

# Ethics, Gratuities and Conflicts Of Interest in Conservation Law Enforcement

Jeff Hubert

## *Abstract*

*Law Enforcement work is currently evolving from being labeled blue collar work to being viewed as a profession. As standards and requirements increase to be a law enforcement officer so does the ethical and moral standards expected of sworn officers. This research project focuses on conflicts of interests, gratuities and ethics in the Florida Fish and Wildlife Conservation Commission (FWC). Specific areas of concern for this project were sworn officers accepting free hunt club memberships where a fee is normally required and sworn FWC officers working as licensed for hire charter boat captains.*

## Introduction

As a career in law enforcement evolves from being considered blue collar work to a profession the ethical standards being placed upon officers, while on duty and off duty, are increasing. Officers today not only have higher standards of ethics placed upon them, they are being held accountable for those standards by the community at large.

Accepting a free cup of coffee or a free meal by officers in the '70's were considered non-issues; but today that same practice continues to come under further scrutiny. In conservation law enforcement it was an acceptable practice for officers to accept free memberships from hunt clubs. Memberships into these clubs can cost private citizens thousands of dollars a year. There are officers who patrol the waters of the state while on duty and conduct a private charter fishing business while off duty. In the past, these practices were not considered a conflict of interest or gratuities. As law enforcement continues to evolve, including conservation enforcement, these practices have to be addressed by policy makers working in conjunction with the constituents.

## Literature Review

Police officers, and other criminal justice experts, are expected by the public to be professional on and off duty (Dreisbach, 2009). Public perception of gratuities changed from decade to decade. During the 1970's, police work was not seen as a profession. Since the role of a police officer was considered blue collar work the acceptance of free coffee or discounted meals was common place. Christmas time gifts of alcoholic beverages from local bars were considered part of the norm. This type of behavior and gift giving was considered acceptable by the public as just one of the "perks" of being on the force (Andrews, 2004).

Is a career in law enforcement considered a “profession” or “blue collar” work? The idea of a profession comes from the middle Ages when law, clergy, and academics were separated as professions from other jobs or careers. Each “profession” began with a public declaration; a *profession* of vows to assume the job as a way of life, not just a means of making money. All three required university study and a commitment to high ideals (Dreisbach, 2009).

Today, the common view is that at least three criteria are necessary to a profession: extensive training, “a significant intellectual component,” and offering an important service to society (Dreisbach, 2009). Criminal Justice jobs in general offer an important service to society, and many people in the field undergo extensive training over their careers, but many others forgo the sort of higher education that we usually associate with a “significant intellectual component” (Dreisbach, 2009). Regarding Law Enforcement as a profession, one thing is clear, agencies and officers must conduct themselves in a professional manner, maintain a high degree of integrity, and govern themselves with clear ethical policies and standards. In defining a profession, Christopher Dreisbach, in his book *Ethics in Criminal Justice*, uses what he states as an “underrated” type of definition, the *ostensive definition*, definition by example (Dreisbach, 2009). Using this definition, the example set by officers in their professional life as well as their private life would have to be examined.

In the Law Enforcement Code of ethics, published by the International Association of Chiefs of Police (IACP), one line illustrates how an officer should be perceived in his private life, “I will keep my private life unsullied as an example to all” (Delattre, 2006). The Code of Ethics goes on to say “Honest in thought and deed in both my personal and official life, I will be exemplary in obeying laws of the land and the regulations of my department” (Delattre, 2006). Another line in the Code of Ethics goes on to state, “I will enforce the law courteously and appropriately without fear or favor, malice or ill-will, never employing unnecessary force or violence and never accepting gratuities”(Delattre, 2006). There are some in law enforcement who object to portions of the Code of Ethics as too demanding or too vague. Some ask whether an “unsullied” private life means you cannot live with a lover. The code is a trustworthy guideline conveying a spirit of public trust; however no code can take the place of good character. It is clearly wrong for an officer to violate the public trust and misuse his office for personal gain (Delattre, 2006). Both individual character and code of ethics can only be sustained by departmental policy and the example set by the command personnel. If the leadership of an agency does not demonstrate that they take ethic violations seriously, their codes will be treated as worthless cliché’s (Delattre, 2006).

Police Corruption has traditionally been defined as: a misuse of authority by an officer for personal gain; accepting money or money’s worth to provide a service they are duty bound to provide; or physical, psychological or legal abuse used by police. According to a recent survey, many officers felt that corruption for personal gain was a much more serious charge than engaging in corrupt behavior that appears to “benefit society at large” (Martinelli, 2006). Police transparency and accountability procedures are required so that allegations of misconduct will not be covered up (Martinelli, 2006). By adhering to the profession’s values, agencies will be viewed as a professional organization and will avoid allegations of corruption. Professional norms are created by the values of the agency and lay the foundation for the discretionary judgment required

for effective policing. When these values are not enforced, officers and supervisors alike will lose their perspective on Constitutional policing (Martinelli, 2006).

Sergeant Wayne C. Andrews, in an article published in *The Florida Police Chief Magazine*, defines a gratuity as the receipt of free meals, services, or discounts. He goes on to say that they are considered fringe benefits of the job. However, they clearly violate the Code of Ethics because they involve a financial reward or gain (Andrews, 2004). In his article, *Police, Gratuities, Public Perception after September 11, 2001*, Sgt. Andrews asks the question, "Are any acceptances of gratuities, violations of the Code of Ethics?" Does accepting a gratuity lead the officer down the slippery slope to more serious misconduct?" (Andrews, 2004) During the 1990's the perception of the public was that law enforcement officers are professional people who receive good pay and benefits. Police officers were no longer doing a job that was considered special and should not receive extra benefits (Andrews, 2004). After September 11, 2001, public perception of law enforcement, as well as other public servants, changed throughout the country. If a police officer entered a restaurant in uniform it was hard for the officer to buy coffee or a meal. In addition, theme parks across the country were offering free admission to officers and their families calling it "Salutes to our Heroes." Were these to be considered examples of gratuities or gifts? (Andrews, 2004).

One definition of entitlement is the belief that an individual, by virtue of his/her position as a law enforcement officer, is owed certain privileges or latitudes in terms of their behavior. (Andrews, 2004). Some would argue if we could determine the reason for the gratuity then we could decide to accept or reject it. For example, if the gift is being provided with an expectation of extra service or future services, then the gift should be rejected. But, if the gift was for services already performed and simply a thank you for a job well done, then acceptance may be a choice. Clearly, the gifts and gratuities provided to law enforcement officers after the events of 9/11 were a thank you for a job well done with no future expectations. Law Enforcement agencies owe it to the public and the employees to create policies regarding gratuities and gifts which prevent the acceptance of inappropriate gratuities, but do allow the acceptance of genuine displays of appreciation for a job well done (Andrews, 2004).

## Methods

The focus of this research project was to determine if the Division of Law Enforcement within the Florida Fish and Wildlife Conservation Commission (FWC) has an ongoing problem with certified law enforcement officers being involved in activities which would be considered a conflict of interest, ethic violations, or acceptance of gratuities. The main focus is on the acceptance of free hunting leases and sworn personnel who are licensed for hire charter boat captains. The research for this project consisted of a four part methodology. Part one consisted of 174 online surveys being sent to all sworn supervisors of the Division from the rank of Lieutenant to Lt. Colonel. Part two consisted of a focus group of 5 sworn members of the Division with various years of experience. These members were a mix of officer and investigator rankings. Part three consisted of phone interviews from sworn members of conservation agencies from the following States: Texas, Alabama and South Carolina. Part Four consisted of

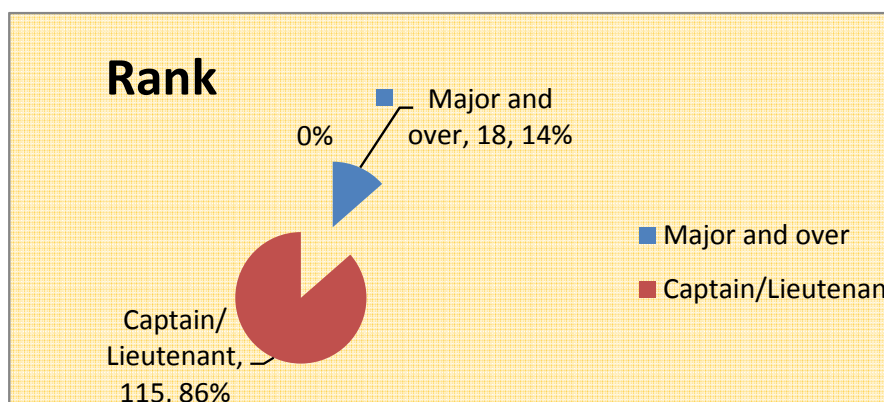
research data from the FWC Inspector Generals office regarding complaints against officers for ethic, gratuities, and conflict of interest violations.

The surveys were sent to each supervisor via the internet. In an effort to get the survey questions answered as honestly as possible, the survey was sent out in a manner which provided complete anonymity to the respondent. The survey responses were sent to a central location which provided me with the response rate as well as the comments. Each person included in the survey was provided with an email explaining the purpose of the survey. In addition they were provided with an opportunity to provide any comments regarding the subject they felt would be pertinent to the issue. The survey questions included the area of the state the individual worked in. This was required to assist in breaking down the various locations the responses were coming from. The Division of Law Enforcement within the Florida Fish and Wildlife Conservation Commission (FWC) is located throughout the entire State of Florida. The survey questions were designed to provide a degree in which the respondent agreed with the question. The range of responses was from Strongly agree to Strongly disagree. In addition, a comments section was provided in an effort to allow individual ideas to be mentioned. The goal of the survey was to determine if the Division is currently facing a culture of accepting hunting leases from private land owners. In addition, to determine if the members considered being a Charter Boat Captain a conflict of interest. The survey also provided an opportunity to determine if the Division needs to address the current policy regulating these issues. One limitation of the survey involves not including input from our external customers. Inclusion, however, would go beyond the focus of this particular study.

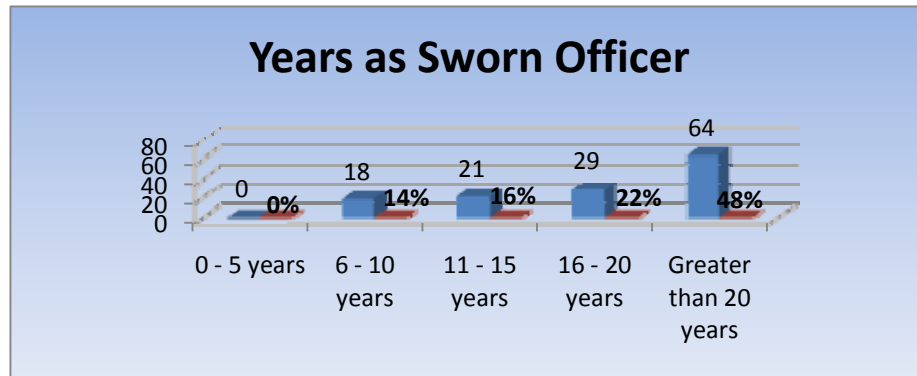
## Results

The survey instrument consisted of a total of 18 questions. The final question was an opportunity for the respondent to provide any comments or feedback. The survey instrument was sent to a total of 174 sworn supervisors with the Division of Law Enforcement in FWC. A total of 144 surveys were returned with an 82.75% rate of return. The rank of individuals was from Lieutenant to Lieutenant Colonel.

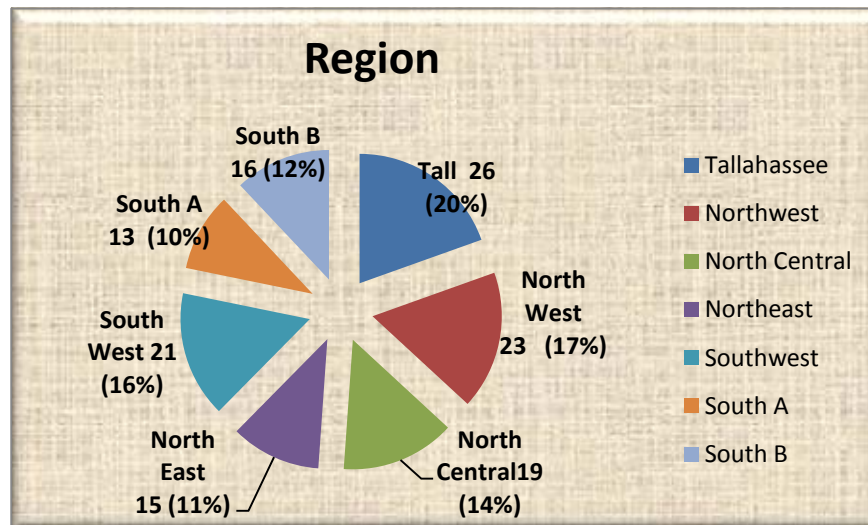
The following chart demonstrates a break down of respondents based on rank:



The survey included a question regarding years of experience as a sworn officer. This question was broken down into five year increments up to 20 years. The following chart is a breakdown of the experience level for the respondents:



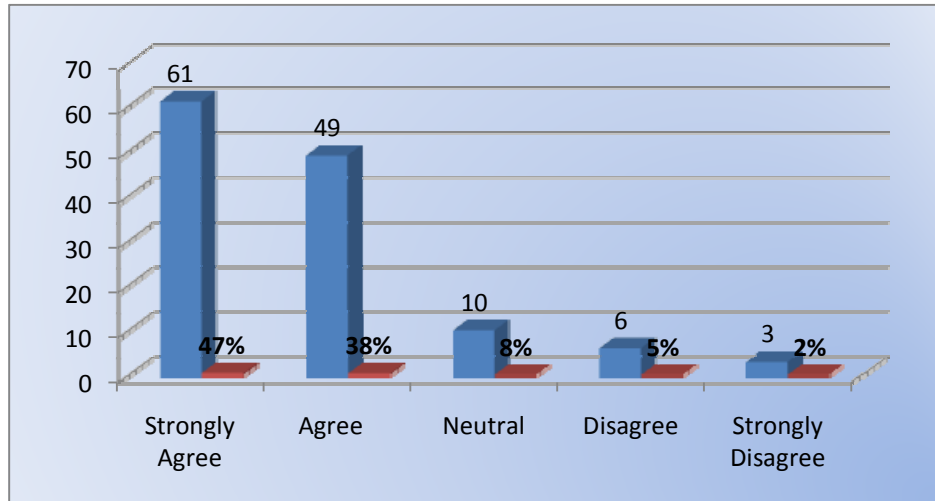
The following chart shows a breakdown as to which Region in the State the respondents identified as their work location:



One question was regarding the primary work assignment for the respondent. The survey results for this question were the following: 17% Land Patrol; 17% Marine environment; 3 % Freshwater environment and 63% identified their work assignment as Administrative or training.

Based on the responses 57% of those surveyed agree that the Divisions current policy regarding Gratuities and Conflict of Interest issues is adequate in its current form. Another 12% strongly agree that the policy is adequate. There were a total of 14% who felt the current policy was not adequate enough.

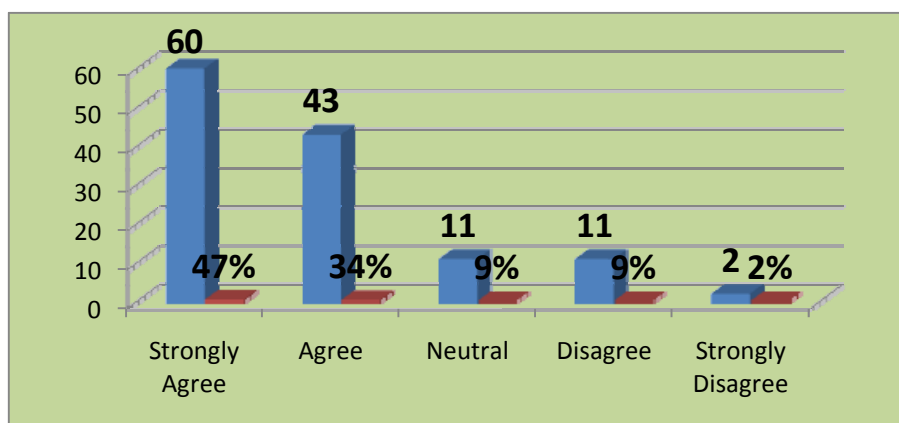
The following chart demonstrates the percentage of respondents who agree or disagree that an officer who accepts a free hunting lease from a hunting club which normally charges its membership a fee to be a member of the club, has accepted a gift or gratuity:



The survey also asked the respondents if they have ever accepted a free hunting lease from a private hunting club. The clear answer to this question was no with 97% of the respondents stating so. When asked if they were aware of any sworn officer who has accepted a free hunt membership from a private club 22% or 28 of the respondents answered yes. The survey also included questions regarding sworn personnel being involved in the commercial charter boat industry. When the respondents were asked if they were currently or previously a commercial charter boat captain 96% or 123 respondents answered no.

However, when asked if they were aware of any sworn FWC officer who is currently or has in the past been a licensed charter boat captain 73% responded yes.

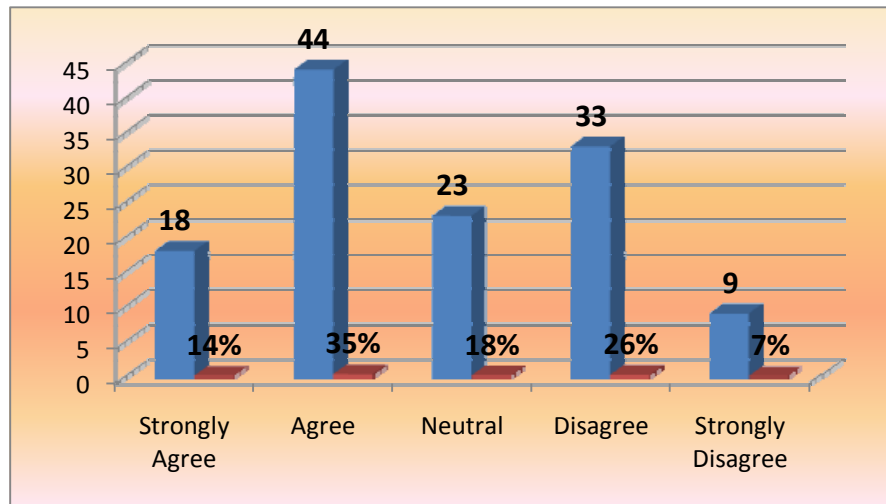
The following chart breaks down to what extent the respondents agreed that an FWC officer accepting a free hunt lease from a private club is a conflict of interest:



Regarding the question as to what extent the respondents agree that it is a conflict of interest for an FWC officer to be a licensed for hire charter boat captain, they were divided on this issue. The majority believe it is not a conflict of interest to do so, with 13% strongly disagreeing and 33% disagreeing. However, 18% strongly felt that it was a conflict of interest and another 21% simply agreeing that it was a conflict of interest. Another 15% remained neutral regarding this question.

The respondents were also asked to state their level of agreement as to whether or not it was an ethical violation for a sworn officer to mark the latitude and longitude location of a fishing spot being used by a fisherman and then returning on the officers' personal time to fish the very same location.

The following chart breaks down the response to this ethical question:



Based on this chart 49% of the respondents believe it is an ethical violation to mark the fishing location being used by a fisherman and then returning to fish that same spot on your own time.

In addition to the survey instrument, I met with a group of officers and investigators to provide a small sample of the opinions of members not in supervision with the Division. This group was asked the same set of questions as those who responded to the formal survey. The work assignments for this group included those who work primarily land, freshwater and marine environment. The group had the following years of experience: greater than 20 years of experience, 15 years of experience, 9 years of experience, 6 years of experience and 2 years of experience. When asked if they agreed that it was a conflict of interest for a sworn officer to accept a free hunting membership from a private club the unanimous answer was yes. Contrary to that opinion, the group also unanimously agreed that it was not a conflict of interest for an officer to be a licensed charter boat captain. However, the group did agree that it would be an ethical violation if a licensed charter boat captain were to obtain fishing locations as a result of their patrol activities.

In addition, the group had a discussion as to whether or not it was a conflict of interest, or an acceptance of a gratuity for an officer to be a guest of a current member

of a private hunt club. The officer with 15 years of experience felt that it would be a gratuity if the guest invitation was a result of the officers' job. With the exception of the 15 year officer, the group felt that if it was part of the hunt clubs by-laws that its membership could bring a guest with them, it would not be considered a gratuity or conflict of interest.

As part of this research project I contacted middle management personnel with conservation agencies from 3 other states; Texas, Alabama and South Carolina. These states were selected due to the fact that each one of them has private hunt clubs as well as significant amount of water bodies, providing for the potential to have licensed charter boat captains. Each one of the respondents advised that they have not addressed the issue of their conservation officers receiving free memberships to private hunt clubs. The respondent from South Carolina advised me that he personally does not hunt in the same county he is assigned to patrol. He went on to say "not only does it have to be right; it has to look right as well." In addition, each one of them advised that they were not aware of this issue being raised by members of the public as well. Texas and Alabama advised me that their officers would not be able to be hunting or fishing guides of any kind. This activity would be considered a conflict of interest for their officers. As a result they could not be licensed charter boat captains.

The final method of research for this project was a review of complaints against sworn members of the Division of Law Enforcement where the allegation involved an ethical or conflict of interest concern. The time period reviewed was January 1, 1999 through December 31, 2008. The particular focus of the complaints reviewed involved fishing or hunting type of complaints against an officer. The review revealed a total of 5 complaints against officers involving hunt club concerns. One complaint, which was in 2008, was sustained. The nature of the complaint was that the officer was issuing citations to dog hunters in return for a free hunt club membership. There were 2 complaints against officers for stealing fishing locations for their personal use. Both of these complaints were considered UNFOUNDED. An UNFOUNDED finding of a complaint means that the allegation against the officer is considered either baseless or false. In addition there were 6 complaints against various officers for conflict of interest violations. Of the 6, 3 were sustained, 1 was not sustained and 2 were unfounded. The allegations were for an officer endorsing commercial products while in uniform, another was for an officer receiving free meals at a yacht club. One allegation against an officer was sustained for receiving a loan from a commercial fisherman. Another allegation which was unfounded was against an officer for working as a marine species dealer without authorization.

## Discussion

The discussion of ethics in law enforcement has shifted as the perception of law enforcement being viewed as a profession instead of blue collar work. When law enforcement work was viewed strictly as blue collar work with low pay and minimal benefits it was accepted in the eyes of those in law enforcement and the community at large for an officer to receive a free cup of coffee or a free meal. Since the discussion is now focused on law enforcement work being viewed as a profession those in law enforcement and the community at large has altered their view of past practices



regarding free meals or coffee. The same philosophy is true of conservation officers. In the past there were no discussions or negative implications for an officer to be a part of a hunt club as a non-paying member. As one member from Alabama stated to me “that is something we do not talk about.”

My research of these issues reveals that the majority of the sworn leadership of FWC believes that it is a conflict of interest for an officer to accept a free hunt club membership where a fee is normally charged. However, there are many who believe that an officer who is offered the opportunity to hunt at a private club where the members are authorized to bring a guest as not a conflict of interest or the acceptance of a gratuity. I believe that this is an issue which should be addressed on a case by case basis. If the club authorizes all members to bring a guest then more than likely there is no expectation from the officer if he/she is a guest at the club.

Regarding the issue of sworn officers being charter boat captains for hire, most believe that this is not a conflict of interest for the officers. However, if an officer were to observe an individual having a successful day fishing, mark the location of the fishing spot and then return on his own time with a paying fare, would constitute an ethical violation. As the supervisor from South Carolina stated to me, “it has to be right, and it has to look right.” If the issue does not pass that test then it is possible that the officer is going down a slippery slope. I found it interesting that the other states viewed being a fishing guide as a conflict of interest while Florida currently does not hold that view. The opinion of many of those surveyed in FWC was that being a fishing guide (or licensed charter boat captain) was an employment opportunity at considerable expense to the individual, and conducted on the individuals own time. Conversely, the other states have not taken a position of whether a conservation officer accepts a free hunt club membership from a private club as a gratuity or ethic violation. Florida, and more specifically FWC, does view this type of activity as a gratuity.

## Recommendations

The primary intention of this research was to determine what the current culture of the Division of Law Enforcement with FWC is and to examine the issues regarding sworn members receiving free hunt club memberships where a fee is paid as well as the thought process regarding sworn officers working as licensed charter boat captains. Clearly sworn officers must be very critical in their approach to hunt clubs and their behavior as licensed boat captains. Sworn personnel must always be aware of the fact that they are held to a higher moral and ethical standard than the average citizen is.

In addition agency leadership must provide clear expectations and direction through policy and example. By doing so, the leadership can create an organizational culture which represents a professional mentality and an approach which is expected by both those who serve and the public at large.

I would recommend that FWC Division of Law Enforcement assign Ethics duties to one specific individual, preferable of the rank of Captain or higher. This person can serve as a liaison to the field on issues of ethical concern and provide awareness to the rank and file personnel on current ethical issues and changes in rules and regulations.

Also, this individual could provide sound recommendations to Division leadership regarding issues which would affect the Division.

In addition to an Ethics officer, the Division should ensure that each supervisor is trained and well versed on current ethics issues. Each supervising member should be required to keep their subordinates informed of ethic issues and aware of public perception on these very important matters. Law enforcement agencies are being held accountable to the public it serves and must govern itself transparently to garner the continued trust of those we serve.

Captain Jeff Hubert has been in law enforcement for over 21 years. He started his law enforcement career with the Florida Marine Patrol in 1988. In July of 1999, the Florida Marine Patrol and the Florida Game and Freshwater Fish Commission merged to form the Florida Fish & Wildlife Conservation Commission. Jeff started as a patrol officer moving up to the current rank of Captain where he supervises the Investigations unit for the FWC's Northeast Region.

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## APPENDIX A

### Gifts Gratuities and Conflicts of Interest Survey - Total

1. What is your Rank?

		Response Total	Response Percent
Major and above		18	14%
Captain/Lieutenant		115	86%
Officer/Investigator		0	0%
		<b>Total Respondents</b>	<b>133</b>
		(skipped this question)	11

2. Years as sworn officer

		Response Total	Response Percent
0 - 5		0	0%
6 - 10		18	14%
11 - 15		21	16%
16 - 20		29	22%
Greater than 20		64	48%
		<b>Total Respondents</b>	<b>132</b>
		<b>Average</b>	<b>17.78</b>
		<b>Weighted Average</b>	<b>16.53</b>
		(skipped this question)	12

3. What is your age group

		Response Total	Response Percent
20-30		6	5%
31-40		25	19%
41-50		62	47%
Over 50		40	30%
		<b>Total Respondents</b>	<b>133</b>
		<b>Average</b>	<b>45.23</b>
		<b>Weighted Average</b>	<b>42.36</b>
		(skipped this question)	11


4. In which Region do you currently work

		Response Total	Response Percent
Tallahassee		26	20%
Northwest		23	17%
North Central		19	14%
Northeast		15	11%
Southwest		21	16%
South A		13	10%
South B		16	12%
<b>Total Respondents</b>		<b>133</b>	
(skipped this question)			11

5. How would you characterize your primary patrol activities?

		Response Total	Response Percent
Land		22	17%
Marine		23	17%
Freshwater		4	3%
Administrative/Training		84	63%
<b>Total Respondents</b>		<b>133</b>	
(skipped this question)			11

6. To what extent do you agree that the current policy regarding Gratuities and Conflict of interest issues is adequate in its current form?

		Response Total	Response Percent
Strongly Agree		15	12%
Agree		74	57%
Neutral		22	17%
Disagree		18	14%
Strongly Disagree		0	0%
<b>Total Respondents</b>		<b>129</b>	
(skipped this question)			15

7. To what extent do you agree that a sworn FWC Officer who accepts a free hunting lease from a private hunting club, which normally charges its members a fee, has accepted a gift or gratuity?

		<b>Response Total</b>	<b>Response Percent</b>
Strongly Agree		<b>61</b>	<b>47%</b>
Agree		<b>49</b>	<b>38%</b>
Neutral		<b>10</b>	<b>8%</b>
Disagree		<b>6</b>	<b>5%</b>
Strongly Disagree		<b>3</b>	<b>2%</b>
		<b>Total Respondents</b>	<b>129</b>
		(skipped this question)	15

8. Do you currently or have you ever accepted a free lease from a private hunt club which normally charges its membership a fee?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		<b>4</b>	<b>3%</b>
No		<b>125</b>	<b>97%</b>
		<b>Total Respondents</b>	<b>129</b>
		(skipped this question)	15

9. Are you aware of any sworn FWC Officer who is currently receiving a free hunt membership from a private club which normally charges its membership a fee, or has accepted one in the past?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		<b>28</b>	<b>22%</b>
No		<b>101</b>	<b>78%</b>
		<b>Total Respondents</b>	<b>129</b>
		(skipped this question)	15

10. Are you currently or have you in the past been a commercial charter boat Captain?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		<b>5</b>	<b>4%</b>
No		<b>123</b>	<b>96%</b>
		<b>Total Respondents</b>	<b>128</b>
		(skipped this question)	16

11. Are you aware of any sworn FWC Officers who are currently or have in the past been a licensed Commercial Charter Boat Captain working as such for a fee?

		Response Total	Response Percent
Yes		93	73%
No		35	27%
<b>Total Respondents</b>		<b>128</b>	
(skipped this question)			16

12. To what extent do you agree that it is a conflict of interest for a sworn FWC Officer to accept a free hunting lease from a private hunt club?

		Response Total	Response Percent
Strongly Agree		60	47%
Agree		43	34%
Neutral		11	9%
Disagree		11	9%
Strongly Disagree		2	2%
<b>Total Respondents</b>		<b>127</b>	
(skipped this question)			17

13. To what extent do you agree that it is a conflict of interest for a sworn FWC Officer to be a licensed for hire Charter Boat Captain?

		Response Total	Response Percent
Strongly Agree		23	18%
Agree		27	21%
Neutral		19	15%
Disagree		42	33%
Strongly Disagree		16	13%
<b>Total Respondents</b>		<b>127</b>	
(skipped this question)			17

14. While on patrol you observe a fisherman with a large quantity of fish. To what extent do you agree that it is an ethical violation to mark the latitude and longitude numbers of the spot so that you can fish there on your personal time?

		Response Total	Response Percent
Strongly Agree		18	14%
Agree		44	35%
Neutral		23	18%
Disagree		33	26%
Strongly Disagree		9	7%
<b>Total Respondents</b>		<b>127</b>	
(skipped this question)			17

15. Are you familiar with the sworn Oath of Office?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		125	100%
No		0	0%
<b>Total Respondents</b>		<b>125</b>	
(skipped this question)			19

16. As a sworn officer, to what extent do you agree that accepting a free hunt lease from a private club which normally charges its members a fee. is a conflict with the sworn oath of office?

		<b>Response Total</b>	<b>Response Percent</b>
Strongly Agree		44	35%
Agree		50	40%
Neutral		14	11%
Disagree		14	11%
Strongly Disagree		3	2%
<b>Total Respondents</b>		<b>125</b>	
(skipped this question)			19

17. As a sworn officer, to what extent do you agree that being a for hire commercial charter boat captain is a conflict with the sworn oath of office?

		<b>Response Total</b>	<b>Response Percent</b>
Strongly Agree		15	12%
Agree		30	24%
Neutral		23	18%
Disagree		40	32%
Strongly Disagree		17	14%
<b>Total Respondents</b>		<b>125</b>	
(skipped this question)			19

18. Do you have any other comments, suggestions or ideas regarding this topic?

## APPENDIX B

### Gifts Gratuities and Conflicts of Interest Survey Major and Above

1. What is your Rank?

		Response Total	Response Percent
Major and above		18	100%
Captain/Lieutenant		0	0%
Officer/Investigator		0	0%
<b>Total Respondents</b>		<b>18</b>	

2. Years as sworn officer

		Response Total	Response Percent
0 - 5		0	0%
6 - 10		0	0%
11 - 15		1	6%
16 - 20		3	18%
Greater than 20		13	76%
<b>Total Respondents</b>		<b>17</b>	
<b>Average</b>			<b>20.76</b>
<b>Weighted Average</b>			<b>19.61</b>
(skipped this question)			1

3. What is your age group

		Response Total	Response Percent
20-30		0	0%
31-40		0	0%
41-50		9	50%
Over 50		9	50%
<b>Total Respondents</b>		<b>18</b>	
<b>Average</b>			<b>50</b>
<b>Weighted Average</b>			<b>50</b>



4. In which Region do you currently work

		Response Total	Response Percent
Tallahassee		7	39%
Northwest		6	33%
North Central		2	11%
Northeast		1	6%
Southwest		1	6%
South A		1	6%
South B		0	0%
<b>Total Respondents</b>		<b>18</b>	<b>18</b>

5. How would you characterize your primary patrol activities?

		Response Total	Response Percent
Land		0	0%
Marine		0	0%
Freshwater		0	0%
Administrative/Training		18	100%
<b>Total Respondents</b>		<b>18</b>	<b>18</b>

6. To what extent do you agree that the current policy regarding Gratuities and Conflict of interest issues is adequate in its current form?

		Response Total	Response Percent
Strongly Agree		2	12%
Agree		11	69%
Neutral		1	6%
Disagree		2	12%
Strongly Disagree		0	0%
<b>Total Respondents</b>		<b>16</b>	<b>16</b>
(skipped this question)			2

7. To what extent do you agree that a sworn FWC Officer who accepts a free hunting lease from a private hunting club, which normally charges its members a fee, has accepted a gift or gratuity?

		Response Total	Response Percent
Strongly Agree		7	44%
Agree		7	44%
Neutral		1	6%
Disagree		0	0%
Strongly Disagree		1	6%
<b>Total Respondents</b>		<b>16</b>	<b>16</b>

(skipped this question) 2

8. Do you currently or have you ever accepted a free lease from a private hunt club which normally charges its membership a fee?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		0	0%
No		16	100%
		<b>Total Respondents</b>	<b>16</b>

(skipped this question) 2

9. Are you aware of any sworn FWC Officer who is currently receiving a free hunt membership from a private club which normally charges its membership a fee, or has accepted one in the past?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		4	25%
No		12	75%
		<b>Total Respondents</b>	<b>16</b>

(skipped this question) 2

10. Are you currently or have you in the past been a commercial charter boat Captain?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		0	0%
No		16	100%
		<b>Total Respondents</b>	<b>16</b>

(skipped this question) 2

11. Are you aware of any sworn FWC Officers who are currently or have in the past been a licensed Commercial Charter Boat Captain working as such for a fee?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		13	81%
No		3	19%
		<b>Total Respondents</b>	<b>16</b>

(skipped this question) 2

12. To what extent do you agree that it is a conflict of interest for a sworn FWC Officer to accept a free hunting lease from a private hunt club?

		<b>Response Total</b>	<b>Response Percent</b>
Strongly Agree		8	53%
Agree		6	40%
Neutral		1	7%
Disagree		0	0%

Strongly Disagree

0 0%

**Total Respondents 15**

(skipped this question) 3

13. To what extent do you agree that it is a conflict of interest for a sworn FWC Officer to be a licensed for hire Charter Boat Captain?

Strongly Agree



**Response Total Response Percent**

2 13%

Agree



5 33%

Neutral



4 27%

Disagree



4 27%

Strongly Disagree

0 0%

**Total Respondents 15**

(skipped this question) 3

14. While on patrol you observe a fisherman with a large quantity of fish. To what extent do you agree that it is an ethical violation to mark the latitude and longitude numbers of the spot so that you can fish there on your personal time?

Strongly Agree

**Response Total Response Percent**

0 0%

Agree



5 33%

Neutral



7 47%

Disagree



3 20%

Strongly Disagree

0 0%

**Total Respondents 15**

(skipped this question) 3

15. Are you familiar with the sworn Oath of Office?

Yes



**Response Total Response Percent**

13 100%

No

0 0%

**Total Respondents 13**

(skipped this question) 5

16. As a sworn officer, to what extent do you agree that accepting a free hunt lease from a private club which normally charges its members a fee. is a conflict with the sworn oath of office?

Strongly Agree



**Response Total Response Percent**

6 46%

Agree



4 31%

Neutral



2 15%

Disagree



1 8%

Strongly Disagree

0 0%

**Total Respondents**      **13**  
(skipped this question)      5

17. As a sworn officer, to what extent do you agree that being a for hire commercial charter boat captain is a conflict with the sworn oath of office?

		<b>Response Total</b>	<b>Response Percent</b>
Strongly Agree		1	8%
Agree		4	31%
Neutral		4	31%
Disagree		4	31%
Strongly Disagree		0	0%
		<b>Total Respondents</b>	<b>13</b>
		(skipped this question)	5

18. Do you have any other comments, suggestions or ideas regarding this topic?

## APPENDIX C

### Gifts Gratuities and Conflicts of Interest Survey Captain/Lieutenant

1. What is your Rank?

		Response Total	Response Percent
Major and above		0	0%
Captain/Lieutenant		115	100%
Officer/Investigator		0	0%
<b>Total Respondents</b>		<b>115</b>	

2. Years as sworn officer

		Response Total	Response Percent
0 - 5		0	0%
6 - 10		18	16%
11 - 15		20	17%
16 - 20		26	23%
Greater than 20		51	44%
<b>Total Respondents</b>		<b>115</b>	
<b>Average</b>			<b>17.34</b>
<b>Weighted Average</b>			<b>17.34</b>

3. What is your age group

		Response Total	Response Percent
20-30		6	5%
31-40		25	22%
41-50		53	46%
Over 50		31	27%
<b>Total Respondents</b>		<b>115</b>	
<b>Average</b>			<b>44.48</b>
<b>Weighted Average</b>			<b>44.48</b>





4. In which Region do you currently work

		Response Total	Response Percent
Tallahassee		19	17%
Northwest		17	15%
North Central		17	15%
Northeast		14	12%
Southwest		20	17%
South A		12	10%
South B		16	14%
<b>Total Respondents</b>		<b>115</b>	

5. How would you characterize your primary patrol activities?

		Response Total	Response Percent
Land		22	19%
Marine		23	20%
Freshwater		4	3%
Administrative/Training		66	57%
<b>Total Respondents</b>		<b>115</b>	

6. To what extent do you agree that the current policy regarding Gratuities and Conflict of interest issues is adequate in its current form?

		Response Total	Response Percent
Strongly Agree		13	12%
Agree		63	56%
Neutral		21	19%
Disagree		16	14%
Strongly Disagree		0	0%
<b>Total Respondents</b>		<b>113</b>	
(skipped this question)			2

7. To what extent do you agree that a sworn FWC Officer who accepts a free hunting lease from a private hunting club, which normally charges its members a fee, has accepted a gift or gratuity?

		Response Total	Response Percent
Strongly Agree		54	48%
Agree		42	37%
Neutral		9	8%
Disagree		6	5%
Strongly Disagree		2	2%
<b>Total Respondents</b>		<b>113</b>	

(skipped this question) 2

8. Do you currently or have you ever accepted a free lease from a private hunt club which normally charges its membership a fee?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		4	4%
No		109	96%
		<b>Total Respondents</b>	<b>113</b>
		(skipped this question)	2

9. Are you aware of any sworn FWC Officer who is currently receiving a free hunt membership from a private club which normally charges its membership a fee, or has accepted one in the past?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		24	21%
No		89	79%
		<b>Total Respondents</b>	<b>113</b>
		(skipped this question)	2

10. Are you currently or have you in the past been a commercial charter boat Captain?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		5	4%
No		107	96%
		<b>Total Respondents</b>	<b>112</b>
		(skipped this question)	3

11. Are you aware of any sworn FWC Officers who are currently or have in the past been a licensed Commercial Charter Boat Captain working as such for a fee?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		80	71%
No		32	29%
		<b>Total Respondents</b>	<b>112</b>
		(skipped this question)	3

12. To what extent do you agree that it is a conflict of interest for a sworn FWC Officer to accept a free hunting lease from a private hunt club?

		<b>Response Total</b>	<b>Response Percent</b>
Strongly Agree		52	46%
Agree		37	33%
Neutral		10	9%
Disagree		11	10%

Strongly Disagree		2	2%
		<b>Total Respondents</b>	<b>112</b>
		(skipped this question)	3

13. To what extent do you agree that it is a conflict of interest for a sworn FWC Officer to be a licensed for hire Charter Boat Captain?

		<b>Response Total</b>	<b>Response Percent</b>
Strongly Agree		21	19%
Agree		22	20%
Neutral		15	13%
Disagree		38	34%
Strongly Disagree		16	14%
		<b>Total Respondents</b>	<b>112</b>
		(skipped this question)	3

14. While on patrol you observe a fisherman with a large quantity of fish. To what extent do you agree that it is an ethical violation to mark the latitude and longitude numbers of the spot so that you can fish there on your personal time?

		<b>Response Total</b>	<b>Response Percent</b>
Strongly Agree		18	16%
Agree		39	35%
Neutral		16	14%
Disagree		30	27%
Strongly Disagree		9	8%
		<b>Total Respondents</b>	<b>112</b>
		(skipped this question)	3

15. Are you familiar with the sworn Oath of Office?

		<b>Response Total</b>	<b>Response Percent</b>
Yes		112	100%
No		0	0%
		<b>Total Respondents</b>	<b>112</b>
		(skipped this question)	3

16. As a sworn officer, to what extent do you agree that accepting a free hunt lease from a private club which normally charges its members a fee. is a conflict with the sworn oath of office?

		<b>Response Total</b>	<b>Response Percent</b>
Strongly Agree		38	34%
Agree		46	41%
Neutral		12	11%
Disagree		13	12%
Strongly Disagree		3	3%



**Total Respondents** 112  
 (skipped this question) 3

17. As a sworn officer, to what extent do you agree that being a for hire commercial charter boat captain is a conflict with the sworn oath of office?



18. Do you have any other comments, suggestions or ideas regarding this topic?