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Greetings,

We are writing to request additional information regarding your organization's current human resource policies and procedures. We are in the early phases of our information gathering and hope to be sending additional follow up requests as information is presented to us.

Our organization was created to investigate allegations of misuse, abuse, fraud, and other possible criminal activity that may exist in our Florida state government. We are the Citizens United for Responsible Leadership, and our members include numerous citizens, employees, retirees, home-owners, and business owners of the great state of Florida. Our primary belief is holding those leaders that are placed in charge of our government offices to the same, if not higher, standard of ethics and integrity as those that they manage.

We are seeking information regarding possible fraudulent activities in our Florida government. We believe that leaders are put in place to demonstrate the highest integrity and morals and to set examples for those they manage to follow. As these leader work for us, the tax-payers of Florida, we believe we deserve action when those leaders commit fraud just as you would expect in any business.

We are now investigating multiple reports of management abuse of time and expenses. We have received reports of falsifying billable time for personal use, not limited to, but including: a November golf tournament arranged by the organization where executives participated while claiming billable work hours at at least one Water Management District; personal days not entered into time management systems; excessive break times including extended lunches far in excess of scheduled time; falsified meetings entered to excuse absences during business hours; and sick leave not entered in order to preserve the employees leave balance. These actions have culminated in some employees having little to no used leave time allowing the offenders to "cash in" bonus incentives at the end of the department fiscal year. These offenses, if factual, result in thousands upon thousands of dollars in unearned wages per employee. This action is fraud and is stealing from the Florida taxpayer. Management abuse of just one hour a week at the management pay level results in over \$2000 of unearned wages a year. These occurrences have become way too common in our state government, and while these offenders and their offenses are typically very well known, are often times unreported as employees fear reprisal from management and those tasked to investigate incidents that seems to support fellow management rather than the taxpayers they were hired to serve.

At this time, under the Florida Sunshine Law, we are requesting : your current weekly hour requirement for management level employees; policy for management's use of personal leave; current process for reporting fraud; process for protecting employees who report management or fellow employees; disciplinary process for fraudulent activity; and the contact name and address for department in charge of fraud investigation.

We appreciate your help in gathering this information, and hope you will assist us in holding all of our state's public servants to the highest of standards. We will supply further correspondence as our investigation continues. Please send all further communication to this email address.

Thank you, sincerely  
Citizens United for Responsible Leadership of Florida  
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