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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, 2024, to June 30, 2025, 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 **23** assurance and consulting engagements, internal and external special projects, follow-up engagements, 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 **15** formal investigations and preliminary inquiries, along with numerous background investigations, intelligence cases, referrals, and assistance to other agencies.

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, investigations, 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 Values

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 accountability, integrity, and efficiency.

Staff Qualifications

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 (1)
Certified Field Training Officer (2)
Certified Financial Crimes Investigator (1)
Certified Fraud Examiner (1)
Certified Government Auditing Professional (1)
Certified Governance of Enterprise IT (1)
Certified Information Systems Auditor (1)
Certified Inspector General (1)
Certified Inspector General Auditor (4)
Certified Inspector General Investigator (5)
Certified Internal Auditor (2)
Certified Internal Controls Auditor (1)
Certified Law Enforcement Instructor (2)
Certified Law Enforcement Officer (6)
Certified Public Accountant (1)
Certified Public Manager (1)
Florida Certified Contract Manager (7)

Professional association memberships held by OIG employees:

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

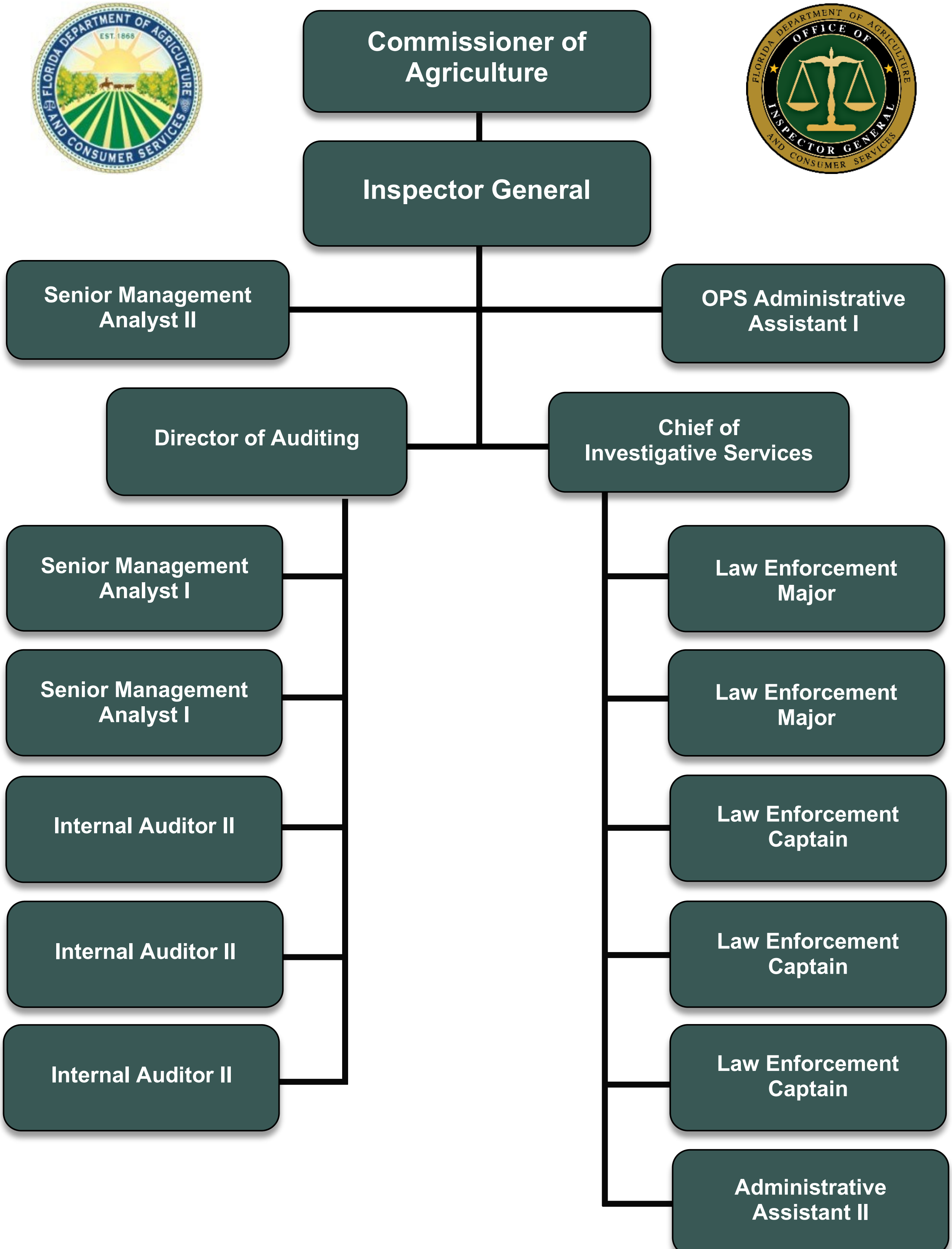
Training Accomplishments

The OIG has outlined a training assessment plan in Policy and Procedure 2-01, OIG Operations Manual, which provides for training of new and existing OIG staff members. Continuing staff development helps ensure the highest quality audit and investigation products. Staff members utilize training resources from various organizations.

In accordance with the *General Principles and Standards for Offices of Inspector General*, internal auditors are responsible for completing 40 hours of continuing professional education every two years, to maintain proficiency. Auditors who hold professional certifications are required to complete an additional 40 hours within the same period.

In accordance with Section 943.135, F.S., sworn law enforcement officers are required to complete 40 hours of law enforcement-related continuing education training every four years. Additionally, in accordance with the *Commission for Florida Law Enforcement Accreditation,* officers are required to complete 40 hours of training every two years within the current accreditation cycle. Of these 40 hours, a minimum of 12 hours must pertain directly to their primary responsibilities, and at least two hours must focus on ethics-related topics.

Organizational Chart



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.

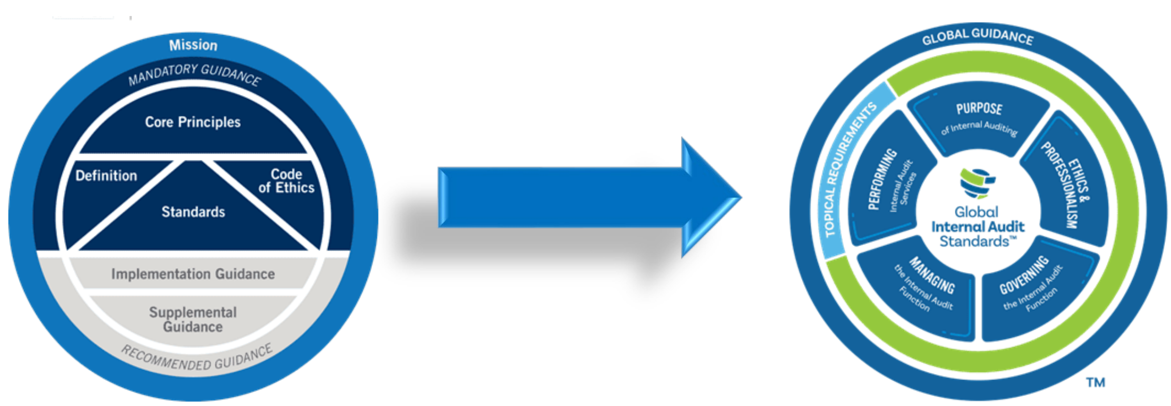
Annually, the Audit Section conducts a risk assessment in the development of the Audit Plan. This assessment is based on program responsibilities, key areas of risk, budgets, management of contracts and grants, past audit activity, staffing levels, and internal control structure. Discussions are held with senior management, division directors, and other management staff to identify areas of risk and concern to managers. Program and function areas of risk are evaluated, then prioritized to determine the most efficient audit schedule, given the resources available. The completed Audit Plan includes its long-term work plan, as required by Section 20.055(6)(i), F.S. and was approved for Fiscal Year (FY) 2025-2026 on June 24, 2025.

Additionally, the Audit Section coordinates with external auditors, tracks corrective action to audit findings, reviews department performance measures, and responds to requests from management.

PROFESSIONAL STANDARDS

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 are also conducted in accordance with *Information Systems Auditing Standards*, as published by the Information Systems Audit and Control Association.

During the year, internal audit activities transitioned from conducting audits in accordance with the *International Standards for the Professional Practice of Internal Auditing (2017)*, to the mandatory elements of the International Professional Practices Framework. These include the *Global Internal Audit Standards (2024)* and Topical Requirements.



Quality Assurance and Improvement Program

The Audit Section continues to implement and employ internal audit best management practices. These include partnering with management, increasing staff performance by using 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;
- Performs an annual internal Quality Assessment Review (QAR); and
- Is evaluated every three years in an external QAR conducted by the State of Florida Auditor General (AG) pursuant to Section 20.055, F.S.

The Audit Section conducted an internal assessment of the internal audit activities during FY 2024-2025 to assess compliance the *International Standards for the Professional Practice of Internal Auditing (2017).* The assessment provided reasonable assurance that the current internal audit practices align with the 2017 standards and Code of Ethics, the OIG Operations Manual, applicable laws and regulations, and the department's mission and goals for continuous quality improvement.

The most recent external QAR of the internal audit activity by the AG was completed in November 2024 (Report 2025-043). The reported results stated:

> "*In our opinion, the quality assurance and improvement program related to the Office of Inspector General's internal audit activity was adequately designed and complied with during the review period to provide reasonable assurance of conformance to applicable professional auditing standards and the Code of Ethics issued by The Institute of Internal Auditors. Also, the Office of Inspector General generally complied with those provisions of Section 20.055, F.S., governing the operation of State agencies' offices of inspectors general internal audit activities*."

Internal Engagements

The Audit Section completed **seven** assurance engagements, **one** consulting engagement, **five** special projects, and **three** follow-up engagements this fiscal year.

The following table enumerates internal engagements, followed by a summary of each engagement organized by reference number.

Reference No.	Title	Type
24A-01	Cybersecurity Incident Response, Reporting, and Recovery Audit	Assurance
24A-03	Division of Marketing of Development, Bureau of State Farmers Markets Revenue Collection Process Audit	Assurance
25A-01	Triennial Department Contracts Audit	Assurance
25A-02	Audit of Driver and Vehicle Information Database Memorandum of Understanding Contract Number HSMV-0786-22	Assurance
25A-04	Boll Weevil Eradication Program Audit	Assurance
25A-05	Division of Fruit and Vegetables Revenue Collection and Reporting Audit	Assurance
25A-06	OIG Internal Quality Assessment Review for Fiscal Year 2024-2025	Assurance
25C-01	Division of Agricultural Environmental Services, Bureau of Scientific Evaluation and Technical Assistance Engagement	Consulting
25SP-01	Implementation of Updated Internal Audit Standards – Phase 1	Special Project
25SP-02	Department Annual Risk Assessment and Audit Plan Fiscal Year 2025-2026	Special Project
25SP-03	Review of Union County Soil and Water Conservation District	Special Project
25E-01	Auditor General's Peer Review of Internal Audit Activities for Fiscal Year 2023-24	Special Project
25E-02	Legislative Budget Request Schedule IX – Major Audit Findings and Recommendations	Special Project
25F-01	6-Month Follow-up on the Audit of Division of Food Safety's Permitting Processes	Follow-up
25F-02	12-Month Follow-up on the Audit of Cybersecurity Access Control Audit	Follow-up
25F-03	18-Month Follow-up on the Audit of Cybersecurity Access Control Audit	Follow-up

Assurance Engagements

Report No. 24A-01: Cybersecurity Incident Response, Reporting, and Recovery Audit

The objective was to review and evaluate department policies and procedures in place to establish and maintain timely computer security incident response processes, using the National Institute of Standards and Technology Framework for Improving Critical Infrastructure Cybersecurity.

As an audit of a department's information technology security program, the report and associated records are confidential and exempt from public disclosure pursuant to Section 282.318(4)(g), F.S.

Memorandum No. 24A-03: Division of Marketing and Development, Bureau of State Farmers Markets (bureau) Revenue Collection Process Audit

The objective was to assess the bureau's internal controls of their state farmers markets' revenue collection process and ensure compliance with relevant laws, rules, policies, and procedures.

Based on division management's identification of the need to update their revenue collection process to align with department Administrative Policies and Procedures, the OIG discontinued the audit until their procedure is updated, process is improved, and staff are trained.

Report No. 25A-01: Triennial Department Contracts Audit

The objective was to identify any trends in contract procurement that could indicate vendor preference and to determine if the department complied with requirements found in Chapters 287 and 215.985, F.S.

We concluded that the department did not exhibit any patterns of vendor preference in its procurement of contracts and purchase orders and complied with the procurement requirements outlined in Chapter 287, F.S. However, we identified opportunities for improvement in the department's compliance with the contract data entry requirements specified in Section 215.985(14)(a), F.S. The department has addressed the issues, and a follow-up review will not be conducted.

Memorandum No. 25A-02: Audit of Driver and Vehicle Information Database (DAVID) Memorandum of Understanding Contract Number HSMV-0786-22

The objectives were to determine if the department has established appropriate internal controls, including policies and procedures, to protect personal data from unauthorized access, distribution, use, modification, or disclosure; and evaluate all internal control deficiencies and issues discovered during the audit to ensure they have been timely corrected, and that measures have been implemented to prevent recurrence.

We concluded that the department has established appropriate internal controls to protect DAVID personal data from unauthorized access, distribution, use, modification, or disclosure. Additionally, previously identified issues were corrected, and measures were implemented to prevent recurrence.

Report No. 25A-04 Boll Weevil Eradication Program Audit

The objective was to evaluate the Division of Plant Industry's internal controls of the State Financial Assistance Recipient Agreement between the department and the Boll Weevil Eradication Foundation of Florida, Inc.

We identified five opportunities for improvement during our review. However, because the Florida Legislature repealed Sections 593.101 through 593.117, F.S., effective July 1, 2025, the review did not warrant corrective actions by management.

Report No. 25A-05: Division of Fruit and Vegetables Revenue Collection and Reporting Audit

The objective was to evaluate the Division of Fruit and Vegetable's internal controls for revenue collection and reporting to ensure compliance with applicable laws, rules, and department Administrative Policies and Procedures.

We concluded with reasonable assurance that the division's internal controls for revenue collection and reporting comply with applicable requirements. As a result, there were no findings and no follow-up will be conducted.

Memorandum No. 25A-06: OIG Internal Quality Assessment Review for Fiscal Year 2024-2025

The objective was to review the OIG Audit Section's current processes and controls for compliance to identify any deficiencies, issues, or opportunities for improvement.

The assessment provided reasonable assurance that the current internal audit practices align with the 2017 standards and Code of Ethics, the OIG Operations Manual, applicable laws and regulations, and the department's mission and goals for continuous quality improvement.

Consulting Engagements

Memorandum No. 25C-01 Consulting Engagement for the Division of Agricultural Environmental Services (AES), Bureau of Scientific Evaluation and Technical Assistance (BSETA)

The objectives were to analyze the pesticide registration process to ensure compliance with laws and regulations, identify key information needed for reporting, and assist in reducing data errors and deficiencies; and review AES procedures and the consumer instructional website to verify alignment with laws and regulations.

The consulting engagement focused on strengthening the BSETA Pesticide Registration Program. The OIG provided recommendations to improve system functionality, streamline processes, and support alignment with program goals and regulatory expectations.

Special Projects

Project No. 25SP-01 Implementation of Updated Internal Audit Standards

The objectives were to submit a new Audit Charter, update staff performance expectations, update audit workpaper templates, and review and plan revisions of the Audit Operations Manual.

The Internal Audit Charter was revised and signed in January 2025. Staff performance expectations and position descriptions were updated in April 2025, and audit templates were revised to reflect the updated standards. Planning for updates to the Audit Operations Manual is ongoing.

Project No. 25SP-02 OIG Annual Risk Assessment and Audit Plan

The OIG is required to conduct an annual risk assessment to gain a comprehensive understanding of potential risks across the department. Our office develops the OIG annual audit plan based on the results of the risk assessment.

The completed Audit Plan includes its long-term work plan, as required by Section 20.055(6)(i), F.S. and was approved on June 24, 2025, for FY 2025-2026.

Project No. 25SP-03 Review of Union County Soil and Water Conservation District

The OIG conducted a review of Union County Soil & Water Conservation District (SWCD) to determine whether they complied with the audit and financial reporting requirements in Chapter 189, F.S.

The OIG found that Union County SWCD was not in compliance with the audit and financial reporting requirements in Chapter 189, F.S.

Project No. 25E-01 Auditor General's Peer Review of Internal Audit Activities for Fiscal Year 2023-2024 (corresponds to AG Audit 2025-043)

The objective was to support the AG's independent assessment of our internal audit activities. To assist with this review, we compiled and provided a comprehensive set of documents to the AG for review. These materials were submitted to demonstrate compliance with applicable professional standards and to facilitate the peer review process.

The quality assurance and improvement program related to the OIG's internal audit activity was adequately designed and complied with during the review period.

Project No. 25E-02 Legislative Budget Request Schedule IX – Major Audit Findings and Recommendations

The Audit Section submits a summary of major audit findings and recommendations from both internal and external audit reports issued during the fiscal year. This submission supports the department's Legislative Budget Request by highlighting key areas of risk, oversight, and improvement.

Follow-up Engagements

The Audit Section completes follow-ups on engagements that result in findings until corrective action has been taken or management assumes the risk of not taking corrective action, for up to 24 months.

Memorandum No. 25F-01 6-Month Follow-up on the Audit of Division of Food Safety's Permitting Processes (Report 23A-02)

All corrective action has been completed for this audit. No further follow-up is required.

Memorandum No. 25F-02 12-Month Follow-up on the Audit of Cybersecurity Access Control Audit (Report 23A-06)

All corrective action has been completed for this audit. No further follow-up is required.

Memorandum No. 25F-03 18-Month Follow-up on the Audit of Cybersecurity Access Control Audit (Report 24A-06)

All corrective action has been completed for this audit. No further follow-up is required.

External Engagement Coordination

The Audit Section is the coordinator for external audits and reviews conducted by the State of Florida AG, the Office of Program Policy Analysis and Government Accountability (OPPAGA), the United States Department of Agriculture (USDA), 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 OPPAGA and monitors responses to reports issued by the USDA.

The Audit Section coordinated **seven** external audits/reviews conducted by state or federal agencies during the fiscal year. The following table enumerates external engagements, followed by a summary of each engagement.

Agency	Report Number and/or Status	Title
AG	2025-162	State of Florida – Compliance and Internal Controls Over Financial Reporting and Federal Awards for Fiscal Year Ending 2024
AG	Complete	Information Technology Survey
OPPAGA	Complete	Evaluation of the Impact of Chapter 2020-160, Laws of Florida
OPPAGA	Complete	Long-term Trends Related to the Conversion of Agricultural Land to Non-Agricultural Land
USDA	In Progress	National School Lunch Program, School Breakfast Program, and Fresh Fruit and Vegetable Program, Management Evaluation for Fiscal Year 2024

USDA	Complete	Florida Women, Infants, and Children (WIC) Farmers Market Nutrition Program Management Evaluation 2024
USDA	Complete	Financial Management Review of the Florida Child Nutrition Programs for Fiscal Year 2024

Office of the Auditor General (AG)

Report No. AG 2025-162: State of Florida – Compliance and Internal Controls Over Financial Reporting and Federal Awards for the Fiscal Year Ended June 30, 2024

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. A status of corrective action was included regarding the prior year finding in relation to the department's federal awards.

AG Information Technology (IT) Survey

The objective was to conduct an IT survey under Section 11.45(3)(b), F.S., aimed at assessing the organization's current IT environment, governance structure, and control alignment across management, operational, and technical areas.

The survey responses will provide the AG with a comprehensive understanding of the organization's IT infrastructure. The information is confidential and not a public record.

Office of Program Policy Analysis and Government Accountability (OPPAGA)

Soil and Water Conservation Districts Performance Reviews

The review was to conduct a comprehensive performance evaluation of Florida's 49 independent soil and water conservation districts, as mandated by Section 189.0695(3)(b), F.S. The review, commissioned by OPPAGA and performed by Mauldin & Jenkins, covered the period from October 1, 2020, through April 30, 2024, and aimed to assess operational effectiveness, financial sustainability, and alignment with statutory obligations.

The review found that most districts face operational and financial challenges due to limited revenue options. Districts with external contracts or diversified funding are more sustainable. The state should continue exploring structural changes to ensure long-term viability.

Evaluation of the Impact of Chapter 2020-160, Laws of Florida

This project has been completed. No formal report was released.

Long-term Trends Related to the Conversion of Agricultural Land to Non-Agricultural Land

This project has been completed. No formal report was released.

United States Department of Agriculture (USDA)

National School Lunch Program, School Breakfast Program, and Fresh Fruit and Vegetable Program, Management Evaluation for Fiscal Year 2024

The USDA assessed the department's compliance with Federal Financial regulations, Food and Nutrition Service instructions, policy memoranda, and policy guidance related to the program.

There were two findings, two observations, and one noteworthy initiative in the report issued on August 5, 2024.

Florida WIC Farmers Market Nutrition Program Management Evaluation 2024

The USDA assessed the department's compliance with Federal regulations, instructions, and policies pertaining to the program, provided technical assistance, and promoted a collaborative partnership with the department.

All corrective actions were addressed and validated by the Food and Nutrition Service. The review was officially closed as of March 17, 2025.

Financial Management Review of the Florida Child Nutrition Programs for Fiscal Year 2024

The USDA assessed the administration of the child nutrition programs period. The objective of the review was to determine compliance with Federal financial regulations, policies, laws, contracts, grant agreements, and other requirements applicable to Federally funded Child Nutrition Programs and to promote collaborative partnership through technical assistance.

All corrective actions for five findings identified in the report have been implemented. The review was officially closed as of March 18, 2025.

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 divisions 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

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 received its accreditation in 2010 and has consistently upheld its full accreditation status, with the most recent reaccreditation in February 2025, with Excelsior Recognition. The accreditation process is voluntary and includes benchmarks consisting of compliance with 48 mandatory standards, a comprehensive on-site evaluation by a CFA assessment team, and an inspection of the OIG facilities. Proof of compliance is submitted annually with reaccreditation occurring every three years. Agencies that have successfully completed five accreditation cycles, as recognized by the Commission, are awarded Excelsior Recognition.

Background Review

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 the fiscal year, the OIG conducted **964** 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 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 investigative activities 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 CFA standards, and include violations of law, sexual harassment, discrimination, and whistle-blower investigations.

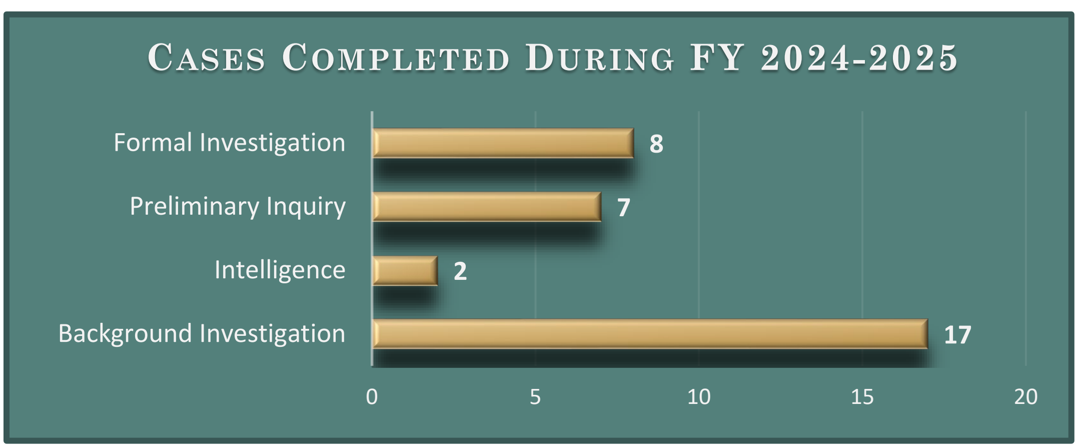
Preliminary Inquiry: Investigative activity conducted when it is necessary to determine the validity of a complaint and to expand upon initial information to determine if a formal investigation is warranted.

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.

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

Referral: Documented complaint or allegation which does not initially warrant an investigation. These complaints are referred to the appropriate division director for resolution, sometimes with a request to notify the OIG of what action was taken by the division.

Assist Other Agency: Significant investigative activity in support of another government agency case.



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 whether to take disciplinary action.

The report gives an overview of the investigation conducted:

- the initial allegation(s),
- individuals involved,
- a summary of the interviews conducted, and
- a summary of evidentiary support.

If criminal violations are identified during 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

OIG-029-2023 This investigation was conducted concerning allegations of suspicious online activity by a Florida Forest Service (FFS) employee. The investigation concluded that the allegations against the FFS employee for violation of policy related to, Information Technology Resource Security Policies and Standards, Personal Security and Acceptable Use, were **SUSTAINED** on two counts. In another allegation against the FFS employee, the violation of policy related to, Conduct Unbecoming a Public Employee, was also **SUSTAINED**.

Personnel Action: The employee resigned.

OIG-007-2024 This investigation was conducted concerning allegations of policy violations by an Office of Agricultural Law Enforcement (OALE) officer, originating from a criminal investigation conducted by the Florida Department of Law Enforcement. The investigation concluded that the allegation against the officer was **NOT SUSTAINED** for Violation of Law and/or Agency Rules, specifically: Section 914.22, F.S., Tampering with or Harassing a Witness. In contrast, the allegations against the officer for Violation of Law and/or Agency Rules, specifically: OALE Policy 2.19, Reports, Section 2.14, Witness/Victim Statements, and OALE Policy 2.19, Reports, Section 5.1, Victims' Rights Booklets, along with OALE Policy 1.02, Conduct, Section 13.5, Reports and Appeals (Unlawful Orders), and OALE Policy 1.02, Conduct, Section 1.3, Truthfulness, and Section 112.313(6), F.S., Standards of Conduct for Public Officers, Employees of Agencies, Misuse of Public Position, were **SUSTAINED**. Lastly, the investigation concluded that the allegations against the officer for violation of policy related to, Misconduct and Conduct Unbecoming a Public Employee, were also **SUSTAINED**.

Personnel Action: The employee resigned.

OIG-014-2024 This investigation was conducted concerning a Division of Consumer Services (DCS) employee who failed to properly notify their supervisor about an arrest. The investigation concluded that the allegation against the DCS employee was **SUSTAINED** for violation of policy related to, Disciplinary Policy and Employee Standards of Conduct, Failure to Report an Arrest.

Personnel Action: The employee was terminated.

OIG-016-2024 This investigation was conducted concerning an allegation of discourteous conduct by an OALE officer. The investigation concluded that the allegation against the officer was **SUSTAINED** for Violation of Law or Agency Rules, specifically: OALE Policy 1.02, Conduct, 7., Conduct Unbecoming a Public Employee.

Personnel Action: The employee received a Written Reprimand.

OIG-018-2024 This investigation was conducted concerning allegations of suspicious activity involving ten employees of the Division of Licensing (DOL). The investigation concluded that the allegations against eight DOL employees were **SUSTAINED** for violation of policy related to, Negligence. Furthermore, the allegations against two DOL employees were **SUSTAINED** for Violation of Law or Agency Rules, specifically: Section 117.107(3), F.S., Notary Public Prohibited Acts, Affixing Notary to Blank Form, as well as violation of policy related to, Poor Performance. Lastly, the allegations against one DOL employee were **SUSTAINED** for violation of policy related to, Interfering with an Official Investigation, and Code of Ethics regarding Accepting Gifts.

Personnel Action: One employee was terminated, four employees resigned, and five employees received Written Reprimands.

OIG-022-2024 This investigation was conducted concerning a Division of Food Safety (DFS) employee who failed to properly notify their supervisor about an arrest. The investigation concluded that the allegation against the DFS employee was **SUSTAINED** for violation of policy related to, Disciplinary Policy and Employee Standards of Conduct, Failure to Report an Arrest.

Personnel Action: The employee resigned.

OIG-023-2024 This investigation was conducted concerning a DCS employee who failed to properly notify their supervisor about an arrest. The investigation concluded that the allegation against the DCS employee was **SUSTAINED** for violation of policy related to, Disciplinary Policy and Employee Standards of Conduct, Failure to Report an Arrest.

Personnel Action: The employee received a Written Reprimand.

OIG-001-2025 This investigation was conducted concerning allegations of possible unauthorized access and use of confidential criminal justice information systems by an OALE officer. The investigation concluded that the allegation against the officer for Violation of Law and/or Agency Rules, specifically: OALE Policy 8.04, CJIS Security Policy Dependent Systems, was **EXONERATED**. Conversely, the allegation against the officer for Violation of Law and/or Agency Rules, specifically: OALE Policy 8.01, Mobile Data Terminals, (2.2) Use of Criminal Justice Systems and Information, was **SUSTAINED**.

Personnel Action: The employee received a Written Reprimand.

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 rules have been employed by the department for varying lengths of time. The number of employees with a sustained violation and their time in service for the fiscal year can be found in the following table.