

# Office of Inspector General Annual Report 2021-2022

Nicole “Nikki” Fried  
Commissioner of Agriculture



Angela H. Roddenberry  
Inspector General





**FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES**  
**COMMISSIONER NICOLE "NIKKI" FRIED**

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September 2, 2022

The Honorable Nicole Fried  
Commissioner of Agriculture  
Florida Department of Agriculture and Consumer Services  
The Capitol, Plaza Level 10  
Tallahassee, Florida 32399-0810

Dear Commissioner Fried:

In accordance with Section 20.055(8), Florida Statutes, I am pleased to present the Office of Inspector General's Annual Report for Fiscal Year 2021-2022. This report summarizes our audit and investigative responsibilities, activities, and accomplishments for the 12-month period ending June 30, 2022.

The Office of Inspector General is committed to promoting accountability, integrity and efficiency in state government by preventing and detecting fraud, waste, abuse and mismanagement within the department.

On behalf of my staff, I would like to thank you for your support and leadership, and department management and staff for their ongoing assistance and cooperation.

Sincerely,

Angela H. Roddenberry  
Inspector General



# CONTENTS

<b>Executive Summary .....</b>	<b>1</b>
<b>Introduction.....</b>	<b>1</b>
Responsibilities .....	1
Mission, Vision and Value.....	2
Staff Qualifications .....	2
Organizational Chart.....	3
<b>Audit Section .....</b>	<b>4</b>
Professional Standards .....	4
Quality Assurance and Improvement Program.....	4
Internal Engagements.....	4
Assurance Engagements .....	5
Consulting Engagements .....	6
Follow-up to Prior Audits .....	7
External Engagement Coordination.....	7
Office of the Auditor General .....	8
Florida Department of Financial Services .....	9
Office of Program Policy Analysis and Government Accountability .....	9
United States Department of Agriculture .....	9
Open Audit Findings From Prior Annual Reports.....	10
<b>Investigative Section .....</b>	<b>11</b>
Professional Standards and Accreditation .....	11
Background Review .....	11
The Investigative Process .....	12
Complaints .....	12
Investigative Activity.....	12
Formal Investigations.....	13
Investigative Case Summaries .....	13
Disciplinary Actions .....	15



## EXECUTIVE SUMMARY

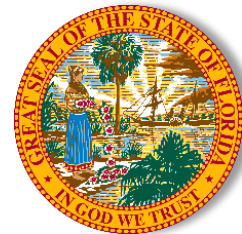
The Florida Department of Agriculture and Consumer Services (department), Office of Inspector General (OIG), has prepared this annual report, which covers the period from July 1, 2021, to June 30, 2022, pursuant to the provisions of Section 20.055, Florida Statutes, (F.S.) commonly referred to as the Inspector General Act. The report is organized to reflect the responsibilities, activities, and accomplishments of the OIG. During this reporting period, we completed audit and investigative work.

The Audit Section conducted **18** internal engagements, follow-ups, and external engagement coordination. The engagements provided department leadership with an objective assessment of the issues, while offering specific recommendations to correct deficiencies and improve program effectiveness.

The Investigative Section completed **27** formal investigations and preliminary inquiries, along with numerous background investigations and referrals.

## INTRODUCTION

In Section 20.055, F.S., “An office of inspector general is established within each state agency to provide a central point for coordination of and responsibility for activities that promote accountability, integrity, and efficiency in government.” In addition, the statute requires the Inspector General to prepare an annual report by September 30 of each year summarizing OIG activities during the preceding fiscal year.



## RESPONSIBILITIES

Section 20.055, F.S., requires the OIG to:

- Assess the reliability and validity of the information provided by the department on performance measures and standards and make recommendations for improvement, if necessary.
- Provide direction for, supervise and coordinate audits and management reviews relating to the programs and operations of the department.
- Keep the Commissioner of Agriculture informed, recommend corrective action, and report on progress of corrective action concerning fraud, abuses and deficiencies relating to programs and operations administered or financed by the department.
- Conduct, supervise or coordinate other activities carried out or financed by the department for the purpose of promoting economy and efficiency in the administration of, or preventing and detecting fraud and abuse in, department programs and operations.
- Receive complaints and coordinate all activities of the department as required by the Whistle-blower's Act, Sections 112.3187-112.31895, F.S.

Additionally, Section 570.092, F.S., requires the OIG to conduct criminal and administrative investigations relating to the department.

## MISSION, VISION AND VALUE

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The OIG promotes the effective, efficient and economical operation of department programs. We strive to provide the highest quality work products and services that facilitate positive change. The OIG makes a positive difference through our commitment to integrity, accountability and innovation.

## STAFF QUALIFICATIONS

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Employees within the OIG possess a wide variety of expertise in areas such as auditing, accounting, investigations and information technology. Employees continually seek to further enhance their abilities and contributions to the OIG and the department. Additionally, employees within the OIG participate in various professional organizations to maintain proficiency in their areas of expertise and certification.

### **Professional certifications maintained by OIG employees:**

Accreditation Manager (2)	Certified Inspector General Investigator (4)
Certified Field Training Officer (4)	Certified Internal Auditor (1)
Certified Financial Crimes Investigator (1)	Certified Internal Control Auditor (1)
Certified Fraud Examiner (2)	Certified Law Enforcement Instructor (2)
Certified Governance of Enterprise IT (1)	Certified Law Enforcement Officer (6)
Certified Information Systems Auditor (2)	Certified Public Accountant (1)
Certified Inspector General (1)	Certified Public Manager (1)
Certified Inspector General Auditor (1)	Florida Certified Contract Manager (2)

### **Professional association memberships held by OIG employees:**

Association of Certified Fraud Examiners	Institute of Internal Auditors
Association of Inspectors General	Information Systems Audit and Control Association





ORGANIZATIONAL CHART



**Nicole Fried**  
Commissioner of Agriculture

**Angela Roddenberry**  
Inspector General

**vacant**  
Director of Auditing

**Christian Mendoza**  
Internal Auditor II

**Glenn Coats**  
Internal Auditor II

**William Thomson**  
Senior Management  
Analyst I

**vacant**  
Internal Auditor I

**Caitlin Dawkins**  
Senior Management  
Analyst II

**Christopher Pate**  
Chief of Investigative  
Services

**James Hayden**  
Law Enforcement  
Major

**Travis Eisenhauer**  
Law Enforcement  
Major

**Amanda Cable**  
Law Enforcement  
Captain

**Tad Helms**  
Law Enforcement  
Captain

**Monte Tatum**  
Law Enforcement  
Captain

**Elaine Hall**  
Administrative Assistant  
II

## AUDIT SECTION

The Audit Section adds value and improves department operations through independent, objective assurance and consulting engagements. The Audit Section assists the department in accomplishing its goals by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, controls and governance processes. Additionally, the Audit Section coordinates with external auditors, tracks audit findings for follow-up, reviews department performance measures and conducts a department-wide risk assessment.

### PROFESSIONAL STANDARDS

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Pursuant to Sections 20.055(2)(j) and 20.055(6)(a), F.S., internal audit activities are performed in accordance with the current *General Principles and Standards for Offices of Inspector General* and *International Standards for the Professional Practice of Internal Auditing*, as published and revised by the Association of Inspectors General and the Institute of Internal Auditors, Inc. respectively. Audit engagements involving information technology (IT) are also conducted in accordance with *Information Systems Auditing Standards*, as published by the Information Systems Audit and Control Association.

### QUALITY ASSURANCE AND IMPROVEMENT PROGRAM

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The Audit Section continues to implement and employ internal audit best management practices. These include partnering with management, increasing staff performance through the use of computer-assisted auditing techniques, developing staff professionally and providing assurance and consulting services.

As part of the Quality Assurance and Improvement Program, the Audit Section:

- Reviews professional standards and internal policies and procedures;
- Participates in various training and development activities;
- Continues to improve audit techniques, tools and technology; and,
- Performs an annual internal Quality Assessment Review (QAR).
- Pursuant to Section 20.055, F.S., the Audit Section is evaluated every three years in an external QAR conducted by the State of Florida Auditor General (AG).

### INTERNAL ENGAGEMENTS

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The OIG initiated or completed **six** assurance engagements, **one** consulting engagement and **three** follow-ups during FY 2021-2022. The OIG also completed consulting activities that did not result in reports, such as participation in ongoing governance activities and various department workgroups. The Audit Plan lists engagements based on the OIG's annual risk assessment and/or special request by department management. The Audit Section completes follow-ups on engagements every six months (for 24 months) until either corrective action has been taken or management assumes the risk of not taking corrective action. Engagements are designed to enhance internal controls or organizational governance.

The following table enumerates the assurance and consulting engagements for the FY 2021-2022 and is followed by a summary of each engagement.

Report	Title	Type
2021-02	2021 Florida State Fair Attendance and Gate Admission Revenue Audit	Assurance
2122-01	Internal Control and Data Security Audit of FLHSMV Data Exchange MOU No. HSMV-0242-20	Assurance
2122-03	Internal Control Audit of FLHSMV MOU No. HSMV-0694-16	Assurance
2122-04	2022 Audit of Florida State Fair Attendance and Gate Admission Revenue	Assurance
2122-05	Audit of Department Contract Procurement Compliance	Assurance
2122-06	Audit of Cybersecurity Continuous Monitoring	Assurance
No Report Issued	Department's Performance Measures – Review of Validity and Reliability Statements	Consulting

### Assurance Engagements

#### **Report No. 2021-02: 2021 Florida State Fair Attendance and Gate Admission Revenue Audit**

The audit objectives were to determine if the reported 2021 Florida State Fair (Fair) attendance and gate admission revenue were fairly stated, and to assess the efficiency of the Fair's fiscal processes. The audit found that the 2021 Fair attendance and gate admission revenue were fairly stated as of June 30, 2021; however, recommendations for improvement included:

- Enhancing controls to increase the accountability of seller shortages, the accuracy and completeness of current and cumulative Do Not Rehire lists and the enforcement and documentation supporting of Fair disciplinary actions; and,
- Ensuring adequate logical security controls are in place to protect Fair assets and resources.

#### **Report No. 2122-01: Internal Control and Data Security Audit of FLHSMV Data Exchange MOU No. HSMV-0242-20**

The audit objectives were to determine if the department has appropriate internal controls, including policies and procedures, in place to protect Florida Department of Highway Safety and Motor Vehicles (FLHSMV) driver license and motor vehicle personal data, including confidential and sensitive data from unauthorized access, distribution, use, modification, or disclosure; and to determine if the department's data security policies and procedures were approved by a Risk Management Technology Security Profession; and to evaluate internal control deficiencies and issues discovered during the audit to ensure they were timely corrected, and measures implemented to prevent future occurrences. All identified issues were corrected, and measures enacted before the audit was concluded.

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**Report No. 2122-03: Internal Control Review of FLHSMV MOU Contract No. HSMV-0694-16**

The overall objectives of the review were to determine if the Office of Agricultural Law Enforcement had adequate internal controls in place to protect FLHSMV personal information from unauthorized access, distribution, use, modification, or disclosure; and evaluate internal control deficiencies and issues discovered to ensure they were timely corrected, and measures implemented to prevent future occurrences. All identified issues were corrected, and measures enacted prior to the conclusion of the audit.

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**Report No. 2122-04: 2022 Fair Attendance and Gate Admission Revenue Audit**

The audit objectives were to determine if the reported 2022 attendance and gate admission revenue were fairly stated, and to assess the efficiency of the Fair's fiscal activities. The audit found that the 2022 Fair attendance and gate admission revenue were fairly stated as of April 19, 2022. The Fair also made changes to internal sales and banking functions which eliminated or reduced redundant fiscal and operational processes.

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**Report No. 2122-05: Audit of Department Contract Procurement Compliance**

The audit objectives were to evaluate the department's compliance with the requirements of Section 215.985(14)(a), F.S., and analyze department contract data to identify any trends that could indicate the existence of vendor preference, as required by Section 287.136 F.S. The audit found the department implemented sufficient internal processes and procedures to ensure compliance with state purchasing laws and found no material instances of non-compliance pursuant to Section 215.985(14)(a), F.S., for the review period of July 1, 2018 through June 30, 2021. Additionally, the audit found no trends in department vendor preference.

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**Report No. 2122-06: Audit of Cybersecurity Continuous Monitoring**

The audit objective was to review and evaluate selected department cybersecurity controls in place to detect, monitor, and mitigate potential cybersecurity events. The results are confidential and exempt from public record.

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**Consulting Engagements**

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**Performance Measures – Review of Validity and Reliability Statements  
(No Report Issued)**

The Audit Section conducts an annual review of the addition, deletion or modification of the Long Range Program Plan Exhibit IV: Performance Measure Validity and Reliability statements (Exhibit), to assess the validity and reliability of the information contained in the Exhibit, and to make recommendations for improvement, if necessary.

## Follow-up to Prior Audits

The following table enumerates the follow-up (F/U) engagements for the FY 2021-2022.

Report	Title	Corrective Action(s) Status
IA 2021-03	12-Month F/U: Audit of the Bronson Animal Disease Diagnostics Laboratory's Revenue Collection Process	Complete
IA 1819-05	24-Month F/U: Purchasing Card Process	Complete
IA 1920-02	24-Month F/U: Contract Monitoring	Complete

## EXTERNAL ENGAGEMENT COORDINATION

The Audit Section is the coordinator for external audits and reviews conducted by the State of Florida Auditor General (AG), the Office of Program Policy Analysis and Government Accountability (OPPAGA), the Florida Department of Financial Services (DFS), federal auditors and other governmental entities. The Audit Section also performs follow-up activities to determine the status of corrective action for findings contained in reports issued by the AG or the OPPAGA. The Audit Section coordinated **8** external audits/reviews conducted by state or federal agencies during FY 2021-2022 as reflected in table below.

Agency	Report	Title
AG	2022-189	Financial Statements for FY Ending 6/30/2021
AG	2022-026	Office of Inspector General Internal Quality Assessment Review for FY 2020-2021
AG	2022-048	<ul style="list-style-type: none"> <li>▪ 2020 Operational Audit of the Administration of Mosquito Control Programs, Licensing, and Research, Selected Information Technology Controls, and Follow-Up to AG Report No. 2019-064</li> <li>▪ Six-Month Status Report</li> </ul>
DFS	SFLPP-19-20/21-FDACS	FDACS Risk Management Program Evaluation Report
OPPAGA	N/A	2022 Florida Government Program Summaries
OPPAGA	N/A	2020-2021 St. Johns River Water Management District Lands Managed by the Florida Forest Service
USDA	Complete	Civil Rights Review of National School Lunch, School Breakfast, and Special Milk Programs
USDA	Complete	Administrative and Financial Review of the Cooperative Agreement Between USDA, Animal and Plant Health Inspection Service and FDACS

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**Report No. AG 2022-189: Financial Statements for FY Ending 06/30/21 (Florida's Comprehensive Annual Financial Report for FY Ending 06/30/2021)**

The audit was on the state of Florida's Basic Financial Statements and included an annual fraud inquiry, financial noncompliance disclosure, legal representation letter, management representation letter, and a reconciliation of the State Expenditures. There were no findings noted in relation to the department's financial statements.

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**Report No. AG 2022-026: FY 2020-2021 Internal Quality Assessment Review**

Pursuant to Section 20.055, F.S., the Audit Section was evaluated in an external QAR conducted by the AG. The objectives were to determine if the OIG's internal audit activities complied with applicable professional audit and applicable F.S.; and, evaluate OIG internal audit activities and make recommendations for improvements to enhance accountability, transparency, and improve the internal quality assurance processes. Overall, the review provided reasonable assurance the internal audit activities generally conformed with the AIG Standards for Audits, IIA Standards and Code of Ethics, and applicable F.S., during the FY 2020-2021 review period.

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**Report No. AG 2022-048: 2020 Operational Audit of the Administration of Mosquito Control Programs, Licensing and Research, Selected Information Technology Controls, and Follow-Up to AG Report No. 2019-064**

The audit included a follow-up on the findings noted in Report No. AG 2019-064, which found all corrective actions had been taken. The audit focused on the department's administration of mosquito control programs, licensing, and research and selected information technology (IT) controls, and resulted in the following findings:

**Finding 1:** Department oversight activities related to the identification and control of arthropods on environmentally sensitive and biologically highly productive public lands could be enhanced.

**Finding 2:** Department management oversight controls for the concealed weapon licensing process continue to need improvement.

**Finding 3:** Department controls for conducting quality assurance reviews of processed license applications and match reports previously reviewed by Division of Licensing staff need enhancement to ensure that corrective actions are timely implemented.

**Finding 4:** Department license processing controls continue to need enhancement to ensure that private investigator, security officer, recovery agent and concealed weapon license applications are timely reviewed and approved or denied if complete, and applicants are promptly notified in accordance with State law of application errors or omissions.

**Finding 5:** The department did not require employees in positions of special trust to undergo periodic background screenings as a condition of continued employment.

**Finding 6:** Department controls over employee access to certain IT systems need improvement to reduce the risk of unauthorized disclosure, modification or destruction of department data.

**Finding 7:** Department controls for the retention of text messages in accordance with State law and the State records retention schedule need improvement.

**Finding 8:** Certain department IT system security controls need improvement to better protect the confidentiality, integrity and availability of department data and IT resources.

A six-month follow-up was conducted, and management indicated all corrective actions had been implemented in response to findings.

### Florida Department of Financial Services

DFS conducted a risk management program evaluation of the department's guidelines addressing the administration of a risk management program. The evaluation made two recommendations which department management reported as resolved.

### Office of Program Policy Analysis and Government Accountability

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#### **2022 Florida Government Program Summaries**

This was an annual update of the department's information contained electronically on OPPAGA's website.

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#### **2020-2021 St. Johns River Water Management District Lands Managed by the Florida Forest Service**

This project is a Legislature-directed review of budgetary and operational efficiencies that could be realized through additional coordination efforts on certain lands owned by the St. Johns River Water Management District and managed by the Florida Forest Service. The OIG facilitated and coordinated meetings and information requests.

### United States Department of Agriculture

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#### **Civil Rights Review of National School Lunch, School Breakfast, and Special Milk Programs**

The review determined that several of the state agency's policies, practices and procedures are inconsistent with Federal statutes, regulations and/or USDA directives and guidance regarding nondiscrimination in the School Meal Programs. The department provided a proposed corrective action plan addressing the inconsistencies found in the review.



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## **Administrative and Financial Review of the Cooperative Agreement Between USDA, Animal and Plant Health Inspection Service and FDACS**

The USDA found that Division of Plant Industry (DPI) followed the terms of the Agreement and documented their expenses as indicated in the approved work and financial plans. The USDA confirmed DPI had internal controls in place to account for the funds as well as written policies and procedures to manage the funds.

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## **OPEN AUDIT FINDINGS FROM PRIOR ANNUAL REPORTS**

Timely analysis and appropriate corrective actions should result from any significant findings and recommendations made in conjunction with internal or external assurance services. Corrective actions associated with findings in Report Nos. AG 2021-182 and 2021-218, previously reported in the FY 2020-2021 Annual Report, have been resolved. Follow-ups are conducted on open findings every six months until corrective action has been taken or the risk of not taking corrective action has been assumed by the department or management.

## INVESTIGATIVE SECTION

The Investigative Section possesses extensive law enforcement experience, which provides a broad range of knowledge and professionalism while conducting statewide investigations of alleged criminal and administrative misconduct relating to the department. Investigators routinely conduct sworn interviews, collect items of evidence, implement technological investigative measures, and produce comprehensive investigative reports. Investigations may be broad in nature, requiring coordination with federal, state, or local law enforcement partners, or may concern narrow issues associated with the alleged actions of a single department employee. The Investigative Section works with federal and state prosecutors, when necessary, to prepare an investigation for trial, or communicates with the division and the Bureau of Personnel Management in cases of administrative misconduct. Complaints can be received from any source, including department employees, whistle-blowers as defined by Section 112.3187, F.S., business entities regulated by or doing business with the department, or private citizens.

### PROFESSIONAL STANDARDS AND ACCREDITATION

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The Investigative Section conducts investigations in accordance with standards set by the Commission for Florida Law Enforcement Accreditation (CFA) to ensure the highest standards of professionalism are maintained. The OIG became accredited in 2010, and continues to maintain full accreditation status, with the most recent reaccreditation in June 2022. The accreditation process is voluntary, with benchmarks consisting of compliance with 48 mandatory standards, a detailed on-site review by the CFA assessment team, and inspection of the OIG facilities. Proof of compliance is submitted annually with reaccreditation occurring every three years.



### BACKGROUND REVIEW

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The OIG conducts pre-employment criminal history background reviews for the department. The OIG receives and reviews criminal history reports of applicants selected to fill positions of special trust. Criminal convictions which prohibit employment in a position of special trust are brought to the attention of the division for review and action deemed appropriate. Pre-employment reviews conserve administrative and investigative time, money, and staff resources. During FY 2021-2022, the OIG conducted **889** background reviews.

## THE INVESTIGATIVE PROCESS

### Complaints

The OIG receives complaints and correspondence by letter, telephone, facsimile, email, online, or in person. All complaints, questions, and requests, whether received from a complainant or a division, are systematically reviewed and evaluated. In the event the issue is outside the purview of the OIG or does not pertain to the department, the OIG directs the complainant to the appropriate venue.

### Investigative Activity

OIG cases may fall into one of the following six categories, depending on the nature of the allegations and the evidence contained in the complaints.

**Formal Investigation:** Investigation in which a systematic collection and evaluation of evidence results in a conclusion or finding. Such investigations are conducted in accordance with law, Administrative Policies and Procedures, *Principles and Standards for Offices of Inspector General*, and/or CFA standards, and include violations of law, sexual harassment, discrimination, and whistle-blower investigations.

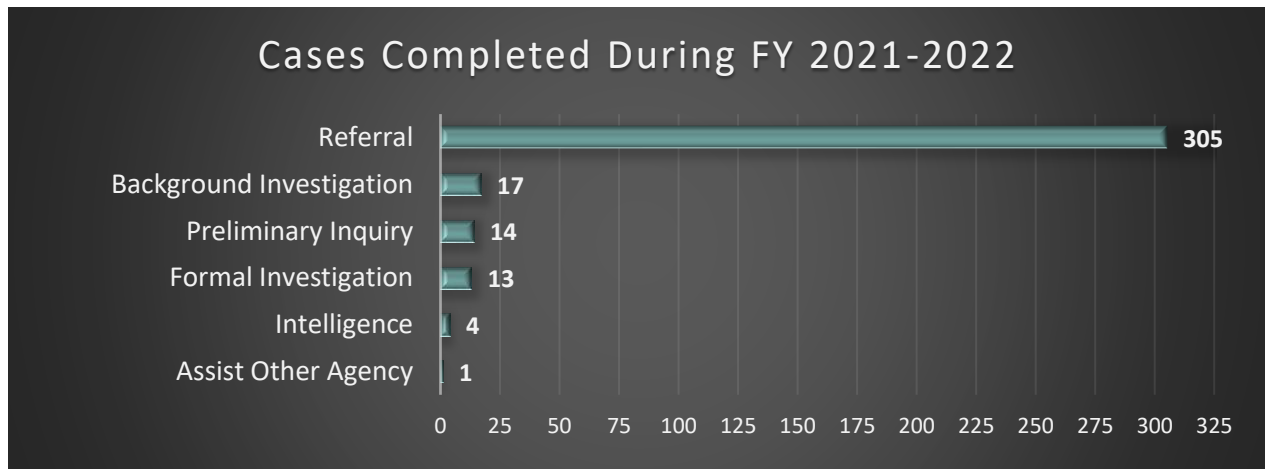
**Referral:** Documented complaint or allegation which does not initially warrant an investigation. These complaints are referred to the appropriate division director for resolution, often with a request the division inform our office of action taken. The referral is a valuable tool which enables the OIG to ensure divisions are accountable and responsive to the complainant's concerns.

**Preliminary Inquiry:** Investigation conducted when it is necessary to determine the validity of a complaint and to expand upon initial information to determine if a formal investigation is warranted.

**Intelligence:** Information which does not meet the requirements to open a preliminary inquiry but has potential future investigatory or reference value.

**Background Investigation:** Investigation of the criminal history of an applicant or employee when the criminal history appears to conflict with the requirements of the position.

**Assist Other Agency:** Case which involves significant investigative activity in support of another state, federal, or local agency.



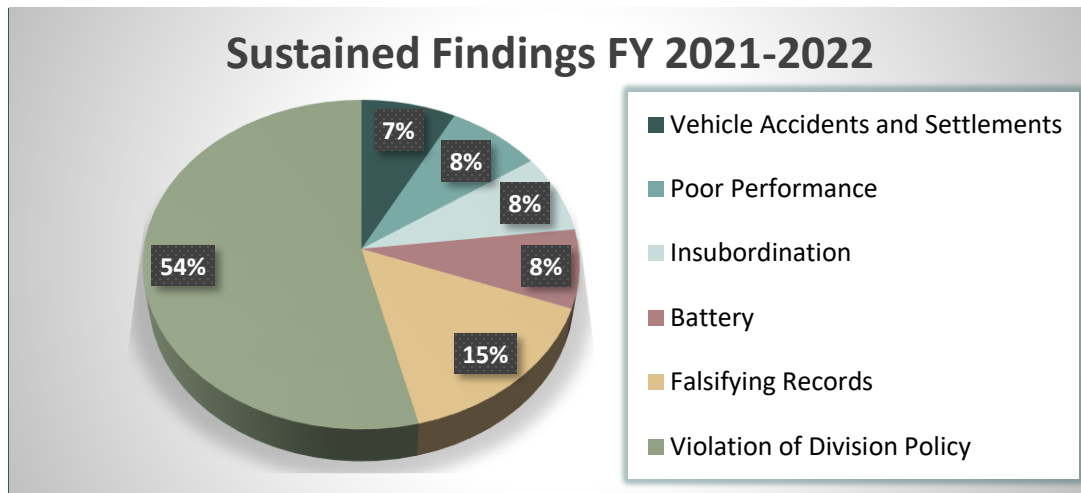
## FORMAL INVESTIGATIONS

Once a formal investigation is complete, an investigative report is issued and the results are forwarded to the Commissioner of Agriculture, appropriate managers, and the Bureau of Personnel Management for review and a determination of disciplinary action. The report gives an overview of the investigation conducted: the initial allegation(s), all individuals involved, a summary of the interviews conducted and an overview of all evidentiary support.

If criminal violations are identified during the course of a formal investigation, the OIG will coordinate with state and federal prosecutors and other law enforcement agencies, when necessary, to appropriately address the violation and pursue formal charges, if applicable.

Based on an evaluation of the case in its totality, one of the following findings is reported for each allegation.

- **Sustained:** Evidence is sufficient to prove the allegation.
- **Not Sustained:** Insufficient evidence available to prove or disprove the allegation.
- **Exonerated:** Alleged actions occurred but were lawful and proper.
- **Unfounded:** The allegation was false or not supported by fact.
- **Policy Failure:** The alleged action occurred and could have caused harm; however, the actions taken were not inconsistent with department policy.



### Investigative Case Summaries

The following is a summary of the **13** formal investigations completed during the reported fiscal year.

**IG 2016-0114** was conducted concerning possible fraudulent activity by a private contractor related to an Office of Agricultural Water Policy (OAWP) cost share program. The investigation found that the contractor violated Section 817.034(4)(b)(1), F.S., Communications Fraud, and Section 812.014(2)(b)(1), F.S., Grand Theft. The contractor was arrested and subsequently entered into a plea agreement with the OAWP. The department received \$10,562.99 in restitution.

**IG 2019-0051** was conducted concerning suspicious activity by a Division of Consumer Services (DCS) employee during a gas station inspection. The allegations for Violation of Law or Agency Rules (VOLAR), to wit: DCS Bureau of Standards Procedure 1.6, Section 4.0 (two counts), and Sections 3.1-3.2; Section 839.13(1), F.S., Falsifying Records (two counts); and Insubordination were **SUSTAINED**.

*Personnel Action: The employee resigned.*

**IG 2020-0047** was conducted concerning allegations that a Division of Food Safety employee failed to accurately document work hours. The allegations of Conduct Unbecoming a Public Employee; Assignment and Use of State-owned, Leased or Rented Vehicles; VOLAR, to wit; and Section 839.13; F.S., Falsifying records, were **SUSTAINED**.

*Personnel Action: The employee resigned.*

**IG 2021-0003** was conducted concerning allegations that an Office of Agricultural Law Enforcement (OALE) Lieutenant made a discourteous comment and used racial slur in the presence of subordinates. The allegation of VOLAR, to wit: OALE Policy and Procedure (P&P) 1.02, Conduct, Section 7, was **NOT SUSTAINED**.

**IG 2021-0006** was conducted concerning allegations that former OALE employee fraudulently created and submitted certification documents to outside agencies pertaining to illegal fuel tanks. This allegation of VOLAR, to wit: Section 837.06, F.S., False Official Statements, was **UNFOUNDED**.

**IG 2021-0020** was conducted concerning a complaint against two DCS employees. The allegation against the first employee for Poor Performance was **SUSTAINED**. The second employee was **EXONERATED** for the allegation of Nepotism.

**IG 2021-0023** was conducted concerning allegations of discourteous and discriminatory conduct by a Division of Licensing (DOL) employee. The allegations of Conduct Unbecoming a Public Employee and Discrimination were **NOT SUSTAINED**. A second allegation of Conduct Unbecoming a Public Employee was **SUSTAINED**.

*Personnel Action: The employee received a Memorandum of Supervision.*

**IG 2021-0024** was conducted concerning allegations that an OALE Law Enforcement Investigator II failed to report the loss of his department-issued uniform badge within the policy's required time frame. The allegation for VOLAR, to wit: OALE P&P 6.07, Property Management, was **SUSTAINED**.

*Personnel Action: The employee received a written reprimand.*

**IG 2021-0026** was conducted concerning allegations that a Forest Ranger with Florida Forest Service was arrested and charged with Battery (domestic). The investigation concluded that the allegation of VOLAR; to wit, Battery (Domestic Violence) was **SUSTAINED**.

*Personnel Action: The employee was terminated.*

**IG 2021-0038** was conducted concerning alleged discourteous comments by an OALE Law Enforcement Captain. The allegation for VOLAR, to wit: OALE P&P 1.02, Conduct, Section 3.10, Supervisor Responsibilities, was **SUSTAINED**.

*Personnel Action: The employee received a Memorandum of Supervision.*

**IG 2021-0044** was conducted concerning the allegation that a Division of Agricultural Environmental Services employee solicited personal compensation during a regulatory inspection. The allegation of VOLAR, to wit: Attempting to Use Position for Special Benefit, was **NOT SUSTAINED**.

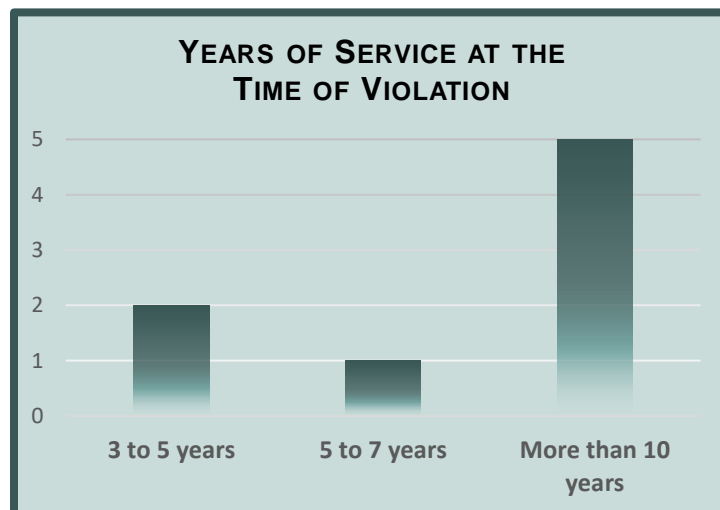
**IG 2021-0047** was conducted concerning alleged policy violations by two OALE employees. The allegation of VOLAR; to wit, OALE P&Ps: 1.02, Conduct, Section 3.10, Supervisor Responsibilities; Section 3.1, Performance; and Section 1.3, Truthfulness, against a Law Enforcement Lieutenant were **SUSTAINED**. The allegation of VOLAR; to wit, OALE P&P 1.02, Conduct, Section 4, Insubordination, against a Law Enforcement Investigator was **NOT SUSTAINED**.

*Personnel Action: The sustained employee was demoted.*

**IG 2022-0006** was conducted concerning allegations that a Division of Plant Industry (DPI) employee made discourteous and discriminatory comments towards coworkers. The allegations of Conduct Unbecoming a Public Employee were **NOT SUSTAINED**.

## Disciplinary Actions

Investigative results are forwarded to the Commissioner of Agriculture, appropriate managers and the Bureau of Personnel Management for review and determination of disciplinary action. Employees found in violation of law or agency rule have been employed by the department for varying lengths of time. For FY 2021-2022, the number of employees and their time in service with a sustained violation can be found in the following table.







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