

# FLORIDA DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES

*Office of Inspector General*  
*2018 - 2019 Annual Report*



August 28, 2019

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, 2019 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 31 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. 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. In the future, we look forward to continuing our work in support of the Department's mission: *A Safer Florida*.

Respectfully Submitted,



Mike Stacy  
Acting Inspector General



David Ulewicz  
Acting 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 within 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 2018-19 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 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 that 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 an audit performed by the Florida Auditor General, a grant monitoring visit performed by the Florida Attorney General and a Quest software audit conducted by Deloitte & Touche.

## Compliance Reviews

Single Audit Reviews - The Department collects and distributes annual use fees for over 120 different specialty license plates (SLP) and voluntary contributions (VC) for over 30 organizations. Recipient organizations subject to audit pursuant to Section 215.97, F.S., shall submit a state single audit report in accordance with rules promulgated by the Florida Auditor General. Internal audit staff reviewed 54 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 17 DUI Program financial audit reports during the FY.

### **Performance Measures 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, recommend improvements. The 2017-18 FY measures reviewed were valid and reliable 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.

### **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.

### **Headquarters Physical Security - Report 201718-13**

This audit assessed the efficiency and effectiveness of physical security at the Department's headquarters location to determine compliance with applicable laws and Department policy and procedure. The review examined specific physical security controls, the identification badge system, and the process for badge issuance, monitoring, and deactivation. Due to the nature of the audit findings and recommendations, the results of this review are confidential and exempt from the provisions of Section 119.07(1), F.S.

### **Florida Highway Patrol Aviation Unit (FHPAU) - Report 201718-21**

This audit included an assessment of the FHPAU's compliance with applicable laws and Department policy and procedure. Audit recommendations included making improvements in tracking inspections and training as well as improving maintenance facility inspections.

### **DAVID - Report 201718-23**

This audit included an assessment of the efficiency and effectiveness of the Department's internal and external Driver and Vehicle Information Database (DAVID) audits and compliance with applicable laws, Department policy, and procedure. Audit recommendations included making improvements to the oversight of internal DAVID users, ensuring the accuracy of data, ensuring timely submission of required attestation and certification statements, and enhancing DAVID audit procedures.

#### Contract Oversight - Report 201718-24

This audit assessed the Department's contract oversight processes to determine compliance with best practices, applicable laws, Department policy and procedure. Audit recommendations included enhancing the guidance and oversight of contract managers, maintaining an accurate source of primary contract information, and improving the training of contract managers.

#### Non-FHP Vehicle Assignment and Use - Report 201718-26

This audit reviewed and evaluated the processes for the assignment and use of non-FHP vehicles to determine compliance with applicable laws, Department policy and procedure. Audit recommendations included making improvements to vehicle usage and assignment as well as strengthening supervisory review.

#### Refund Check Issuance - Report 201718-27

This audit included an assessment of the Department's check refund issuance process to determine compliance with applicable laws, Department policy and procedure. Audit recommendations included improving the segregation of duties, increasing controls over blank check stock, enhancing documentation to support driver license refunds, and evaluating the process of issuing a refund on someone's behalf.

#### Medical Review – Report 201819-01

This audit reviewed and evaluated the efficiency and effectiveness of the Medical Review Program and compliance with applicable laws and Department policy and

procedure. Recommendations included ensuring timely processing of cases and revocation of licenses for failure to submit required medical information, improving follow-up and re-examination monitoring, improving the quality assurance process, adjusting the case assignment process, and improving the process for tracking Medical Advisory Board membership requirements.

#### Ignition Interlock Device Program (IID) - Report 201819-02

This audit included an assessment of the efficiency and effectiveness of the Department's IID program and compliance with applicable laws, Department policy and procedure. Audit recommendations included improving the process for canceling driving privileges of drivers in violation of IID requirements, enhancing contract monitoring, and ensuring the accuracy of revenue collections.

#### Uniform Traffic Citations - Report 201819-03

This audit included an evaluation of the efficiency and effectiveness of the Uniform Traffic Citation Program and compliance with applicable laws, Department policy, and procedure. Audit recommendations included improving the accuracy and accountability of citation inventory, and developing a standardized process to document, review, and monitor Traffic Citation Accounting and Transmission System error corrections.

#### Expedited Shipping - Report 201819-04

This audit included an assessment of the Department's use of expedited shipping to determine whether it is being used in the most economic manner. Recommendations included making improvements to controls over shipping account numbers,

promoting efficient use of expedited shipping, and enhancing the monitoring process.

#### FHP Background – Report 201819-06

The purpose of this audit was to review and evaluate the hiring and background process for FHP sworn employees, and to ensure efficiency and compliance with applicable laws, Department policy and procedure. Audit recommendations included enhancing the selection process to ensure it is conducted in a complete and uniform manner, fully utilizing the Background Information Tracking System's (BITS) tracking features to improve the accountability of the selection process, reviewing administrator and user access rights to ensure the security of BITS, developing a polygraph policy to enhance the consistency of the polygraph examination process, and improving records retention policies to increase compliance with record retention requirements.

#### SLP Administrative Cost Allocation - Report 201819-14

This consulting engagement assessed the Department's methodology for calculating the costs directly related to the SLP program to ensure the accuracy and completeness of the costs. Recommendations included the creation of a formal methodology and procedure to fully and accurately capture the annual SLP administrative costs.

#### FHP Field Training and Evaluation Program – Report 201819-16

This audit evaluated the efficiency and effectiveness of the FHP Field Training and Evaluation Program and compliance with applicable laws, Department policy and procedure. Audit recommendations included improving controls for authorizing

trainer pay additives, improving daily evaluation reporting, improving the field training officer (FTO) selection process, updating the FTO manual and updating the FTO training course.

#### Vision Review Program - Report 201819-17

This audit included an assessment of the Vision and Re-Exam Section and to ensure compliance with applicable laws and Department policy and procedure. Audit recommendations included improving the maintenance of current driver records related to vision cases.

#### Continuity of Operations (COOP) and IT Disaster Recovery (DR) Program - Report 201819-19

This audit assessed the Department's COOP and IT DR Programs and compliance with applicable laws, Department policy and procedure. Audit recommendations included periodic testing of the COOP and IT DR plans, establishing and incorporating Recovery Point Objectives into the IT DR plan, pursuing private cloud disaster recovery solutions, and completing the vendor contact list within the IT DR plan.

#### NTIS Assessment - Report 201819-23

This consulting engagement was to conduct a Conformity Assessment required by National Technical Information Service (NTIS). Recommendations included enhancing the periodic review process of user access to Limited Access Death Master File (LADMF) servers, applications, and data, assuring compliance with NTIS Death Master File security guidelines, reviewing access and security settings to ensure they comply with applicable laws, codes, and best practices, working with external partners to ensure all agree and sign the

LADMF DAVID Amendment, updating the Florida Driver License Information System (FDLIS) Memorandum of Understanding (MOU) with LADMF requirements and have all external partners accessing FDLIS agree and sign an updated MOU, assure the Department updates all policies regarding Public Records, Data Access, Data Dissemination, and Records Destruction to comply with NTIS requirements, and revising current training for employees, contractors, and external partners accessing information and servers that house LADMF Information.

#### FHP Intelligence Procedure Reviews

During the 2018-19 FY, the Internal Audit Section conducted two assessments of Intelligence Procedures of the FHP Bureau of Criminal Investigations and Intelligence (BCII). The assessments focused on information collection, storage, purging, and the use of intelligence personnel and techniques. The reviews determined the FHP Intelligence Procedures are compliant with the requirements in FHP Policy 22.03.07(d).

#### Audits of the FHP Information and Evidence Fund

The FHP's BCII 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 2018-19 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 applicable laws, Florida Administrative Code, and Department policy and procedure. The audit for the 2<sup>nd</sup> quarter recommended earned interest be submitted within 30 days as required by Florida Administrative Code. The 3<sup>rd</sup>

quarter audit recommended bank signature cards be timely updated to reflect staffing changes.

#### 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. During the FY, nine audit reports were issued, eight of which contained no recommendations and one with recommendations to improve compliance with statutory requirements related to the specific specialty tag or voluntary contribution.

The following eight SLP and VC reports issued during the FY materially complied with applicable laws and policies:

- Lauren's Kids
- Florida Animal Friend
- Moffitt Cancer Center
- Special Olympics
- University of North Florida
- University of West Florida
- University of Florida
- Choose Life

The Protect Florida Springs SLP audit recommended improving the accuracy of expenditures reported on the Schedule of Expenditures of State Financial Assistance.

In addition to the 9 audits completed during the FY, the OIG also conducted follow-up assessments of the Parents Make a Difference SLP, Visit Our Lights SLP, State of Vision SLP, Discover Florida's Horses SLP, and Edward Waters College SLP. The five follow-up audits determined management implemented corrective actions for the recommendations communicated in the original SLP audit.



## 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, 2019, there were five reports described in previous OIG annual reports that have significant recommendations open 12 months or more.

Traffic Crash Data (Report 201415-21) - The outstanding recommendation relates to implementing a data quality management program for manual input crash data.

Fleet Operations (Report 201415-22) - The outstanding recommendations relate to maintaining an appropriate amount of spare motor vehicles and adequate inventory controls.

Purge Process of Driver License Records (Report 201516-27) - The outstanding recommendation relates to creating a solution to the technical error in order to timely purge records eligible due to expired licenses, and deceased drivers.

External Partner Background Screening Process Review (Report 201617-14) - The outstanding recommendation relates to requiring external partners to meet the same background screening standards as Department employees to gain access to Department systems.

Data Access Rights (Report 201617-26) - The outstanding recommendations relate to strengthening network drive access controls, timely deactivation of access privileges for separated members, and strengthening oversight of service providers access.

## 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 Sections 112.3187, and 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 are 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 August 2019, the Investigation Unit has its third reaccreditation assessment with the Commission for Florida Law Enforcement Accreditation, Inc. (CFA) scheduled. 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 and was reaccredited in 2013 and 2016. The results of the August 2019 reaccreditation assessment will be announced at the PAC Accreditation Conference in October 2019 in St. Petersburg, FL.

### Proactive Investigative Activities

During the FY the OIG conducted one initiative to identify fraud, waste, and abuse within the Department. The OIG reviewed the activities of 291 members with access to DAVID to determine if the members were following established policies and procedures. The review resulted in 18 referrals to management for minor issues.

### 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 56 administrative investigations and three criminal investigations. Of the investigations closed, 48 were within the FHP, nine were within the Division of Motorist Services, one was within the Division of Administrative Services, and one was within the Information Systems Administration.

Additionally, 41 complaint inquiries were performed to assess allegations, 269 complaints were referred to the appropriate Department functional area for handling, and 18 complaints were referred to external agencies.

### Case Summaries

The following is a summary of each closed investigative report.

20180435: A citizen complaint investigation sustained allegations that a sworn member forged a signature on a loan application and accessed confidential law enforcement database records for reasons other than legitimate law enforcement purposes. An allegation that the sworn member

spent unauthorized time at a residence was classified as unfounded. The member was dismissed.

20180443: A citizen complaint investigation sustained an allegation that a sworn member issued a citation to a Florida Fish and Wildlife Conservation Commission (FWCC) officer as a result of a traffic crash and told the FWCC officer the sworn member would not appear in court, resulting in the ticket being dismissed. The member received counseling.

20180464: A citizen complaint investigation sustained an allegation that a sworn member made an inappropriate comment to employees at a gas station. The member received a 24-hour suspension.

20180465: A Department investigation sustained allegations that a sworn member had an unauthorized passenger in their patrol car; that the sworn member visited a residence for an extended period of time while on duty; and that the member began/ended their shift at unauthorized locations. The member received a 120-hour suspension.

20180474: A Department investigation sustained an allegation that a sworn member claimed time worked on their People First timesheet that they did not work. The member was demoted.

20180480: A Department investigation sustained allegations that a member failed to properly record public records requests and failed to properly process public records requests. The member retired while under investigation.

20180481: A Department investigation sustained an allegation that a sworn member underreported Off Duty Police Employment (ODPE) mileage. The member was required to reimburse the state for the outstanding ODPE mileage and received a written reprimand.

20180486: A Department investigation sustained an allegation that a sworn member made physical contact with another sworn member during a verbal altercation. The member received an 8-hour suspension and was required to attend an anger management class.

20180532: A Department investigation sustained allegations that a member allowed an unauthorized person use of their state cell phone and that the member provided a confidential password to an unauthorized person. The member received a 40-hour suspension.

20180535: A citizen complaint investigation found no evidence to support an allegation that a member failed to assist a citizen seeking information to resolve a vessel title issue.

20180575: A Department investigation sustained an allegation that a Regional Duty Officer failed to dispatch or enter into the Computer Aided Dispatch system a Reckless Driver complaint. The member resigned prior to discipline being imposed.

20180585: A Department investigation sustained an allegation that a sworn member was dishonest during an internal investigation conducted by a previous employer. The investigation did not sustain an allegation that the sworn member failed to disclose an internal investigation by a previous employer during the FHP hiring process. The member was dismissed.

20180586: A Department investigation sustained an allegation that a member used improper language in the workplace. It did not sustain allegations that a member required FHP troopers to take their patrol vehicles to a former employer for service or shared competitor's confidential price

quotes with other vendors. Allegations that the member drove a marked patrol vehicle to their residence and wore clothing identifying as an FHP trooper were unfounded. The member received coaching and counseling.

20180608: A Department investigation sustained an allegation that a sworn member claimed on-call hours on their People First timesheet that they did not work. The investigation did not sustain allegations that the sworn member visited non-work-related locations for extended periods of time during their shift and that the sworn member used an FHP vehicle for non-work-related purposes. The member received a letter of counseling and was required to reimburse the state for on-call pay they were not entitled to receive.

20180609: A Department investigation sustained allegations that a sworn member used their position to attempt to procure merchandise from a convenience store for personal use and that the sworn member entered a closed restaurant to obtain food. The member was demoted.

20180610: An allegation that an evidence room employee mishandled evidence during an evidence transfer was classified as exonerated.

20180613: A Department investigation did not sustain an allegation that a sworn member approved unauthorized on-call pay for subordinates.

20180614: A Department investigation did not sustain an allegation that a sworn member claimed on-call hours on their People First timesheet that were not worked.

20180633: A citizen complaint investigation sustained an allegation that a sworn member failed to take proper action

when provided information of credibility issues of FHP Training Academy recruits. The member received coaching.

20180646: A Department investigation sustained an allegation that a sworn member solicited prostitutes for sex. The member retired during the investigation.

20180650: A Department investigation sustained allegations that two recruit troopers engaged in an inappropriate relationship and that a male recruit trooper entered the room of a female recruit. An allegation that a female recruit trooper allowed a male recruit into a female dorm was unfounded. The recruit troopers were dismissed.

20180678: A Department investigation sustained allegations that a member made inappropriate comments and gestures in the workplace. Discipline is pending.

20180681: A Department investigation did not sustain an allegation that a sworn member grabbed a member's buttocks when they hugged during a greeting.

20180694: A citizen complaint investigation was closed as "All Available Leads Extinguished", regarding an allegation that a sworn member stole a crash victim's wallet.

20180733: A Department investigation sustained an allegation that a sworn member used their supervisory position to make a supervisory decision for a member they were dating. The member received a written reprimand.

20180737: An allegation that a glove was placed in a position and manner to intimidate another member was classified as unfounded.

20180785: A Department investigation sustained an allegation that a sworn member failed to activate their wireless microphone during a traffic stop. An allegation that a sworn member failed to take appropriate action on an impaired driver was not sustained. The member was dismissed.

20180787: A Department investigation sustained allegations that a sworn member falsified a traffic citation during a traffic stop and that the sworn member turned off the in-car video prior to the conclusion of a traffic stop. The member was dismissed.

20180827: A Department investigation did not sustain allegations that a sworn member had sex while on duty or committed battery on his wife.

20180829: A Department investigation classified an allegation that a member used Department resources to clean hurricane debris from their residence as unfounded and sustained an allegation that the member failed to act upon knowledge of a possible ethics violation. The member resigned in lieu of dismissal.

20180834: A citizen complaint investigation did not sustain an allegation that a sworn member committed theft of personal property from a victim of a crash.

20180848: A citizen complaint investigation sustained an allegation that a sworn member purchased alcohol and transported it in an FHP patrol vehicle. The member received a written reprimand and counseling.

20180858: A Department investigation did not sustain an allegation that evidence taken during an arrest was missing or misplaced.

20180861: A Department investigation sustained an allegation that a sworn member used their email account for non-work-related purposes. The member received a written reprimand.

20180918: A citizen complaint investigation did not sustain an allegation that a sworn member was harassing an ex-spouse and their family members.

20180941: A Department investigation did not sustain an allegation that a sworn member deactivated their Automatic Vehicle Locator. The investigation sustained allegations that the sworn member falsified arrival time to a crash and traveled at an excessive speed to a non-emergency call. The member received an 8-hour suspension.

20180942: A citizen complaint investigation concerning an allegation that a sworn member had inappropriate contact with two minors was closed by administrative handling.

20180960: A Department investigation sustained allegations that a sworn member committed aggravated assault, battery, and was carrying a firearm while off-duty and consuming alcoholic beverages at a bar. The member resigned while under investigation.

20180973: A Department investigation did not sustain an allegation that personal property was missing from the patrol vehicle of a former FHP employee.

20180976: A Department investigation sustained an allegation that a sworn member failed to appear in court as directed by subpoena. The member received a written reprimand.

20190008: A citizen complaint investigation did not sustain allegations that an auxiliary sworn member threatened self harm and harassed their spouse. An allegation that the auxiliary sworn member fired a service handgun at their residence was classified as unfounded.

20190022: A Department investigation sustained allegations that a sworn member claimed time on their People First timesheet that they did not work, visited an ODPE jobsite during regular work hours, and underreported ODPE mileage. The member received a 120-hour suspension.

20190028: A Department investigation sustained an allegation that a sworn member sent an inappropriate text message to a subordinate. The member was demoted.

20190033: A Department investigation sustained allegations that a sworn member failed to conduct a DUI investigation and failed to arrest an impaired driver. The member received a 24-hour suspension.

20190034: A citizen complaint investigation sustained an allegation that a member made physical contact with a citizen. The member received counseling.

20190057: A Department investigation sustained allegations that a sworn member had inappropriate contact with a minor, failed to complete a traffic crash report, failed to upload Mobile Audio/Video Recordings, and claimed time in People First that they did not work. The member resigned while under investigation.

20190062: A Department investigation did not sustain an allegation that a sworn member engaged in inappropriate conduct. An allegation that a sworn member created a hostile work environment was classified as unfounded.

20190083: A citizen complaint investigation sustained allegations that a sworn member failed to perform a proper traffic crash investigation and misused their official position. The allegation that a sworn member attempted to coerce a citizen into a personal relationship was not sustained. The member was dismissed.

20190091: A Department investigation determined allegations that a member falsified activity reports and misused a state vehicle were unfounded.

20190114: A Department investigation sustained allegations that a member made inappropriate comments to another Department employee and downloaded non-work related videos on a Department computer. The allegation that the member exposed his genitals in the workplace was not sustained. The member resigned while under investigation.

20190148: A Department investigation sustained allegations that a member claimed time on their People First timesheet that they did not work and worked from their residence without supervisory authorization. Discipline is pending.

20190183: A citizen complaint investigation determined an allegation that a sworn member was involved in a disturbance at a school was unfounded.

20190200: A Department investigation sustained an allegation that a member was involved in criminal activity related to driver license fraud. Discipline is pending.

20190206: A citizen complaint investigation sustained an allegation that a sworn member used their position and/or law enforcement resources to inappropriately contact members of the public. The member received a written reprimand.

20190208: A Department investigation sustained allegations that a member failed to disclose a personal relationship while participating in the hiring process, thereby creating an ethical issue, and was inappropriate and/or unprofessional when dealing with Department members. The member was dismissed.

20190232: A Department investigation sustained allegations that a member accessed the Motorist Maintenance system and/or the Comprehensive Case Information System for personal use. Discipline is pending.

20190257: A Department investigation to determine whether a member acted inappropriately and/or unprofessionally when dealing with other members was classified as unfounded.

20190260: A Department investigation determined an allegation that a sworn member had a continuous association with a person known to be a criminal was a policy failure.

20190261: A Department investigation did not sustain an allegation that a sworn member violated criminal laws while a member of the FHP.

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Office of Inspector General**

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