

**Florida Fish and Wildlife Conservation
Commission Office of Inspector General**

ANNUAL REPORT

2021 / 2022

Inspector.General@MyFWC.com
(850) 488-6068
620 S. Meridian Street
Tallahassee, Florida 32399



**Florida Fish
and Wildlife
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Chief of Staff

Office of
Inspector General
Mike Troelstrup
Inspector General
(850) 488-6068

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

620 South Meridian Street
Tallahassee, Florida
32399-1600
Voice: 850-488-4676

Hearing/speech-impaired:
800-955-8771 (T)
800 955-8770 (V)

MyFWC.com

September 16, 2022

Eric Sutton
Executive Director
Florida Fish and Wildlife Conservation Commission
620 S Meridian Street
Tallahassee, Florida 32399

Executive Director Sutton,
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(7)(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, 2022.

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

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

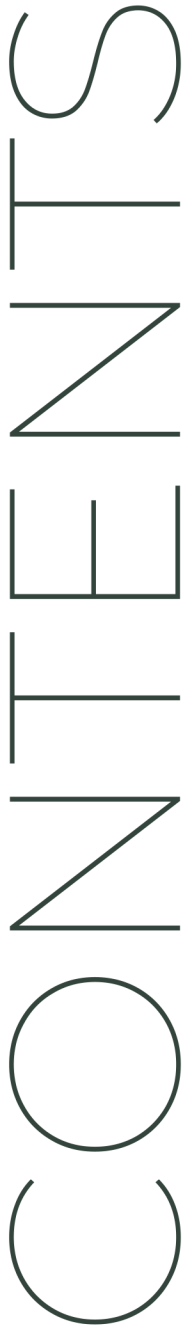
We appreciate all your support and look forward to continuing our excellent relationship.

Respectfully,

A handwritten signature in black ink, appearing to read "Mike Troelstrup", written over a horizontal line.

Mike Troelstrup
FWC Inspector General

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INTRODUCTION

The mission of the Florida Fish and Wildlife Conservation Commission Office of Inspector General is to provide leadership in the promotion of accountability in integrity of state government.

The Florida Fish and Wildlife Conservation Commission (FWC) Office of Inspector General (OIG), is located in the Farris Bryant Building in Tallahassee, Florida. As an independent and impartial office, FWC OIG acts as a central point for coordination of and responsibility for activities that promote accountability, integrity, and efficiency in government. This annual report provides an overview of FWC OIG's investigative and audit activity during the 2021-2022 fiscal year.

Goals:

- Detect and deter fraud, waste, and abuse
- Identify trends
- Create ethical awareness within the Agency
- Improve accountability
- Ensure fair, thorough, and impartial investigations
- Ensure audits add value to the Agency
- Reduce Agency liability and risk
- Ensure reliability and validity to Agency Performance Measures



The vision of the Florida Fish and Wildlife Conservation Commission is to enhance public trust in government through a tireless commitment to accountability and transparency.

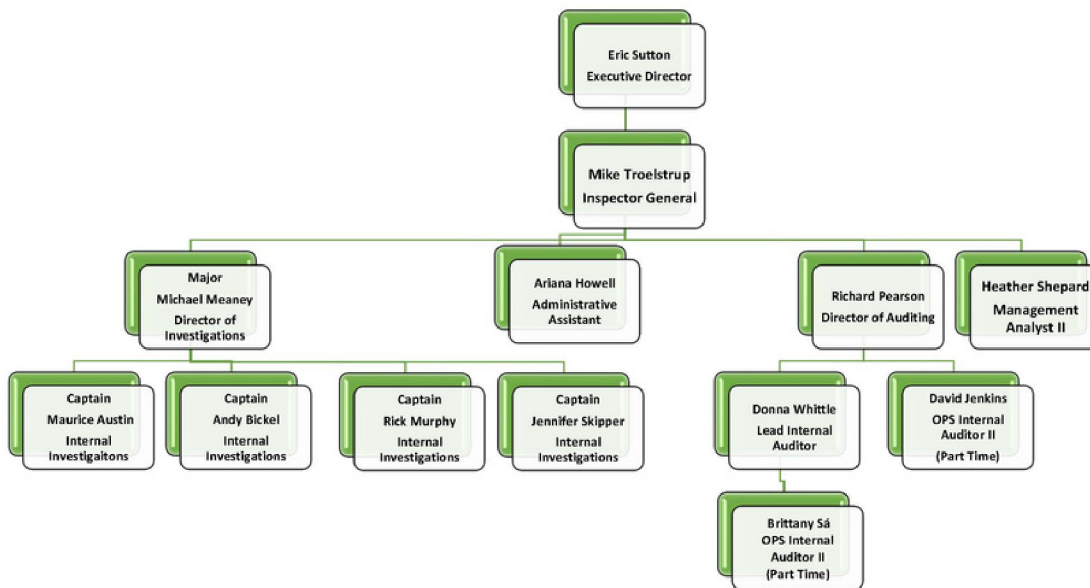
Professional Involvement:

The FWC OIG prides itself on maintaining a highly trained and motivated staff. The professional staff of the OIG includes the Inspector General, Director of Investigations, four investigative Law Enforcement Captains, a Management Analyst, an Administrative Assistant, the Director of Auditing, a Lead Internal Auditor, and two part-time Internal Auditors. One hundred percent of the ten full-time positions in the OIG possess college degrees from an accredited college or university, and two of those possess post-graduate degrees as well.

FLORIDA FISH AND WILDLIFE CONSERVATION COMMISSION

OFFICE OF INSPECTOR GENERAL

Organizational Chart



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.

Effective Date: 2021/2022 Fiscal Year



Note: Some of these certifications are mandated by Florida law in order to be employed in the OIG. Virtually all certifications require regular mandatory training courses, such as annual in-service training for law enforcement officers. For the fiscal year 2021-2022, the OIG staff completed 669 hours of training.

Staff Members Are Active In Professional Organizations Including:

- Florida Association of Inspector General
- National Association of Inspector General
- Institute of Internal Auditors
- Tallahassee Association of Certified Fraud Examiners
- Commission for Florida Law Enforcement Accreditation
- FBI Law Enforcement Executive Development Association
- State Law Enforcement Chief's Association



ASSOCIATION OF INSPECTORS GENERAL

Advancing Professionalism, Accountability & Integrity

Professional Involvement:

- State of Florida Sworn Law Enforcement Officer
- Certified Inspector General Investigator
- Certified Inspector General Auditor
- Certified Inspector General
- Certified Fraud Examiner
- Certified Internal Auditor
- Notary Public

Statutory Requirement:

Section 20.055, F.S., requires that each state agency Office of Inspector General 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 significant abuses and deficiencies relating to the administration of programs and operations of the agency disclosed by investigations, audits, reviews, or other activities during the reporting period.
- A description of recommendations for corrective action made by the inspector General during the reporting period with respect to problems, abuses, or deficiencies identified.
- The identification of each significant recommendation described in previous annual reports on which corrective action has not been completed.
- A summary of each audit and investigation completed during the reporting period.



Review of Audit Activities

The role of internal auditing is to provide an independent, objective assurance and consulting activity designed to add value and improve the organization's operations. The Florida Fish and Wildlife Conservation Commission (FWC/Agency) OIG Internal Audit Section assists the Agency in accomplishing its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. We provide assurances to senior management that all reviewed operations are performing in a manner that is consistent with established organizational objectives, policies, and procedures.

Our internal audits and reviews are conducted in conformance with the International Standards for the Professional Practice of Internal Auditing and the Principles and Standards for Offices of Inspector General and are typically carried out in accordance with an annual work plan approved by the FWC Executive Director.

The OIG Internal Audit Section consists of three full-time employees: the Director of Auditing, a Lead Internal Auditor, and an Other Personal Services (OPS) Internal Auditor II. In addition, there are two part-time OPS Internal Auditor IIs.

In fiscal year 2021/2022, OIG Internal Audit Section completed six audits, seven audit follow-ups, two management reviews, and provided audit assistance to the OIG Investigations Section. At the close of the fiscal year, two audits remained open. A summary of each completed audit project is as follows:

IA-2109 Python Management Program Audit

OIG conducted an internal control audit of the FWC Division of Habitat and Species Conservation (HSC) Nonnative Fish and Wildlife Program (NFWP) Python Action Team Removing Invasive Constrictors (PATRIC) program.

Overall, OIG determined PATRIC management had established sufficient internal control procedures within the PATRIC program except for one Finding. This Finding was fully corrected prior to the issuance of the final audit report. Therefore, a six-month follow-up review will not be conducted by OIG.

OIG also noted two PATRIC program best practices.



IA-2117 DFFM Hatcheries Procurement Audit

OIG conducted an assurance audit of FWC Division of Freshwater Fisheries Management (DFFM) hatcheries procurement practices.

OIG determined that overall, with the exception of one Finding, DFFM hatcheries procurement practices were in conformance with State of Florida and FWC procurement requirements. This Finding was fully corrected prior to the issuance of the final audit report. Therefore, a six-month follow-up review will not be conducted by OIG.

OIG also noted one DFFM hatchery best practice.

IA-2201 Florida Single Audit Act (FSAA)

OIG reviewed financial packages for Single Audit eligibility for fiscal year 2021/2022. None of the city or county financial packages that we received indicated the eligibility threshold (\$750,000) for a FSAA Single Audit was met.



IA-2202 2018-INV-0030 Prescribed Burn Program Management Review

This management review reported the status of FWC Division of Habitat and Species Conservation (HSC)'s efforts to implement training findings and recommendations provided in OIG's Prescribed Burn Program Review (Case No. 2018-INV-0030).

OIG considered Case No. 2018-INV-0030 closed on March 10, 2021. However, FWC Leadership requested that OIG conduct a management review of the HSC Prescribed Burn Program.

OIG determined HSC management took adequate, effective and timely actions in response to all OIG recommendations.

OIG considers Case No. 2018-INV-0030 closed.

IA-2204 Lionfish Harvest Charter Program Audit

OIG conducted an assurance audit of the FWC Division of Marine Fisheries Management (DMFM), Recreational Lionfish Harvest Program (RLHP).

Overall, OIG discovered five areas of non-compliance (Findings):

- Improve Monitoring Practice to Better Track Payments
- Inadequate Invoice Summaries
- Missing Video Requirements
- Photo Evidence Errors
- Contract Manager's Certification Statement Missing

OIG will conduct a follow-up review of the five audit Findings in six months.

OIG also noted an RLHP best practice.



IA-2205 DLE Boating & Waterways Section Contract Audit

OIG conducted a compliance audit of FWC Division of Law Enforcement (DLE) Boating & Waterways Section (BWS) contract and contract change orders monitoring practices.

OIG determined that overall, with the exception of two Findings, DLE BWS contract monitoring practices were in conformity with State of Florida contract monitoring requirements. These Findings were fully corrected prior to the issuance of the final audit report. Therefore, a six-month follow-up review will not be conducted by the OIG.

OIG also noted two DLE BWS best practices

IA-2206 Florida House Bill 1079 FWC Contracts Compliance Audit

OIG conducted a House Bill 1079 vendor preference/compliance audit of 72 Agency contracts executed between July 1, 2018, and June 30, 2021.

OIG determined that overall, there was not a pattern of vendor preference for FWC contracts executed during fiscal years 2018-2019, 2019-2020, and 2020-2021.

IA-2207 Aquatic Plant Management Audit Second Follow-Up Review

This second follow-up review reported the status of FWC Division of Habitat and Species Conservation's Aquatic Plant Management Program (APMP), Invasive Plant Management Section (IPM) efforts to implement recommendations provided in the OIG IA-2004 APMP Audit Report and OIG IA-2111 APMP Audit Follow-Up Review.

Based on the results of our second follow-up review, we determined IPM management took adequate, effective, and timely actions in response to three of the ten OIG recommendations. IPM management stated that FWC Request for Proposal (RFP) 20/21-92 (Aquatic Plant Management Within South Florida Water Management District) has been created and uploaded into the Florida Vendor Bid System (VBS). The remaining corrective actions are associated with a new vendor contract being developed that IPM anticipates completing at the end of October 2021.

OIG will conduct a follow-up review of the seven remaining recommendations in six months.

IA-2208 Addendum to IA-2113 Risk Assessment and Proposed Work Plan for Fiscal Year 2021-2022

The purpose of this addendum was to update OIG's proposed annual and long-term audits plans (see IA-2208 Risk Assessment and Proposed Work Plan Fiscal Year 2021-2022).

On June 29, 2021, the Governor signed House Bill (HB)1079 and HB 1297 into law. HB 1079 specifies that beginning October 1, 2021, and every three years thereafter, each agency inspector general shall complete a risk-based compliance audit of all contracts executed by the agency for the preceding 3 fiscal years. HB 1297 requires each agency inspector general to include a specific cybersecurity audit plan when developing its annual and long-term audit plans.

IA-2209 DMFM HIFDA Audit Follow-Up Review

This follow-up review reported the status of FWC Division of Marine Fisheries Management efforts to implement recommendations provided in the FWC OIG IA-2105 DMFM Hurricane Irma Fishery Disaster Assistance Internal Control Audit Report issued on March 12, 2021.

Based on the results of our follow-up review, we determined DMFM management has implemented one of the three OIG recommendations.

OIG will conduct a follow-up review of the two remaining recommendations in six months.

IA-2210 FWC HR Audit Follow-Up Review

This follow-up review reported the status of Florida Fish and Wildlife Conservation Commission Office of Human Resources (HR) efforts to implement recommendations provided in the FWC OIG IA-2104 HR Operational Audit Report.

Based on the results of our follow-up review, we determined HR management is in the process of completing the seven OIG recommendations. According to HR management, HR is currently completing re-prints to retain in the FALCON (Integrated Criminal History System) of all FWC non-Division of Law Enforcement (DLE) employees required to have a level 2 background check.

Additionally, HR management stated the revised draft of FWC Internal Management Policies and Procedures (IMPP) 6.46 is being reviewed by FWC Legal Office. After the legal review, the revised draft will be presented to the FWC Business Leadership Team for approval.

OIG will conduct a follow-up review of the seven remaining recommendations in six months.

IA-2211 Florida House Bill 1297 Cybersecurity Audit

OIG conducted a House Bill 1297 cybersecurity audit of FWC's cybersecurity continuous monitoring policies, procedures, activities, and processes executed between October 12, 2021, and April 1, 2022.

Overall, there were nine audit objectives used to evaluate Agency controls and compliance with Chapter 60GG-2.004(2), F.A.C., DE, CM, regarding IT resource monitoring to identify cybersecurity events.

The audit identified 19 opportunities for improvement and 12 individual Findings. Below is a list of the 12 Findings:

- Finding 1 – Lack of Policies and Procedures Documentation
- Finding 2 – No Timeframe for Incident Reporting
- Finding 3 – FWC Does Not Promptly Restrict Thumb Drives with Unauthorized Access
- Finding 4 – Late Designation Letter for Information Security Manager
- Finding 5 – Lack of Timely Removal of Cardholder and Network Access
- Finding 6 – Incomplete Visitor Sign-ins
- Finding 7 – Inadequacy Monitoring of Security Cameras by Staff
- Finding 8 – Lack of Interior Security Cameras for Restricted Areas
- Finding 9 – After Hour and Weekend Access to All Employees
- Finding 10 – Lack of Documented Logs to Restricted Access Areas
- Finding 11 – Security Guard's Responsibilities Not Established
- Finding 12 – Unattended Workstations and Secured Locations

IA-2213 FWC Performance Measures Management Review

The purpose of this management review was to report the results of OIG's review of Agency performance measures pursuant to Section 20.055(2), Florida Statutes.

Assessment of Agency performance measures is a component of the OIG's annual work plan. Our review consisted of assessing the validity and reliability of three 2020/2021 fiscal year performance measures included in the Agency's Long-Range Program Plan for 2022/2023 through 2026/2027.

IA-2214 Aquatic Plant Management Audit Third Follow-Up Review

This follow-up review reported the status of Florida Fish and Wildlife Conservation Commission Division of Habitat and Species Conservation's Aquatic Plant Management Program (APMP), Invasive Plant Management Section (IPM) efforts to implement recommendations provided in the FWC OIG IA-2004 APMP Audit Report, OIG IA-2111 APMP Audit Follow-Up Review, and OIG IA-2207 APMP Second Audit Follow-Up Review.

Based on the results of our third follow-up review, we determined IPM management took adequate, effective, and timely actions in response to the seven remaining OIG recommendations.

OIG considers the Aquatic Plant Management Audit closed.

IA-2215 FWC HR Audit Second Follow-Up Review

This follow-up review reported the status of HR's efforts to implement recommendations provided in the FWC OIG IA-2104 HR Operational Audit Report and OIG IA-2210 HR Audit Follow-Up Review.

Based on the results of our second follow-up review, we determined HR management completed two OIG recommendations. HR management stated the revised draft of FWC Internal Management Policies and Procedures (IMPP) 6.46 is being reviewed by FWC Legal Office. After the legal review, the revised draft will be presented to the FWC Business Leadership Team for approval. OIG will conduct a follow-up review of the five remaining recommendations in six months.

IA-2216 Boating Safety Review Follow-Up

This Boating Safety Review follow-up reported the status of FWC efforts to implement recommendations provided in the FWC OIG 2020-INV-0048 FWC Vessel Safety Review.

Based on the results of our follow-up review, we determined FWC Finance and Budget Office (FBO) General Services Section (General Services) and the FWC Business Leadership Team (BLT) are in the process of completing the OIG recommendations. The corrective actions are associated with revising FWC Internal Management Policies and Procedures (IMPP) 5.3, Use of Commission Vehicles, Vessels, Equipment, and Aircraft. General Services and BLT anticipates completion by September 2022.

OIG will conduct a follow-up review of the recommendations in six months.

IA-2217 DMFM HIFDA Audit Second Follow-Up Review

This Advisory Memorandum reported the status of DMFM efforts to implement recommendations provided in the FWC OIG IA-2105 DMFM Hurricane Irma Fishery Disaster Assistance (HIFDA) Internal Control Audit Report and IA-2209 DMFM HIFDA Audit Follow-Up Review.

Based on the results of our follow-up review, we determined DMFM management took adequate, effective, and timely actions in response to the two remaining OIG recommendations.

OIG considers the DMFM HIFDA Internal Control Audit closed.

IA-2219 Self-Assessment (Internal Quality Assurance)

This project was created to prepare for the FWC OIG's FY 2022/2023 Quality Assessment Review, which will be performed by the Florida Auditor General.

The Institute of Internal Auditors Quality Assessment Manual was used to perform an internal assessment of the FWC OIG Internal Audit Section. No deficiencies were detected.

Notes:

In June of 2022, the OIG Audit Section prepared a risk assessment and audit plan (IA-2218) for fiscal year 2022/2023, and a long-term audit plan for fiscal years 2023/2024 and 2024/2025. The main purpose and benefit of conducting this assessment was to plan audit activities (through a risk-based process) to provide the most effective audit coverage of the FWC's programs given the resources allocated.

The following audit projects are ongoing and incomplete as of June 30, 2022: IA-2203 and IA-2212.



INVESTIGATIONS

Background Information

The Investigative Section of the Office of Inspector General (OIG) investigates allegations of misconduct by Commission employees, monitors field investigations, and reviews Division of Law Enforcement's Use of Force Reports. The OIG also investigates alleged violations of Florida's Whistle-Blower Act and serves as the Commission's Ombudsman to address concerns of employees that cannot be resolved through the normal chain of command.

Minor Complaints

The OIG will decide the appropriate level of investigation based on established criteria. Minor misconduct complaints include allegations of rudeness, use of obscene or profane language, personal appearance, 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 a verbal or written reprimand. The originating Division/Office (DO) can conduct the field investigation of a minor complaint after notifying the OIG of the complaint. The OIG will provide supervisory investigative assistance of the DO throughout the investigation and completion of the investigative report.



Major Complaints

The OIG Investigations Section will conduct investigations of all major complaints. Major complaints are allegations of criminal misconduct by an employee, misconduct that will result in suspension or dismissal, violation of Florida's Whistle-Blower Act, misconduct that crosses DO lines, Sexual Harassment; or if the Commission's Executive Director of Inspector General determines that an investigation is warranted.

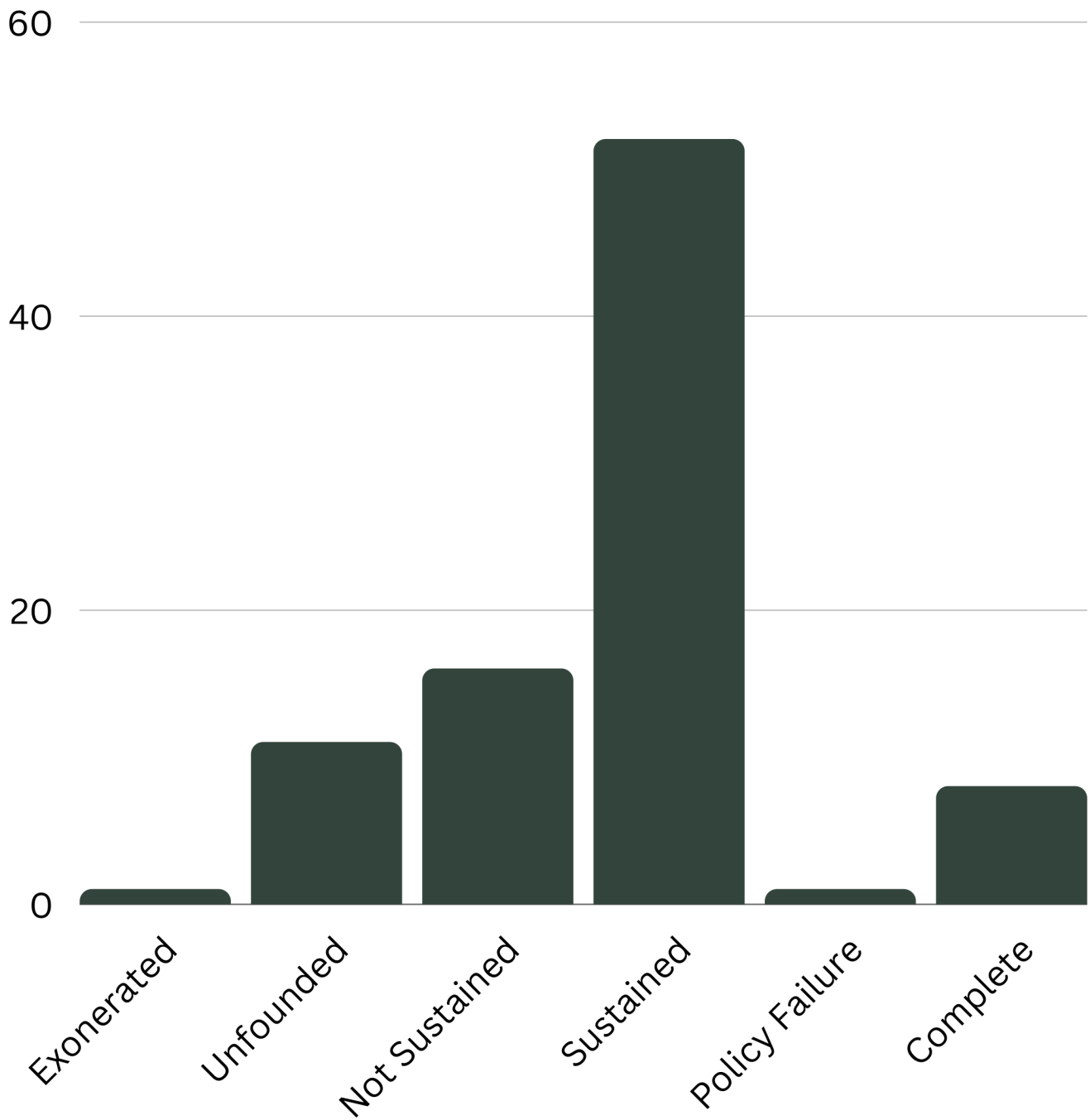
Inquiries

Inquiry case numbers are designated with a "Q." These complaints are reviewed when there is not enough information provided 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.

Definition of Investigative Findings:

Classifications of Closed Cases: Investigative findings about the allegations based upon investigative activities.

- 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.
- Complete – Used for instances where no misconduct was discovered and unfounded is not applicable.



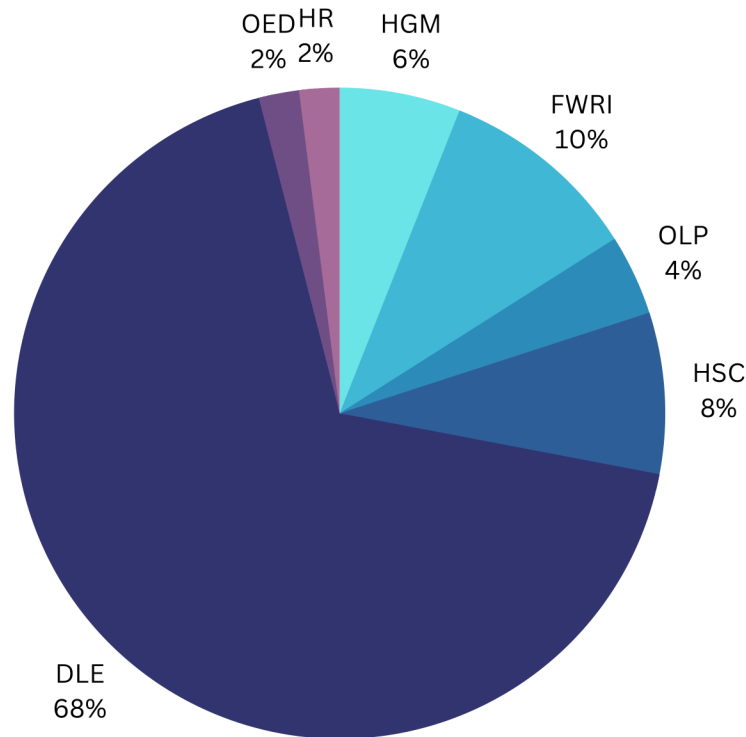
Note: Several cases had multiple findings for various policies. Multiple policies with a single finding are counted once.

Investigations by Division/Office:

The Office of Inspector General conducted a total of 50 internal investigations and inquiries in the 2021/2022 fiscal year. Major complaints are assigned investigation complaint numbers and investigated by OIG investigators. Field inquiries into minor complaints may be conducted by the division office (DO) in conjunction with the OIG prior to a complaint's designation as an investigation. After the issuance of a case number, OIG investigators conduct an administrative or criminal investigation focused on determining whether the alleged conduct occurred. At the conclusion of the investigation, findings are issued based on all evidence gathered. The closed investigation is then provided to the originating DO to determine the appropriate disciplinary action, if any.



Investigations by Division/Office



In the 2021/2022 fiscal year, the OIG completed thirty-four investigations and inquiries on employees within the Division of Law Enforcement (DLE), four within the Division of Habitat and Species (HSC), two within the Office of Licensing and Permitting (OLP), five within the Fish and Wildlife Research Institute (FWRI), zero within the Finance and Budget Office (FBO), zero within the Office of Inspector General (OIG), zero within the Office of General Counsel (OGC), one within the Office of Executive Director (OED), zero within the Division of Freshwater Fisheries Management (FFM), zero within the Division of Marine Fisheries Management (MFM), zero within the Community Relations Office (CRO), one within the Office of Human Resources (HR), and three within the Division of Hunting and Game Management (HGM).

Note: Some Investigations have multiple findings and may involve multiple different Divisions or Offices.

| Case No. | Summary |
|-----------------------|---|
| 2021- INQ- 0024 | An inquiry into an officer who refused to help a sick child. |
| 2021- INV- 0025 | An investigation into sexual harassment and failure to report by an FWRI Research Associate. |
| 2021- INV- 0026 | An investigation into the disclosure of confidential information. |
| 2021- INV- 0027 | An investigation into a failure to report an on-duty traffic crash by an FWC Division of Law Enforcement Officer. |
| 2021- INV- 0028 | An investigation into an improper arrest by an FWC Division of Law Enforcement Officer. |
| 2021- INV- 0029 | An investigation into employee conduct and demeanor. |
| 2021- INV- 0030 | An investigation into conduct unbecoming by an FWC Division of Law Enforcement Officer. |
| 2021- INV- 0031 | An investigation into sexual harassment by an HSC Biological Scientist III. |
| 2021- INV- 0032 | An investigation into domestic violence by an FWC Division of Law Enforcement Officer. |
| 2021- INV- 0033 | An investigation into workers compensation fraud and false statements. |
| 2021- INV- 0034 | An investigation into lying and loafing by an FWC Division of Law Enforcement Officer. |

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| 2021-INV-0035 | An investigation into pursuit, reporting, uniform, body camera violations and failure to follow written or oral instructions by an FWC Division of Law Enforcement Officer. |
| 2021-INV-0036 | An investigation into the misuse of a state vehicle and conducting personal business on duty by an FWC Division of Law Enforcement Officer. |
| 2021-INV-0037 | An investigation into conduct unbecoming and sexual harassment by an FWC Division of Law Enforcement Officer. |
| 2021-INV-0038 | An investigation into conduct unbecoming by an FWC Division of Law Enforcement Officer. |
| 2021-INV-0039 | An investigation into CUBO and a false report by an FWC Division of Law Enforcement Officer. |
| 2021-INV-0040 | An investigation into conflict by interest by an FWC Division of Law Enforcement Officer. |
| 2021-INV-0041 | An investigation into an Office of Licensing and Permitting Employee who provided/offered prescription drugs to vendor employees and lied about it. |
| 2021-INV-0042 | An investigation into an FWC Division of Law Enforcement Officer accused of lying. |
| 2021-INV-0043 | An investigation into retaliation by an FWC Division of Law Enforcement Officer. |
| 2021-INV-0044 | An inquiry into a conflict-of-interest case involving overpayments for herbicides by a Division of Habitat and Species Conservation employee. |
| 2021-INV-0045 | An investigation into violations of the sexual harassment and alcohol policy by a Division of Hunting and Game Management employee. |

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| 2021-INV-0046 | An investigation into conduct unbecoming by a Division of Hunting and Game Management employee. |
| 2021-INV-0047 | An investigation into disclosure of criminal justice information and official misconduct by an FWC Division of Law Enforcement Officer. |
| 2021-INV-0048 | An investigation into a conduct unbecoming which involved a picture with a racial slur involving an FWC Division of Law Enforcement Officer. |
| 2021-INV-0049 | An investigation into misuse of grant funds by a Fish and Wildlife Research Institute Employee. |
| 2021-INV-0050 | An investigation into falsification of records and violations of purchasing statutes by an employee. |
| 2021-INV-0051 | An investigation into insubordination and a failure to follow instructions to destroy records, and CJIS security violations by an employee in the Office of Human Resources. |
| 2021-INV-0052 | An investigation into sexual harassment by a Division of Habitat and Species Conservation employee. |
| 2021-INV-0053 | An investigation into an FWC Division of Law Enforcement Officer ducking hunting with an unplugged shot gun. |
| 2022-INV-0001 | An investigation into hunting/baiting deer in a county park in proximity to a residence by a Division of Hunting and Game Management Employee. |
| 2022-INV-0002 | An investigation into falsification of employment records on their job application by an FWC Division of Law Enforcement Officer. |
| 2022-INV-0003 | An investigation into a false and misleading report as well as conduct unbecoming filed by an FWC Division of Law Enforcement Officer. |

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| 2022- INQ- 0004 | An inquiry into inappropriate sexual remarks and working on hunting leases while on duty by an FWC Division of Law Enforcement Officer. |
| 2022- INQ- 0005 | An inquiry into FWC Division of Law Enforcement Officers who blocked the complainant from accessing their lease. |
| 2022- INV- 0006 | An investigation into an FWC Division of Law Enforcement Officer who tampered with private game cameras. |
| 2022- INV- 0007 | An investigation into possession of drugs without prescription and paraphernalia by an Office of Licensing and Permitting employee. |
| 2022- INV- 0008 | An investigation into the unlawful killing of a bear. |
| 2022- INV- 0009 | An investigation into the misuse of a state vehicle and residency issues by a state employee. |
| 2022- INV- 0010 | An investigation into engaging in inappropriate conversation and touching others by an FWC Division of Law Enforcement Officer. |
| 2022- INV- 0011 | An investigation into conflict of interest and code of ethics issue involving an FWC Division of Law Enforcement Officer. |
| 2022- INV- 0012 | An investigation into conduct unbecoming involving a Fish and Wildlife Research Institute Employee. |
| 2022- INV- 0013 | An investigation into lying by an FWC Division of Law Enforcement Officer. |
| 2022- INV- 0014 | An investigation into sexual harassment, conduct unbecoming, and a failure to report by an FWC Division of Law Enforcement Officer. |

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| 2022-INV-0015 | An investigation into conduct unbecoming by an FWC Division of Law Enforcement Officer. |
| 2022-INV-0016 | An investigation into conduct unbecoming. |
| 2022-INV-0017 | An investigation into theft and off-duty violations committed by an FWC Division of Law Enforcement Officer. |
| 2022-INV-0018 | An investigation into discriminatory language by an FWC Division of Law Enforcement Officer. |
| 2022-INV-0019 | An inquiry into fuel theft. |

