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## **AUDIT REVEALS OPD's OVERTIME BUDGETARY PRACTICES IN DIRE NEED OF AN OVERHAUL**

***OVER LAST FOUR YEARS OAKLAND POLICE DEPARTMENT AVERAGED NEARLY \$30 MILLION IN OVERTIME COSTS AND ISSUES RAISED IN 2015 AUDIT REMAIN UNRESOLVED***

OAKLAND, Calif. (June 10, 2019): Today, Oakland City Auditor Courtney Ruby released a performance audit of the Oakland Police Department's (OPD) overtime practices. This report delves into OPD's budgetary practices related to overtime, addresses safety and performance consequences of excessive and chronic overtime, and recognizes improvements since the last audit in 2015.

While some improvements have been made since 2015, the City still falls short of the necessary actions needed to significantly reduce overtime costs and the issue of excessive overtime must be addressed. Auditor Ruby noted, "This audit shines a light on the larger, systemic issues contributing to the consistent under budgeting of police overtime. The City's budgetary practices are not based upon historical trends, do not net out reimbursable overtime, and rely heavily upon vacancies to indirectly fund the anticipated deficit. Until these unrealistic budgeting practices are rectified, other City priorities will suffer and the public will be shielded from the true cost of overtime."

Additionally, the report identified 51 officers that worked more than 30 days consecutively and 3 of these officers worked more than 70 days consecutively--a violation of the Department's policy. Auditor Ruby stated, "I understand overtime is a necessary part of police work, but working an unsafe number of hours can lead to significant health and safety issues for our officers and community. Officer exhaustion cannot be a management decision we tolerate—effective controls must be put in place and followed."

On the positive side, OPD has taken some actions to slow the growth of overtime costs, such as increasing staffing levels, discontinuing mandatory overtime, and implementing a Medical Provider Network to combat hours lost to injuries. Hours lost to workers' compensation dropped from 109,000 hours in FY 2010-11 to approximately 58,000 hours in FY 2017-18; a reduction equivalent to 24 positions.

The report touches on other areas of concerns such as lax oversight of special events scheduling, inconsistent use of management reports designed to curb overtime, and the Department's inability to effectively reconcile overtime hours claimed to overtime hours worked. Lastly, the 2015 report called out several questionable compensation practices, yet none of these practices have been addressed during recent union negotiations.

Auditor Ruby understands that policing a City with one of the highest crime rates in the Country with limited resources is not an easy task, but stated, "until the City gets a handle on overtime practices, policing in Oakland will continue to come at a high premium."

***Due to the budget implications of this report, Auditor Ruby will briefly present the report's findings at tonight's special City Council meeting at 5 p.m. in City Council Chambers at Oakland City Hall.***

To read the full report please click [here](#).

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#### **ABOUT OAKLAND CITY AUDITOR COURTNEY RUBY**

City Auditor Courtney A. Ruby, CPA, CFE, was re-elected in November 2018, and took office in January 2019. She previously served as Oakland's City Auditor for eight years, between 2007 and 2014. In 2014, Courtney was recognized by the American Center for Government Auditing as one of the most influential professionals in Government Auditing. Performance audits of the City's Police Commission and Community Policing Review Agency, Measure D and Business Tax Refunds are in progress. An audit of the Oakland Fire Department's Fire Prevention Program will get underway in July. Earlier reports reviewed the Limited Public Financing Act for the November 2018 election, and a recommendation follow-up report for the Rent Adjustment Program Audit issued in 2016. In April 2019, an Association of Local Government Auditors peer review team found the Office of the City Auditor met the highest standards in performance auditing.

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