



Inspector General Insights

Background: Upon discovery of Deputy County Manager Sean Callahan’s dual employment, the Office of Inspector General (OIG) began an audit of Board of County Commissioners (BCC) employees with a large amount of paid leave in recent months.

Objective: The OIG initiated a preliminary review to determine if the employees followed the FMLA laws and regulations, Florida Statutes, and County Manager’s Agency (CMAs) within the Collier County Human Resources Administrative Practices and Procedures manual. This included a review for unauthorized outside employment.

Scope / Methodology: On January 19, 2022, the OIG initiated a review of a sample of 24 BCC employees who had taken significant leave in the fourth quarter of the calendar year 2021.

Observations: During the time of our audit, the OIG addressed three instances of potential unapproved outside employment (in addition to Callahan) in our audit of our sample of 24, as well as one additional discovery of outside employment made during our fieldwork.

- The OIG noted that one employee’s personnel file had an approved request for outside employment which had lapsed, yet the website of the consulting firm he included in his request still indicated he was actively performing consulting services for them. The OIG discussed this with BCC Human Resources (HR), and they followed up with an email string where the employee asked the consulting firm to remove their reference to him. The employee also indicated that he had not performed any services for the consulting company in over a year, which would have been covered by his expired approval letter. The OIG confirmed that the consulting company removed his information from their website.
- Another employee with significant leave had two outside corporations, and he held seven patents which were filed after the beginning of his employment with Collier County. He had no approved request for outside employment in his personnel file, and the nature of the corporations and patents did not indicate ongoing outside employment. The OIG discussed our findings with his manager for awareness.
- On March 1, 2022, the OIG made a discovery of a BCC employee who described herself on social media as a “Life Coach”, referring to her “clients” and making reference to getting paid for this coaching activity. The OIG contacted BCC HR, who later forwarded an approved outside employment request dated March 8, 2022. Although this form was initiated and signed after the coaching activity commenced, BCC HR acted appropriately upon becoming aware of the issue.

Conclusion: All issues of potential outside employment were satisfactorily addressed.

Total # Transactions	Amounts Audited or Reviewed	Questioned Costs	Taxpayer Savings	# Observations / Recommendations
25	\$ 68,174.88	\$ 0.00	N/A	3