

FLORIDA DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES

Office of Inspector General

2020 - 2021 Annual Report



August 18, 2021

Terry L. Rhodes, Executive Director
Florida 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, 2021 and summarizes the accomplishments of the Florida 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
Inspector General



Contents

Background.....	2
Inspector General Responsibilities	2
Internal Audit	2
External Audit Coordination.....	2
Compliance Reviews	2
Performance Measures Assessment	3
Quality Assurance Review	3
Internal Audit Projects Completed.....	3
Status of Prior Recommendations	6
Investigations.....	7
Reaccreditation.....	7
Proactive Investigative Activities	7
Investigative Report Activities	8
Case Summaries	8

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 OIG during the 2020-21 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 Annual 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, there were no external audits that required the OIG's coordination.

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 85 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 18 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. Of the three performance measures assessed for the 2019-20 FY, one was determined to be valid and reliable in relation to the intended purpose, and two were determined valid but not reliable.

Quality Assurance Review

Section 11.45(2)(i), F.S., requires that the Auditor General, once every three years, review a sample of internal audit reports to determine compliance by the Office of Inspector General with the current International Standards for the Professional Practice of Internal Auditing or, if appropriate, Government Auditing Standards.

The Auditor General completed their review of the Department's OIG in March 2021 and reported the quality assurance and improvement program related to the office's internal audit activity was adequately designed and complied with during the review period to provide reasonable assurance of conformance with applicable professional auditing standards and the Code of Ethics issued by The Institute of Internal Auditors.

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.

Recruitment and Selection Process – Report 201920-02

The purpose of this audit was to review the Department's Recruitment and Selection process for efficiency and compliance with applicable laws, Department policy, and procedure. The review included relevant documentation such as Request to Advertise/Personnel Action Request forms and other tracking logs, vacancy reports, recruitment and selection section practices and procedures, and interviews of Department members involved in the recruitment and selection process. The audit recommended improved tracking of hiring milestones and required documentation.

Mail-In Renewal Process – Report 201920-15

The purpose of this audit was to evaluate the mail-in renewal process for efficiency, effectiveness, and compliance with applicable laws, Department policy, and procedure. The audit included examination of renewal and voter application documentation, the process for accepting and reconciling payments in the Cash Receipt System and the Florida Driver License Information System, compliance with the REAL ID Act, and the process for submitting voter registration applications to the Department of State. The audit recommended improving cash handling procedures for mail-in renewals, reverifying of REAL ID compliant renewals, formalizing procedures, and enhancing access controls within the Department's Processing and Issuance section.

Software License Management – Report 201920-16

The purpose of this audit was to review and evaluate the efficiency and effectiveness of software license management and compliance with best practices, applicable laws, Department policy and procedure. The review included software purchasing, compliance with license agreements, installation and removal of software, separation or internal transfer of members with assigned licensed software, expirations and renewals, and the monitoring of software license use. The audit determined that controls pertaining to managing software licenses, monitoring license agreement compliance, and reviewing local administrator privileges should be strengthened.

Scanning Unit Quality Assurance Process – Report 201920-25

The purpose of this audit was to evaluate the efficiency and effectiveness of the scanning quality assurance process and compliance with applicable laws, Department policy, and procedure. Relevant documentation was reviewed including completed title and document scans, supervisory evaluations, and scanning equipment maintenance logs, as well as interviewing Section members. The audit recommended updating scanning procedures and establishing preventative maintenance procedures for scanning equipment.

Mobile Home Windstorm Mitigation Inspection Program – Report 202021-15

The purpose of this audit was to review and evaluate the performance, efficiency, and effectiveness of the Mobile Home Windstorm Mitigation Inspection Program and determine compliance with applicable laws, Department policy, and procedure. The audit recommended improving program controls regarding selection of retrofitted homes for inspection, and improving data management.

FHP's Promotional Process – Report 202021-02

The purpose of this audit was to review and evaluate the efficiency and effectiveness of the Department's promotional process for FHP sworn members and to determine compliance with applicable laws, Department policy, and procedure. The review included the process for administering written examination and assessment exercises, eligibility requirements, vacancy notification, and promotional selection. The review also included analysis of examination pass/fail rates in comparison to member demographics, and a survey of other states' evaluation models. The audit recommended implementing a quality assurance process to review and validate test questions and assessment exercises.

Workers' Compensation Program – Report 201920-24

The purpose of this audit was to review and evaluate the efficiency and effectiveness of the workers' compensation program, and compliance with applicable laws, Department policy, and procedure. The review included practices and procedures, claims processes, required documentation, People First timesheets, pay rates and leave use, and interviews of Department members involved in tracking and processing workers' compensation benefit requests. The audit recommended implementing a process to ensure required documentation is retained, enhancing the process for tracking claim information, ensuring timesheets for members receiving workers' compensation are completed according to Department procedures, and implementing a process to ensure administrative leave audits are conducted in a timely manner.

Sexual Offender/Predator Designation on Driver Licenses – Report 201920-26

The purpose of this consulting engagement was to evaluate the efficiency and effectiveness of the process for adding and

removing sexual offender/predator designations on driver licenses and compliance with applicable laws, Department policy and procedure. Recommendations included implementing system controls to prevent the issuance of credentials with designations without customer documentation, implementing system controls to alert when a previous transaction was processed with a designation and confirmation is pending, developing written procedures for conducting the monthly audit of designation discrepancies, and updating training to reflect changes to statutes and policy.

FHP Intelligence Procedures Review – Report 202021-30

The purpose of this review was to assess and report on the Internal Audit of Intelligence Procedures conducted by FHP's Bureau of Criminal Investigations and Intelligence (BCII). The review determined FHP's BCII is generally compliant with the requirements in FHP Policy 22.03.07(d).

Agency Risk Readiness Review – Report 202021-18

The purpose of this review was to assess the Department's implementation of internal controls for expending pandemic or pandemic related funds. We performed a limited review of internal controls in the Department's procurement/acquisition, budget, legal, and finance/accounting functions. The review included examination of written policies and procedures and other appropriate documentation as evidence of the status of the implementation of internal controls to help mitigate the risk of fraud, waste, or abuse in expending pandemic or pandemic related funds. No significant issues were noted during the review.

Audits of the FHP Information and Evidence Fund

The FHP's BCII is responsible for the use and maintenance of an Information and Evidence (I and E) Fund. This fund is

available to investigators to purchase materials as evidence or pay confidential sources for information.

During the 2020-21 FY, the Internal Audit Section conducted four quarterly audits of the FHP's I and E 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 first quarter of 2020-21 FY recommended improving the timeliness of interest deposits, ensuring I and E Fund Request Forms and Receipt Forms are properly completed, and improving procedures for maintaining the Quarterly Report. The audit for the second quarter of 2020-21 FY recommended ensuring I and E Fund Expenditure Forms are properly completed, and improving the timeliness of interest deposits. The audit for the third quarter of 2020-21 FY recommended ensuring I and E Fund Expenditure Forms are properly completed.

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, 14 audit reports were issued, ten of which contained no recommendations and four with recommendations to improve compliance with statutory requirements related to the specific specialty tag or voluntary contribution.

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

- Fish and Wildlife Foundation of Florida, Inc. (Conserve Wildlife)
- Florida PBA Heart Fund, Inc. (Support Law Enforcement)

- Florida Sheriffs Youth Ranches, Inc. (Florida Sheriffs Youth Ranches)
- Florida Association of Centers for Independent Living, Inc. (Motorcycle)
- Southeastern Guide Dogs, Inc. (Southeastern Guide Dogs)
- The Astronauts Memorial Foundation, Inc. (Challenger/Columbia)
- Sertoma Speech and Hearing Foundation of Florida, Inc. (Children's Hearing Help)
- Bethune-Cookman University, Inc. (Bethune-Cookman University)
- Take Stock in Children, Inc. (Take Stock in Children)
- Keep Kids Drug Free Foundation, Inc. (Keep Kids Drug Free)

The SLP and VC reports issued during the FY determined the following four organizations generally complied with applicable laws and policies, however, the following improvements are recommended:

Fish and Wildlife Foundation of Florida, Inc. (Wildlife Foundation of Florida) - ensure seventy-five percent of the annual funds are used for program expenditures before incurring and allocating specialty license plate funds to administrative and marketing expenses.

Santa Rosa Arts and Culture Foundation, Inc. (Florida Arts) - maintain adequate support documentation and improve classification and recording of expenditures.

Harbor Branch Oceanographic Institute Foundation, Inc. (Save Our Seas) - maintain adequate support documentation for administrative expenditures.

Harbor Branch Oceanographic Institute Foundation, Inc. (Protect Wild Dolphins) - maintain adequate support

documentation for administrative expenditures, and the Foundation should not issue administrative fees directly to a subrecipient not provided for by statute.

In addition to the 14 audits completed during the FY, the OIG conducted a follow-up assessment of the Fish and Wildlife Foundation of Florida, Inc. Protect Florida Springs SLP. The follow-up review determined the Foundation's management has implemented corrective action related to monitoring its expenditures.

A follow-up assessment of the Feeding Florida, Inc. Imagine SLP and End Hunger Voluntary Contributions determined the Organization's management has implemented corrective actions related to accurately reporting expenditures on the Schedule of State Financial Assistance in the single audit.

A follow-up review of the Florida Agriculture in the Classroom, Inc. Agriculture SLP determined the Organization's management had not implemented corrective action related to the accuracy of expenditures reported.

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, 2020, there were seven reports described in previous OIG annual reports that have significant recommendations open 12 months or more.

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

Non-FHP Vehicles Assignment and Usage (Report 201718-26) - The outstanding recommendation relates to reviewing and determining the most cost-effective vehicle assignments.

Headquarters Physical Security (Report 201718-13) - The outstanding recommendation relates to establishing a formal process for managing building keys.

Ignition Interlock Device Program (Report 201819-02) - The outstanding recommendation relates to ensuring cancellations are processed timely and proper documentation is maintained.

FHP Sworn Employee Hiring and Background Processing (Report 201819-06) - The outstanding recommendation relates to enhancing the selection process to ensure it is conducted in a complete and uniform manner.

COOP/IT DR Program (Audit 201819-19) - The outstanding recommendation relates to recovery point objectives for critical applications.

Motor Vehicle Consumable Inventory Controls and Efficiency (Report 201819-21) - The outstanding recommendation relates to expanding the current inventory process and conducting physical inventory of certain motor vehicle consumables.

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 Investigations Unit went through its third reaccreditation assessment with the Commission for Florida Law Enforcement Accreditation, Inc. (CFA). Established in 1995, the CFA is a council of law enforcement and criminal justice professionals that establish standards for staffing, training, conducting, and documenting the investigative function. In 2008, the CFA introduced an accreditation profession for offices of inspectors general, and in 2010 the OIG went through an initial accreditation assessment and was reaccredited in 2013 and 2016. The August 2019 assessment resulted in the Investigations Unit receiving its third CFA reaccreditation.

Proactive Investigative Activities

During the FY the OIG initiated a proactive approach to identify possible fraud, waste, and abuse, and employee misconduct within the FHP, focusing on employees' participation in the Motor Carrier Safety Assistance Program. A total of 24 sworn members were randomly selected for review. The review resulted in 13 referrals to FHP 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 42 administrative investigations and 7 criminal investigations. Of the investigations closed, 42 were within the FHP, 3 were within the Division of Motorist Services, 1 was within the Division of Administrative Services, 2 were contractors of FLHSMV and 1 was within an external agency.

Additionally, 293 complaint inquiries were performed to assess allegations, of which 253 were referred to the appropriate Department functional area for handling, 39 were handled internally by the OIG, and 1 was referred to an external agency.

Case Summaries

The following is a summary of each closed investigative report:

20180537: A Department investigation into criminal activity at a driving school was closed pending State Attorney review.

20190523: A Department investigation sustained the allegations that a sworn member used their FHP patrol vehicle while not logged on-duty in Computer Aided Dispatch (CAD), visited Off-Duty Police Employment (ODPE) job sites while on-duty, worked ODPE while not logged in CAD, was compensated for ODPE that was not performed, and falsified official documents. The member was dismissed.

20190597: A Department criminal investigation alleging that money in excess of \$5,000 was missing from an evidence

room was closed as "prosecution declined." The member resigned.

20190621: A Department criminal investigation into an allegation that a sworn member was compensated for ODPE that was not performed was closed pending State Attorney's Office review.

20190623: A Department criminal investigation into an allegation that a sworn Member was compensated for ODPE that was not performed was closed pending State Attorney's Office review.

20190719: A Department investigation sustained the allegations that an employee released evidence/property to individuals not authorized to receive the property and falsified documents related to the release of evidence/property. The member resigned prior to the investigation.

20200102: A Department investigation sustained the allegations that a sworn member was out of Troop without authorization, failed to always utilize the Automated Vehicle Locator (AVL) while operating a patrol vehicle, and claimed time on their People First timesheet not worked. The member received a 40-hour suspension.

20200274: A Department investigation sustained the allegation that a sworn member made racial and/or discriminatory comments on a text message while representing himself as a member of FHP. The member was dismissed.

20200276: A Department investigation determined that the allegations that 2 sworn members mistreated an FHP K-9 were not sustained.

20200278: A citizen complaint investigation sustained an allegation that a sworn member allowed a civilian driving a vehicle resembling an unmarked police car to participate in a traffic stop. The member received an 8-hour suspension.

20200291: A Department investigation sustained the allegations that a sworn member made false entries into a Traffic Stop Data Report and failed to properly perform job duties. The member resigned in lieu of dismissal.

20200292: A Department investigation sustained the allegation that a sworn member displayed inappropriate conduct in the workplace. An allegation that the member created a Hostile Work Environment was determined to be unfounded. The member received a 24-hour suspension (in conjunction with a prior case).

20200305: A citizen complaint investigation sustained the allegations that a sworn member committed a lewd and lascivious offense on a victim older than 12 but less than 16 and transmitted material harmful to minors by electronic device or equipment. The member was dismissed.

20200307: A citizen complaint investigation sustained the allegations that a sworn member committed the act of domestic violence and accessed confidential law enforcement database for reasons other than legitimate law enforcement purposes. The Department proposed dismissal. By settlement agreement, the member received a 160-hour suspension and resigned.

20200353: A citizen complaint investigation determined that the allegation that a sworn member took more money from the complainant than was reported in FHP reports was unfounded.

20200354: A citizen complaint investigation did not sustain the allegation that a sworn member racially profiled vehicle occupants during a traffic stop.

20200392: A citizen complaint investigation did not sustain the allegation that a member created a conflict of interest by performing work for an entity regulated by the Department.

20200408: A citizen complaint investigation did not sustain the allegations that a sworn member, while off-duty, pointed a firearm at a victim without cause and told the victim he needed to leave the neighborhood before he got shot.

20200416: A criminal investigation into a citizen complaint determined that all available leads were extinguished regarding allegations that a sworn member, while off-duty, pointed a firearm at a victim without cause, and told the victim he needed to leave the neighborhood before he got shot.

20200453: A Department investigation sustained the allegation that a sworn member endorsed a product while representing the FHP. The member received a written reprimand.

20200457: A Department criminal investigation alleging that a sworn member recorded a conversation with supervisors without their permission was closed by "prosecution declined".

20200463: A Department investigation did not sustain the allegation that a sworn member failed to provide a trooper with needed assistance.

20200464: A citizen complaint investigation sustained the allegation that a sworn member sent inappropriate text messages to a minor. The member resigned in lieu of dismissal.

20200472: A Department investigation sustained the allegations that a sworn member used a FHP patrol vehicle while not logged on-duty in CAD, visited ODPE job sites while on-duty, worked ODPE while not logged in CAD, was compensated for ODPE that was not performed, and falsified official documents. The member retired while under investigation.

20200500: A Department investigation sustained the allegation that a sworn member made threatening and/or inappropriate comments while on-duty. The member received a written reprimand.

20200522: A Department investigation sustained the allegations that a sworn member made false statements to their supervisor and failed to process evidence/contraband properly. An allegation that the member made false statements in an incident report was not sustained. A proposed dismissal was reduced to a 40-hour suspension per a settlement agreement.

20200523: A citizen complaint investigation determined that the allegations that a sworn member harassed a person for four years, used racial slurs, used excessive force resulting in injury to right foot and toes of a person, and refused to provide their name when asked were unfounded. The investigation did not sustain the allegation that three members mistreated a person in custody.

20200538: A citizen complaint investigation sustained the allegations that a sworn member failed to complete a crash report involving a Commercial Motor Vehicle (CMV) and failed to take appropriate law enforcement action. Allegations that the member misused their position and showed favoritism to a CMV operator by not completing a crash report were not sustained. The member received a written reprimand.

20200558: A Department investigation sustained the allegation that a sworn member left an ODPE job site prior to the lane obstruction being cleared. The member received a written reprimand.

20200583: A citizen complaint investigation sustained the allegation that a sworn member made sexual and/or inappropriate comments to a citizen. The member was dismissed.

20200606: A Department investigation sustained the allegations that a sworn member deactivated their Mobile Video Recorder (MVR) while engaged in an emergency response, operated their patrol vehicle in an inappropriate manner contacting a motorcycle, and engaged in an unauthorized pursuit. The allegation that the member utilized an inappropriate use of control on a suspect was not sustained. The member received a written reprimand.

20200657: An investigation performed for an external agency determined that the allegations that two officers intentionally violated a subject officer's Bill of Rights in an internal affairs investigation were unfounded.

20200681: A Department investigation sustained the allegations that a member claimed time on their People First timesheet not worked and left the Communications Center unsupervised. The member was demoted.

20200696: A Department investigation determined that the allegation that a sworn member initiated a physical altercation with their spouse was not sustained.

20200697: A Department investigation sustained an allegation that a sworn member recorded a conversation with

supervisors without their permission. The member was dismissed.

20200699: A citizen complaint investigation sustained allegations that a sworn member made inappropriate statements to a member of another agency and made threatening statements to a citizen in an off-duty incident. The member received a written reprimand.

20210015: A citizen complaint investigation sustained an allegation that a sworn member struck the hand of the complainant during a traffic stop. The member received a 24-hour suspension.

20210061: A Department investigation sustained an allegation that the owner of a driving school violated the Third-Party Administrator (TPA) contract between FLHSMV and the school by sending money to a Driver License Examiner. An allegation that the owner solicited a Driver License Examiner to provide students preference for money was not sustained. The contract with the TPA was cancelled.

20210066: A Department investigation sustained an allegation that an employee moved IRP/IFTA customers ahead of other waiting customers in exchange for a reward. The employee was dismissed.

20210103: A Department investigation sustained an allegation that a member harassed another member of FLHSMV. The member resigned in lieu of dismissal.

20210129: A Department investigation sustained allegations that a member accepted employment and began working for another state without obtaining approval, claimed time worked with the Department while actually participating in meetings/working for another state, and utilized Department

equipment to participate in meetings and/or work for another state. An allegation that employment with another state posed a conflict with work for the Department was not sustained. The member resigned during the investigation.

20210166: A Department investigation sustained an allegation that a sworn member failed to conduct a proper DUI crash investigation. An allegation that the sworn member failed to activate their MVR equipment while interacting with a suspected impaired driver was not sustained. The member received a written reprimand.

20210196: A citizen complaint investigation determined that six sworn members were photographed displaying an inappropriate hand gesture while in uniform and representing the FHP. The six members received counseling letters.

20210213: A Department investigation sustained allegations that a sworn member failed to obey a direct order from a supervisor, engaged in an unauthorized pursuit, failed to notify their supervisor they were previously given a direct order from another supervisor, and failed to provide pertinent information in a probable cause affidavit. The member resigned.

20210253: A criminal investigation into a citizen complaint determined that all available leads were extinguished regarding the allegation that an unknown employee was responsible for theft of \$4,000 from a vehicle involved in a fatal crash.

20210267: A citizen complaint investigation sustained allegations that a member accessed Department databases for personal use and released personal protected information to an individual outside the Department. The member resigned during the investigation.

20210268: A citizen complaint investigation sustained allegations that a sworn member posted a picture of themselves on social media in a FHP uniform with inappropriate comments, posted a picture of themselves on social media in a FHP uniform with visible tattoos on their arms and wrists, and posted a picture of themselves on social media in a FHP uniform wearing earrings. Discipline is pending.

20210286: A citizen complaint investigation did not sustain the allegations that a sworn member appeared on video smoking an illegal substance and appeared in a photograph smoking an illegal substance.

20210310: A Department investigation sustained an allegation that a sworn member failed to conduct a proper DUI investigation. Discipline is pending.

Florida Highway Safety and Motor Vehicles Office of Inspector General

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