



Department of Highway Safety and Motor Vehicles

Office of Inspector General 2016-17 Annual Report





September 27, 2017

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

Dear Director Rhodes:

This annual report covers the 12-month period ending June 30, 2017, and summarizes the accomplishments of the Florida Department of Highway Safety and Motor Vehicles (Department) Office of Inspector General (OIG). During this period, the OIG has worked extensively to safeguard the integrity and efficiency of Department programs and investigate those who allegedly abuse them.

Among our accomplishments, we completed 38 audit projects that encompassed Department program audits and consultations to improve internal operations as well as external audits of specialty license plate organizations. Our audit team has continued to expand the breadth of their services and as you will read in this report, identified improvement opportunities within the Department.

This year the investigation team continued its efforts to proactively identify and investigate fraud, waste, and abuse. Additionally, the team received their second reaccreditation from the Florida Commission on Law Enforcement Accreditation allowing them to maintain their status as an accredited OIG investigation unit.

These accomplishments are the result of the dedicated work of the OIG's professional staff and the support of yourself and the Department management team. We look forward to continuing our work in support of the Department's mission: *A Safer Florida*.

Respectfully Submitted,



Julie M Leftheris
Inspector General



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Background

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

This report includes the activities and accomplishments of the Office of Inspector General during the 2016-17 Fiscal Year (FY) and specifically details the activities and reports of the audit and investigative teams that make up the OIG.

Inspector General Responsibilities

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

Internal Audit

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

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

External Audit Coordination

Internal Audit serves as a liaison to external agencies who audit the Department and monitors and tracks findings and recommendations that result from these external audits as well as monitors and tracks management efforts to correct audit findings. During the year, the OIG coordinated multiple audit projects performed by the Florida Auditor General.

Compliance Reviews

Single Audit Reviews - The Department collects and distributes annual use fees for over 120 different specialty license plates and voluntary contributions (SLP/VC) for over 30 organizations. Recipient organizations subject to audit pursuant to s. 215.97 F.S. shall submit a state single audit report in accordance with rules promulgated by the Auditor General. Internal audit staff reviewed 53 state single audit reports submitted by the recipient organizations during the FY.

DUI Program Financial Audits - DUI Programs are required by Rule 15A-10.012, Florida Administrative Code, to submit a certified financial audit and an independent auditor's report on compliance with laws and regulations to the Department annually. Internal audit staff reviewed 10 DUI program audit reports during the FY.

Performance Measure Assessment

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

The 2015-16 FY measures reviewed were valid and reliable in relation to their intended purpose and use; and of the 2016-17 FY measures reviewed, one proposed change was made to a measure's expectation and success indicators. All the 2016-17

FY measures were determined to be valid in relation to their intended purpose and use.

Quality Assurance Review


The purpose of this engagement was to internally assess the OIG's compliance with *International Standards for the Professional Practice of Internal Auditing*, issued by the Institute of Internal Auditors. The *Quality Assessment Manual for the Internal Audit Activity*, issued by the Institute of Internal Auditors was used for the assessment. Based on this assessment, it was the opinion that the internal audit activity generally conforms to the Standards. To ensure continued compliance, the Internal Audit Charter and Procedures were updated to reflect the modifications in the revised standards effective January 1, 2017.

Internal Audit Projects Completed

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

Financial Responsibility Reinstatement - Report 201516-09

The audit included the review and evaluation of the Financial Responsibility (FR) reinstatement process and compliance with applicable laws and Department policy and procedure. The audit recommended that FR Suspension letters should be



revised, the verification of non-ownership status should be strengthened, desk procedures and training of secondary field clearances should be strengthened and consistent action code usage by staff for secondary clearances within the Driver License Maintenance system should be implemented.

Confidential Credentialing Unit - Report 201516-21

The audit included the evaluation of the risk management and control processes related to receiving, processing, and maintaining files of confidential identities in the form of identification cards and driver licenses. The audit recommended that the Division of Motorist Services, Bureau of Credentialing Services consider several process improvements to enhance and strengthen the Confidential Credentialing Unit and its activities. Due to the confidential nature of the Confidential Credentialing Unit the recommendations are not included in this summary.

IT Patch Management - Report 201516-22

The audit included the review and evaluation of the efficiency and effectiveness of the Department's Information Technology (IT) patch management process. Audit recommendations included finalization of Service Level Agreement with the Agency for State Technology, review of administrator access rights, strengthening patch management procedures and improving the timelines of patch deployments.

FHP Field Recruitment Program - Report 201516-23

The audit included the review and evaluation of the efficiency and effectiveness of the FHP Recruitment Process. Audit

recommendations included addressing FHP salary disparity with other law enforcement agencies, evaluating alternate housing solutions for FHP recruits, annually evaluating recruit training reimbursement amount, incorporating specific measurable goals into the FHP Recruitment Plan, evaluating recruitment material, and improving the efficiency and accuracy of data collection used for recruitment reporting purposes.

Investment Process - Report 201516-25


The audit included the review and evaluation of the Department's investment process. The Department was found to have adequate internal controls over the investment process. Audit recommendations included strengthening the reconciliation procedures and reevaluating and documenting criteria for established minimum cash balances.

FHP Field Records Management - Report 201516-26

The audit included the review and evaluation of the Florida Highway Patrol's field records management process, and compliance with applicable laws and Department policy and procedure. Audit recommendations included improving the accuracy and completeness of disposition documents, strengthening training and records guidance for records custodians, and destruction of obsolete records.

Purging of Driver License Records - Report 201516-27

The audit included the review and evaluation of the purging of electronic driver license records and compliance with applicable laws and Department policy and procedure. Audit



recommendations included enhancing review and testing of systems and improving communication with members on retention schedule information.

Analyzing and Improving Business Processes Training – Report 201516-34

The consulting engagement was to document the OIG’s procurement and coordination of a vendor to provide key Department members with a training course titled Analyzing and Improving Business Processes. The purpose of the course was to provide selected attendees with appropriate tools and techniques to evaluate and improve Department processes.

Ethics - Report 201617-04

The audit included the review of the Department’s design, implementation, and effectiveness of ethics-related programs and activities. Audit recommendations included improvements to the process to verify all required members file financial disclosures timely and increasing compliance of required ethics related training.

COOP and IT Disaster Recovery - Report 201617-05

The consulting engagement included the review and evaluations of the Department’s Continuity of Operations (COOP) planning and Disaster IT Recovery (DR) readiness. Recommendations included the development, approval and implementation of a single Department-wide COOP plan and increased participations by COOP coordinators, members, and external partners in the

COOP process. Additionally, the Department should Identify and plan essential supporting activities including sustainment operations, incorporate service level agreements with vendors into the plans, ensure all mission essential personnel are receiving training, conduct periodic testing of the COOP and IT DR Plans, and document any tests, reviews, and revisions of the plans.

Crash Report Sales Cash Handling - Report 201617-09


The audit included the review and evaluation of the effectiveness of cash handling procedures relating to crash report sales at FHP field locations, and compliance with applicable laws and Department policy and procedure. Audit recommendations included strengthening controls over cash management and adherence to Division policy for crash report sales to reduce improper reporting and increase accountability.

DUI Program - Report 201617-10

The audit included the review of the efficiency and effectiveness of the DUI on-site monitoring process and compliance with applicable laws and Department policy and procedure. Audit recommendations included strengthening the quality and consistency of on-site visits, improving compliance with Florida Administrative Code, and improving documentation of DUI Review Board member approval.

Data Governance - Report 201617-18

The consulting engagement included a review of the data governance and its incorporation into Department operations.



A report which was presented to the Executive Leadership Team outlined the necessary steps involved in implementing a data governance program included establishment of a Chief Data Officer position and responsibilities of this position to work with Department leadership in the establishment of policies and identification of data stewards, data owners, and data analysts and implementation of a Data Governance Lifecycle.

FHP Intelligence Procedures – Report 201617-34

The consulting engagement included assessing and reporting on the internal review of Intelligence Procedures conducted by the Florida Highway Patrol Bureau of Criminal Investigations and Intelligence. The review was determined to be compliant with FHP Policy 22.03.07(d).

Audits of the FHP Information and Evidence Fund

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

During the 2016-17 FY, the Internal Audit section conducted four quarterly audits of the FHP's Information and Evidence Fund to evaluate the internal controls over the fund and

compliance with Florida Statutes (F.S.), Florida Administrative Code, and Department policies and procedures. No audit findings were noted during the four audits conducted.

Specialty License Plate/Voluntary Contributions Audits

Section 320.08062, 320.023, and 322.081 F.S., grants the Department the authority to examine all records relating to the use of SLP and VC funds. The OIG included the examination of SLP and VC recipient organizations in its annual work plan. During the FY, 13 audit reports were issued, eight of which contained no recommendations and five with recommendations to improve compliance with statutory requirements related to their specific specialty tag.

The following eight specialty license plates issued during the FY materially complied with applicable laws and policies:

- Bethune Cookman University
- Florida Agricultural and Mechanical University
- Florida Sheriffs Association
- Fraternal Order of Police
- Freemasonry
- Jacksonville University
- Kids Deserve Justice
- Rollins College

The following five SLP and VC audits issued during the FY contained audit recommendations.

Specialty License Plate	Audit Finding Recommendation
A State of Vision	Improve monitoring, classification, and reporting of administrative & marketing expenditures related to SLPs.
Discover Florida's Horses	Observe statutory limit of administrative expenditures & timely submission of annual affidavit
Parents Make A Difference	Improve documentation of promotion and marketing expenses
University of South Florida	Enhance monitoring of expenditures
Visit Our Lights	Improve documentation of marketing expenses

In addition to the 13 audits completed during the FY, the OIG also conducted three follow-up assessments of previous SLP and VC audits. The Support Soccer, Stop Child Abuse, and Child Abuse Prevention and Intervention revenue recipient organizations were determined to have implemented previous OIG audit recommendations.

Status of Prior Recommendations

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

Medical Review Program Audit - Report 201415-03

The outstanding recommendation relates to the inconsistent compliance with administrative code regarding submission of neurological cases.

Fleet Operations - Report 201415-22

The outstanding recommendations relate to maintaining an appropriate amount of spare motor vehicles and adequate inventory controls.

IT Inv. Controls and Management Audit - Report 201516-10 –

The outstanding recommendation relates to recording all IT equipment which may contain confidential or sensitive data.

Traffic Crash Data - Report 201415-21

The outstanding recommendation relates to implementing a data quality management program for manual input crash data.



Investigations

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

Investigations are conducted in accordance with the Association of Inspectors General *Quality Standards for Investigations*. Once an investigation report is completed, case disposition is reported to the Executive Director and appropriate managers.

Reaccreditation

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

OIG went through an initial accreditation assessment. July's assessment resulted in the Investigations Unit receiving a "recommendation for reaccreditation with no condition" – the highest standard CFA bestows on an accredited agency or office.

Proactive Investigative Activities

During the FY the OIG conducted two initiatives to identify fraud, waste, and abuse within the Department. The first included the review of Fuel and Maintenance Card and Purchasing Card (P-Card) Programs. Based on this review FHP members were directed to be cognizant of Department policies, specifically those relating to the purchase requirements and limitations of the Fuel and Maintenance Card and the P-Card. Additionally, the Division of Administrative Services enhanced monitoring procedures to identify P-Card and Fuel and Maintenance Card policy violations as well as planned additional training and guidance to Department members.

The second review initiated in December 2016, consisted of a review of FHP Hireback programs. Hireback is a form of secondary employment, specifically off-duty policy employment, administered by FHP, pursuant to contractual agreements or grants in aid awarded to the Department by other governmental components such as the Florida Department of Transportation. A review of the activities of the top ten FHP members working hireback resulted in the initiation of six investigations of various violations.

Investigative Report Activities

Complaints are received through many sources by the OIG and are reviewed to determine an appropriate course of action.

During the FY, the OIG closed 63 administrative investigations and two criminal investigations. Of the investigations closed, 55 were within the Florida Highway Patrol, seven were within the Division of Motorist Services, one was within the Division of Administrative Services, one was within the Office of the Executive Director, and one case was concerning contractors.

Additionally, 45 complaint inquiries were performed to assess allegations, 164 complaints were referred to the appropriate Department functional area for handling, and five complaints were referred to external agencies.

Case Summaries

The following is a summary of each closed investigative report.

20160212: A citizen complaint investigation sustained an allegation that a sworn member provided false court testimony, but did not sustain allegations that the member committed official misconduct and lied on an arrest report. The investigation also determined an allegation the member conducted an unlawful arrest was unfounded. The member was dismissed from the Department.

20160240: A Department investigation sustained an allegation that a sworn member failed to arrest a suspect for DUI, but did not sustain the allegations that the member failed to arrest a

suspect for DUI and failed to respond to a Be On The Lookout (BOLO) for a DUI suspect. The member received a written reprimand.


20160310: A Department investigation sustained allegations that a member failed to comply with vehicle rebuilt inspection laws and failed to follow Department rebuilt inspection procedures. The member resigned while under investigation.

20160327: A Department investigation sustained allegations that a member allowed a citizen inside a secured area and had inappropriate contact with the citizen, but did not sustain an allegation that the member had inappropriate contact with a significant other at the workplace. Discipline is pending.

20160350: A Department investigation sustained an allegation that a member used Department information resources, but determined that the allegation the member claimed time they did not work was unfounded. The member received a 24-hour suspension.

20160390: A Department investigation sustained allegations that a sworn member engaged in an inappropriate relationship with a recruit, took and distributed inappropriate photos, and interfered with a Department administrative investigation. The member was dismissed from the Department.

20160409: A Department investigation sustained allegations that a sworn member committed battery and consumed alcoholic beverages to the extent that they were publicly impaired. The member resigned.



20160415: A Department investigation sustained allegations that a member solicited employees during work hours to work for their secondary employer/personal business and used state time and resources for their secondary employment/business. The member resigned while under investigation.

20160417: A Department investigation sustained allegations that a sworn member failed to submit seized contraband to the evidence and property room, retained contraband that was obtained while in the performance of their law enforcement duties and took it to their residence, failed to take appropriate law enforcement action, and failed to complete the Traffic Stop Data Report. The member received an 80-hour suspension.

20160427: A Department investigation sustained allegations that a sworn member was in a romantic relationship with a subordinate and resided at a location other than their residence without approval. The member received a 120-hour suspension.

20160433: A Department investigation did not sustain the allegation that a member processed a transaction for a customer, voided the transaction, and pocketed the money.


20160437: A Department investigation did not sustain allegations that a sworn member created an intimidating and offensive work environment, engaged in inappropriate personal conversations, engaged in an inappropriate relationship with a subordinate, inappropriately touched the complainant, and engaged in secondary employment without approval.

20160450: A Department investigation sustained allegations that a sworn member made inappropriate, unprofessional comments in the workplace, inappropriately used Department information technology resources, and worked secondary employment without supervisory notification/approval, but did not sustain an allegation that the member created a hostile work environment. The member resigned in lieu of dismissal.

20160482: A citizen complaint investigation sustained an allegation that a sworn member falsified a Florida Traffic Crash Report. The member was dismissed from the Department.

20160496: A citizen complaint investigation sustained allegations that a sworn member failed to observe signs of impairment and conduct a criminal investigation to determine if probable cause of DUI existed, and failed to collect, identify, document, and preserve drug evidence on the scene of a traffic crash, but did not sustain the allegation that the member made disparaging remarks about another law enforcement agency to a person on scene of the traffic crash. The member received a suspension.

20160497: A Department investigation sustained allegations that multiple members shared prescriptions drugs in the workplace and one of those members refused to cooperate with an OIG investigation. The investigation did not sustain the allegation that one of the members brought candy containing marijuana to work. Two of the members resigned while under investigation, and the third received a counseling letter.



20160502: A Department investigation sustained an allegation that a member inappropriately used Department information resources. The member resigned while under investigation.

20160511: A Department investigation sustained allegations that a sworn member failed to attend traffic court when subpoenaed and utilized their patrol vehicle while not logged on duty and in civilian attire in violation of FHP policy. The member was dismissed.

20160515: A citizen complaint investigation did not sustain an allegation that a sworn member was rude and discourteous.

20160533: A Department investigation sustained an allegation that a sworn member committed insurance fraud. The member resigned while under investigation.

20160544: A Department investigation sustained the allegation that a sworn member failed to complete a traffic crash report following a traffic crash investigation. The member received a counseling.

20160545: A citizen complaint investigation sustained allegations that a sworn member inappropriately conversed with the complainant during a traffic stop, requested their phone number and text messaged them for non-work purposes. Additionally, the member failed to document and record the traffic stop as required by FHP and was found to have claimed time they did not work. The member was dismissed.

20160574: A citizen complaint investigation sustained an allegation that a sworn member used profanity towards the


complainant, but did not sustain the allegation for another sworn member or an allegation that the sworn member handcuffed the complainant and placed them in a patrol car until they agreed to accept a citation. Also, the investigation

determined the allegations that the two-sworn members committed battery against the complainant and called the complainant a derogatory name were unfounded. One of the members received a written reprimand.

20160606: A citizen complaint investigation sustained allegations that a sworn member was rude, disrespectful, unprofessional, and not in proper uniform, but did not sustain an allegation that they failed to include all witnesses on a crash report. The member was dismissed.

20160614: A citizen complaint investigation sustained allegations that a sworn member inappropriately touched a complainant during a traffic stop, did not use the communication system to notify dispatch of the traffic stop, and did not report or document the inoperability of their MVR. The investigation did not sustain an allegation that the sworn member held the complainant against their will at the scene of a traffic stop. The member was arrested and dismissed.

20160627: A Department investigation sustained allegations that a sworn member provided false information to a supervisor, filed a false offense report, failed to make the required notifications of a change of residential address, and failed to upload Mobile Video Audio Recorder (MVR) recordings as required by FHP Policy. The member resigned in lieu of dismissal.



20160631: A Department investigation sustained allegations that a sworn member inaccurately completed hireback reports and claimed time they did not work. The member received a 120-hour suspension.

20160651: A Department investigation sustained allegations that a sworn member resisted an officer without violence and falsely reported an illness to avoid reporting for duty during a state of emergency. The member was dismissed.

20160652: A Department investigation sustained an allegation that a sworn member improperly used a DHSMV Purchasing Card and a Wright Express Driver Card. The member received a written reprimand.

20160671: A citizen complaint investigation sustained an allegation that a member failed to notarize a document in accordance with Section 117, F.S. The member was arrested and dismissed.

20160677: A Department investigation sustained an allegation that a sworn member failed to investigate a hit-and-run traffic crash involving injuries. The member received a 24-hour suspension.

20160703: A Department investigation sustained allegations that a member misused Department technology resources for personal interests and allowed an unauthorized passenger in a state-owned vehicle, but did not sustain allegations that the member facilitated prostitution, illegally purchased controlled substances, and misused a Department purchasing card to buy

gas for their personal vehicle. The member received a written reprimand.


20160710: A citizen complaint investigation sustained allegations that a sworn member was rude and discourteous and deactivated their MVR during a traffic stop, but determined an allegation that the member disseminated driver license information to an unauthorized person was unfounded. The member was dismissed.

20160764: A Department investigation sustained an allegation that a sworn member improperly loaded their duty handgun in violation of FHP policy, but did not sustain an allegation that they discharged their firearm in violation of FHP Policy. The member received a counseling letter.

20160787: A citizen complaint investigation sustained an allegation that a sworn member failed to conduct a DUI crash investigation, but did not sustain an allegation that the member failed to arrest an impaired driver during a crash investigation. The member received a written reprimand.

20160788: A Department investigation did not sustain an allegation that a sworn member committed domestic battery on their partner.

20160789: A Department investigation sustained an allegation that a sworn member utilized their patrol car for personal matters, but did not sustain allegations that they transported an unauthorized passenger in their patrol car and provided false information to their supervisor. The member received counseling.



20160803: A Department investigation sustained an allegation that a sworn member fled from law enforcement in a motor vehicle while in an off-duty status. The member was dismissed.

20160817: A Department investigation sustained an allegation that a sworn member failed to properly secure a prisoner. The member received a written reprimand.

20160831: A citizen complaint investigation sustained an allegation that a sworn member failed to issue a criminal citation to a driver with an expired license, but did not sustain allegations that they allowed a driver with an invalid license to leave a crash scene, and made an inappropriate comment about ethnicity to the complainant. The member was dismissed.

20160847: A Department investigation sustained allegations that a sworn member failed to stop for all stop signs and red traffic lights and failed to ensure their MVR and audio microphone was activated while conducting a felony stop. The member was dismissed.

20160850: A citizen complaint investigation determined allegations that two sworn members conducted an improper strip/body cavity search and falsified a report were unfounded.

20170010: A Department investigation sustained an allegation that three contractors improperly used Department information technology resources.

20170014: A Department investigation sustained an allegation that a member did not properly document and/or delete

evidence from the FHP evidence system after the evidence was destroyed. The member received a counseling letter.

20170015: A Department investigation sustained an allegation that a sworn member failed to attend court when subpoenaed. The member received a 24-hour suspension.


20170020: A Department investigation determined allegations that three sworn members interfered with an Equal

Employment Opportunity Commission investigation, created a hostile work environment, and abused their authority were unfounded.

20170039: A Department investigation did not sustain an allegation that a sworn member failed to utilize their Automated Vehicle Locator (AVL), and determined an allegation that the member failed to log into a required system while operating their patrol vehicle was unfounded.

20170048: A Department investigation sustained allegations that a sworn member claimed hours that they did not work, failed to report for duty on two separate occasions, failed to appear for court/hearing after being subpoenaed and altered their normal work schedule to facilitate working Off-Duty Police Employment (ODPE). The member received a 160-hour suspension.

20170062: A citizen complaint investigation sustained an allegation that a sworn member participated in a sex act in their FHP Vehicle. The member was dismissed from the Department and arrested.



20170071: A citizen complaint investigation sustained an allegation that a member misused Department information resources. The member received a 40-hour suspension.

20170123: A Department investigation sustained allegations that a sworn member adjusted their work schedule for ODPE, failed to log into the Computer Added Dispatch (CAD) system, and worked ODPE in violation of policy, but did not sustain allegations that the member adjusted their work schedule to avoid paying ODPE mileage reimbursement and failed to work a full shift. The investigation also determined that the allegations that the member failed to utilize the AVL function on the Mobile Data Computer (MDC) and inaccurately completed required reports were unfounded. Discipline is pending.

20170128: A Department investigation sustained the allegation that a sworn member claimed hireback hours worked when they were not in the required hireback zone. The member received a written reprimand.

20170129: A Department investigation sustained an allegation that a sworn member claimed hours worked on hireback when they were not in the required hireback zone. The member received a written reprimand.

20170130: A Department investigation sustained allegations that a sworn member claimed hireback hours worked when they were not in the required hireback zone and failed to utilize the AVL while operating their assigned patrol vehicle. The member was demoted.

20170131: A Department initiated investigation sustained the allegation that a sworn member claimed hireback hours worked when they were not in the required hireback zone. The member received a 120-hour suspension.


20170132: A Department initiated investigation was conducted into allegations that a sworn member claimed hireback hours worked when they were not in the required hireback zone, worked more hours than permitted during both a 24-hour period and a workweek period. Discipline is pending.

20170133: A Department investigation sustained allegations that a sworn member claimed hireback hours worked when they were not in the required hireback zone, failed to utilize the AVL while operating their assigned patrol vehicle, and claimed time they did not work. Discipline is pending.

20170142: A Department investigation sustained an allegation that two sworn members unlawfully recorded a telephone conversation. The members were dismissed.

20170144: A citizen complaint investigation sustained an allegation that a sworn member participated in a sex in their FHP vehicle in exchange for money. The member was dismissed.

20170198: A Department investigation sustained an allegation that a sworn member claimed time they did not work, but did not sustain the allegation they were engaged in an illicit affair while on-duty. Discipline is pending.



20170212: A Department investigation determined that allegations of an inappropriate relationship between a sworn supervisor and their subordinate were unfounded.

20170213: A Department investigation sustained an allegation that a sworn member utilized their Department vehicle to drive from their residence to the city of assignment which is in excess of the 40-mile radius allowed by FHP Policy. The member received a written reprimand.

20170265: A Department investigation sustained allegations that a sworn member did not report to their assigned zone in a timely manner, did not respond to a traffic crash in a timely manner, and left their zone assignment and went to their residence without authorization. The member resigned during the investigation.

20170266: A Department investigation sustained allegations that a member misused Department property and/or resources. The member was dismissed.

20170325: A Department investigation sustained allegations that a sworn member worked more hours than allowed by policy in a 24-hour period and claimed time they did not work. Discipline is pending.



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