommendations for improvement, where necessary. Section 216.013(7), FS, exempted executive agencies from developing or posting a long-range program plan for the fiscal year. We therefore assert that prior review and validation of the performance measures remain in effect.

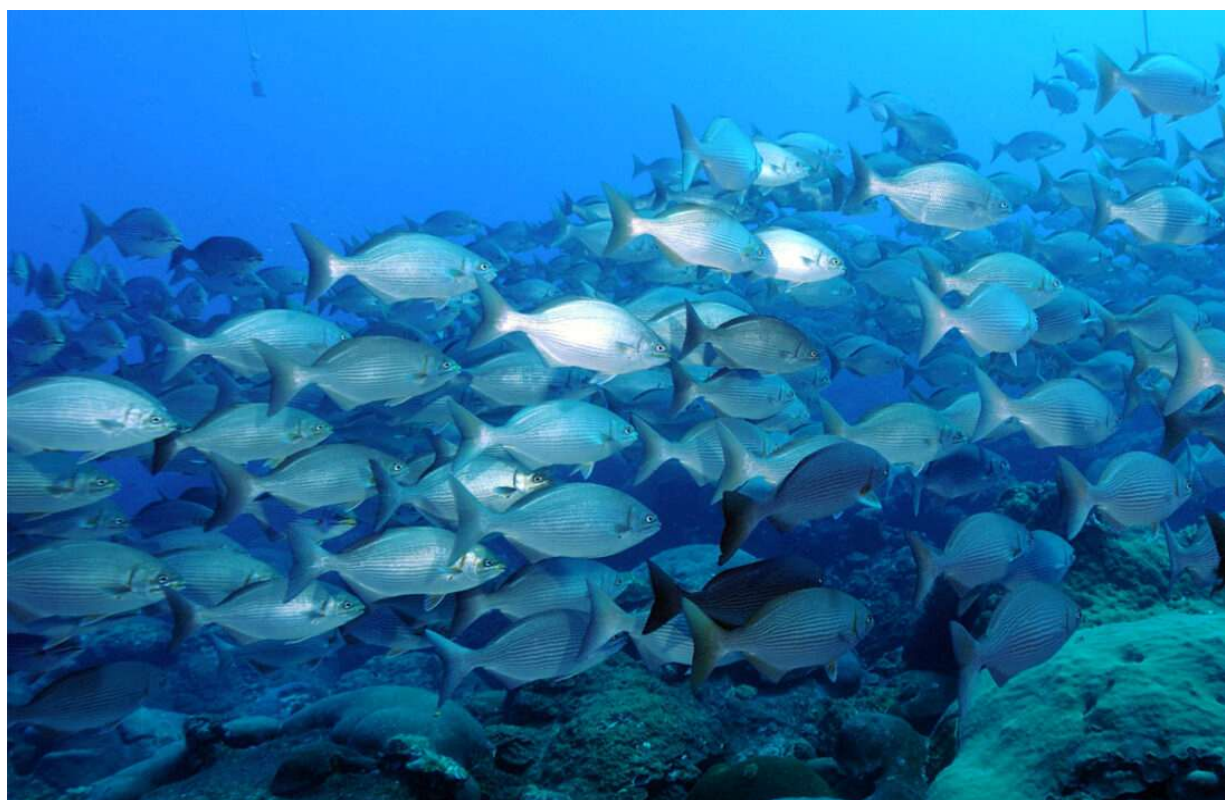
EXTERNAL COORDINATION

The OIG provides a single point of contact for external agencies that audit FWC. This is done to ensure effective coordination and cooperation between FWC and the Office of the Auditor General, the Office of Program Policy Analysis and Government Accountability (OPPAGA), and other governmental bodies, and to minimize duplication of effort. We coordinate information requests and responses and assist in scheduling meetings for these entities. We provide coordination of FWC's formal responses to preliminary and tentative findings issued by the oversight agencies.

The OIG also coordinates the six-month response on the status of corrective actions taken by FWC on any audit findings and recommendations issued by the Office of the Auditor General or OPPAGA. A written report on the status is provided to the Joint Legislative Auditing Committee.

During the 2025-26 fiscal year, we provided coordination activities between FWC and the Office of the Auditor General for the following:

- Operational Audit: Invasive Aquatic Plant Management
- IT Operational Audit: Network Security Controls
- Quality Assessment Review: OIG Internal Audit Activity
- Status of Corrective Actions: Invasive Plant Management and Prior Audit Follow-up
- Status of Corrective Actions: Invasive Aquatic Plant Management
- Statewide Federal Awards Audit





STATUS OF PRIOR RECOMMENDATIONS

Section 20.055(8)(c), FS, requires the identification of each significant recommendation described in previous annual reports on which corrective action has not yet been completed. There are no corrective actions that remain open for significant recommendations reported in previous annual reports.

OTHER OIG ACTIVITIES

- Florida Single Audit Act State Project Determination Reviews
- Legislative Budget Request Schedule IX: Major Audit Findings and Recommendations
- Consultative Services
- Computer Security Incident Response Team (CSIRT) participation and tabletop exercise
- Legislative House Bill Analysis

CONTACT INFORMATION

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

Inspector.general@myfwc.com

myfwc.com/contact/fwc-office/report-misconduct/