



**Fraud
Waste
Abuse**

Whistleblower Program Annual Report Fiscal Year 2020-21

May 5, 2022



**CITY OF
OAKLAND**

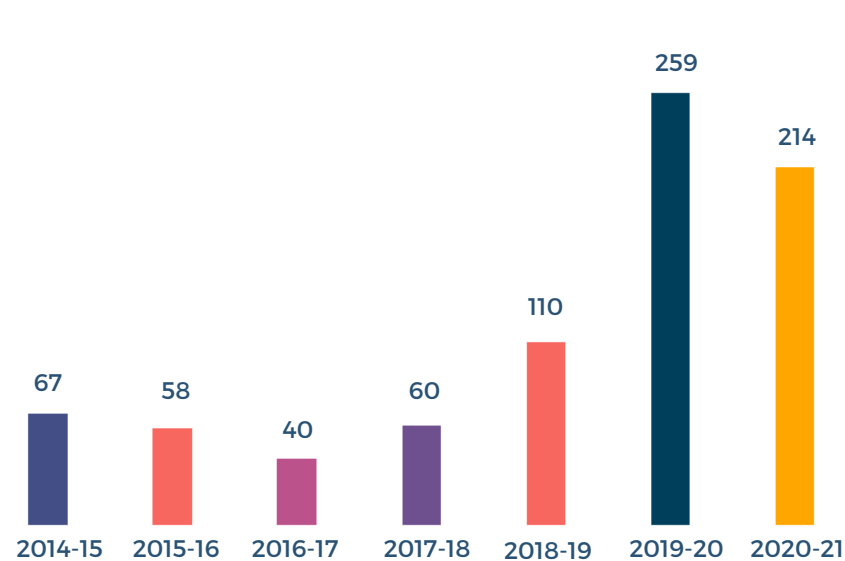
Office of the City Auditor

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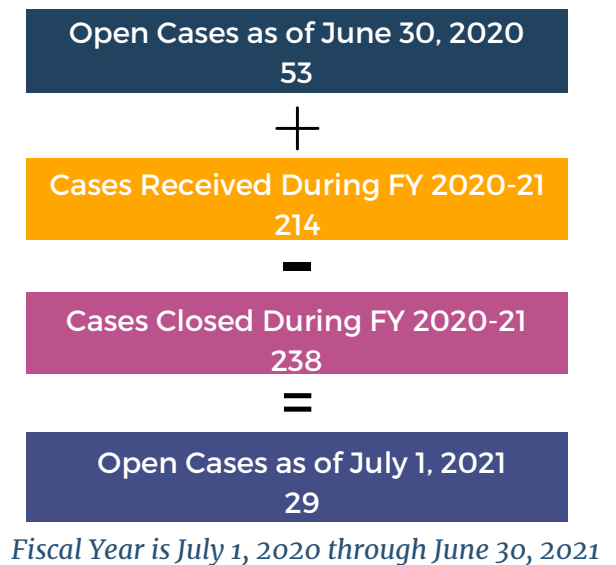
Whistleblower Program Summary Report

FISCAL YEAR 2020-21

Whistleblower Allegations Submitted Between Fiscal Years (FY) 2014-15 and 2020-21



Whistleblower Allegations During FY 2020-21

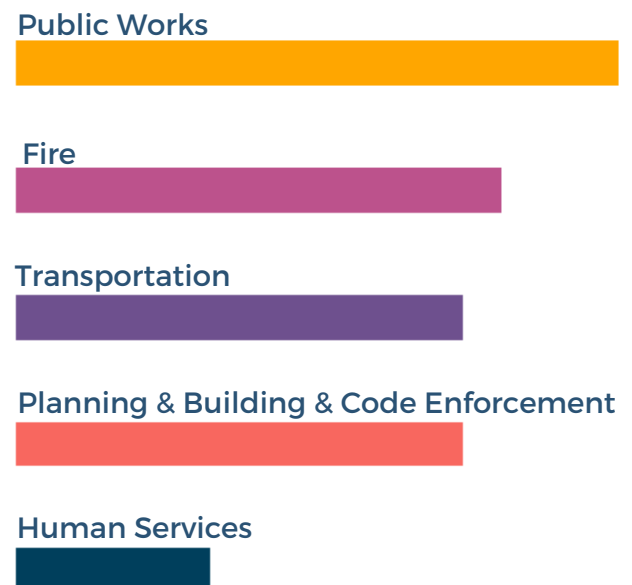


Top Five Allegation Types In FY 2020-21



- Environmental Protection, Health or Safety Law
- Misconduct or Inappropriate Behavior
- Inquiries & Suggestions
- Violation of Policy
- Time Abuse

Top Five Departments Subject to Whistleblower Allegations



Whistleblower Program Annual Report

FISCAL YEAR 2020-21

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Whistleblower Program Annual Report

FISCAL YEAR 2020-21

The Whistleblower Program's History and Purpose

The Whistleblower Program (Program) seeks to foster the highest standards of ethical behavior within Oakland's municipal government by detecting, deterring, and defending against fraud, waste, and abuse affecting City resources. The Program operates pursuant to the Oakland Whistleblower Ordinance sponsored by City Auditor Courtney Ruby and Councilmembers Ignacio De La Fuente and Pat Kernighan and then passed by the City Council in September 2008.

After taking effect in January 2009, the Whistleblower Ordinance established a Whistleblower Hotline for confidentially reporting suspected fraud, waste, and abuse; and it prohibited retaliation against people who disclose information about improper activities.

The bulk of Program activities are rooted in the following objectives:

- promoting an ethical culture and awareness of fraud, waste, and abuse;
- providing responsive customer service to the general public and City employees; and
- conducting and managing investigations into allegations of fraud, waste, and abuse.

The Whistleblower Hotline

The Whistleblower Hotline (Hotline) is the proper way for City employees, contractors, residents, and members of the public to report potential fraud, waste, and abuse in the City of Oakland.

The Hotline is accessible on the City Auditor's website (www.OAKwhistleblower.com), or by phone (1-888-329-6390). It operates 365 days a year, 24 hours a day, and has language translation capabilities in over 150 languages.

Annual Report Overview

This Annual Report provides an overview of the whistleblower investigation process, the number and types of allegations submitted in Fiscal Year (FY) 2020-21, the characteristics of the whistleblowers, the allegations that warranted investigation, and then concludes with a summary of the investigation outcomes and actions taken.

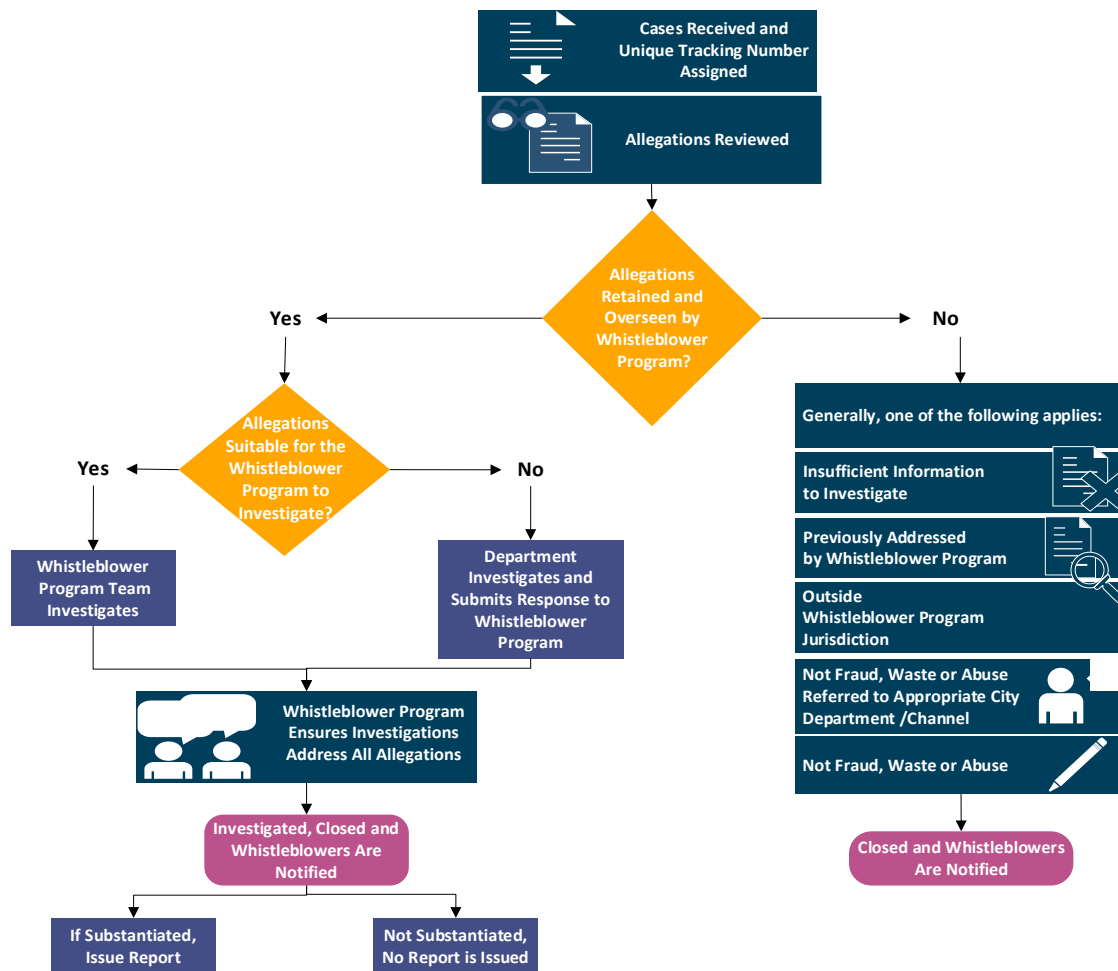
Understanding the Investigation and Referral Process

The Office of the City Auditor (Office) conducts a thorough analysis of each allegation submitted through the Hotline. Four criteria are required for launching an investigation:

1. If true, allegations must meet the definition of “fraud,” “waste,” or “abuse.”¹
2. Allegations must involve City of Oakland property, infrastructure, employees, officials, or otherwise fall within the City’s jurisdiction.
3. Allegations must have occurred within 12 months of being reported.
4. Allegations must not be known to be the subject of current litigation.

The City Auditor’s Office may also investigate cases that have health and safety implications, involve chronic irresponsiveness, or present significant risk to the City. Additionally, the Whistleblower Program handles complaints based on a process that ensures cases are promptly assigned and investigated – resources permitting. The flow chart below captures this process.

Whistleblower Hotline Evaluation Process



¹ “Fraud” is an attempt to personally benefit through wrongful or criminal deception. “Waste” is imprudent or careless use of the City’s resources. “Abuse” is misusing authority and access for personal benefit.

Fiscal Year 2020-21 Whistleblower Cases by Allegation Type

Whistleblower complaints from the public included a diverse range of allegation types. The table below shows the allegation types and their totals for FY 2020-21.

Allegation Type	Total
Other*	74
Environmental Protection, Health, or Safety Law	32
Misconduct or Inappropriate Behavior	23
Inquiries and Suggestions	13
Time Abuse	10
Violation of Policy	10
False Contracts, Reports, or Records	9
Hiring Irregularities	9
Theft	9
Accounting and Auditing Matters	6
Misuse of Assets or Services	6
Improper Supplier or Contractor Activity	5
Embezzlement	2
Unauthorized/Fraudulent Use of Company Facilities and Equipment	2
Unsafe Working Conditions	2
Data Privacy	1
Disclosure of Confidential Information	1
Totals	214

Note: *Allegations categorized as “Other” include a diverse range of allegations including criminal activity, public nuisances, and irresponsible/poor/unfair customer service. Thirty-four percent – or 73 of the total 214 whistleblower cases submitted in FY 2020-21 fit into this category.

Prioritizing Whistleblower Investigations

Upon determining that whistleblower complaints warrant investigation, the Office ranks cases by risk. There are also matters that are unsuitable for the Whistleblower Program to investigate. These allegations are referred to other organizations. Examples include, but are not limited to, criminal conduct, adverse employment actions, discrimination complaints, low-risk instances of improper activities, and certain violations of law or regulations. Allegations are classified in one of the following categories:

High-Priority: Allegations in this category may include immediate safety concerns, \$50,000 or more in losses or misuse to the City, recent criminal activity which include identified crimes and suspects, significant Citywide or department-wide issues, or other urgent matters.

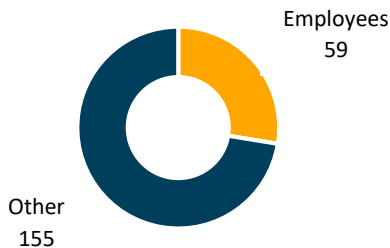
Medium-Priority: Allegations in this category involve \$500 or more in losses or misuse to the City, involve management, collusion of multiple wrongdoers, or patterns of small problems that could become more serious when aggregated.

Low-Priority: Allegations in this category include losses to the City of less than \$500 and wasteful practices that would lead to minor gains in efficiencies if corrected. However, if the same or similar issues were reported multiple times, low-priority matters may become higher priority matters. Additionally, some low-priority issues could be referred to a specific department for their review.

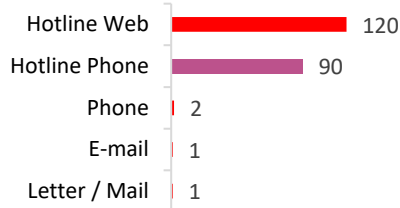
Characteristics of Fiscal Year 2020-21 Whistleblowers

Whistleblowers and the ways they reported concerns were diverse. Below shows the reporting by whistleblowers who identified themselves as City Employees versus those who did not; the reporting methods used; and requests for anonymity.

Self-Reported City Employees



Reporting Methods



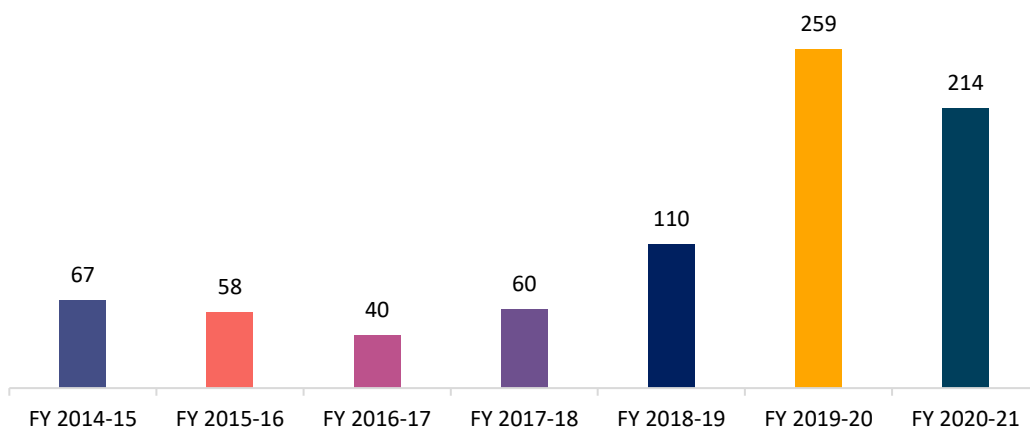
Requests for Anonymity



Cases Received Between Fiscal Years 2014-15 and 2020-21

The number of whistleblower cases reported declined from last Fiscal Year but were higher than previous years. In FY 2020-21 (July 1, 2020 through June 30, 2021) the Whistleblower Program received and reviewed 214 cases, which is a 17-percent decline from FY 2019-20, when the Program received 257 cases. The decline may be attributed to remote work and the COVID-19 pandemic. The Exhibit below provides a historical perspective as to the number of cases received since FY 2014-15.

Number of Cases Received Over the Last Seven Fiscal Years



It should be noted, Auditor Ruby returned to serve her third term as Oakland's elected City Auditor in 2019. As indicated above, we believe the increase in reported cases in FY 2019-20, is due to employee and public confidence in the Program and the Office's ability to root out fraud, waste, and abuse.

Summary of Cases Received

In FY 2020-21, 214 complaints were filed – including allegations of misuse of City assets, wage theft, and larceny. At the end of the Fiscal Year, 29 cases were still in the process of being investigated.



Summary of Closed Whistleblower Cases

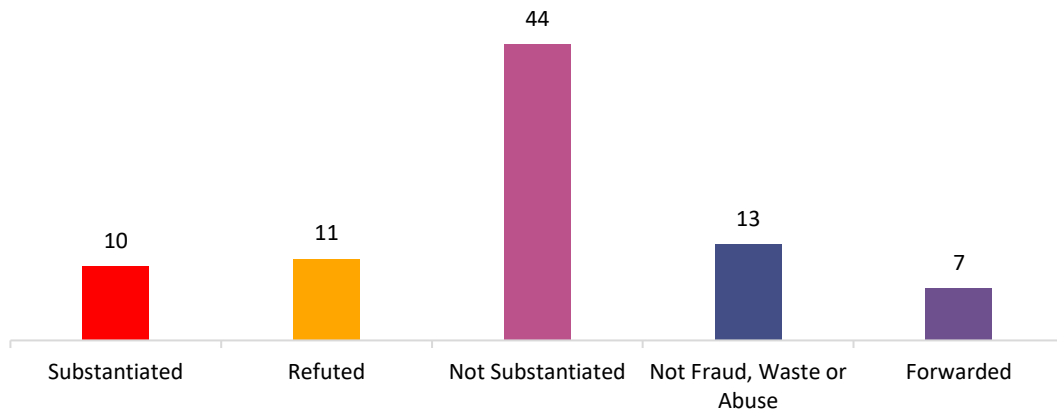
As the chart indicates above, 238 cases were closed in FY 2020-21. Eighty-five (85) or 36 percent were closed after an investigation. The remaining 153 closed cases fell into the categories of: insufficient information to investigate, previously addressed by the Whistleblower Program, not fraud, waste or abuse, or referred to appropriate City department/channel, as captured on the Whistleblower Hotline Evaluation Process flow chart on page two. A detailed list of cases that were closed is included in the Appendix.

Results of Closed Cases that Warranted Investigation

Eighty-five (85) of the 238 whistleblower cases warranting an investigation were closed for five reasons:

- Ten (10) investigations were **substantiated**, meaning after an investigation, allegations were confirmed or proven, and recommendations were made to the City Administrator and/or appropriate City departments for corrective action.
- Eleven (11) investigations were **refuted**, which means after an investigation, allegations were determined to be false.

- Forty-four (44) investigations were **not substantiated**, meaning after an investigation, the allegations were neither verified, or determined to be false. Often there is inconclusive information to prove or disprove allegations.
- Thirteen (13) investigations were closed after preliminary investigation work determined the cases **did not qualify as fraud, waste, or abuse, was in litigation, or was outside of the City's jurisdiction**.
- Seven (7) investigations were closed after the Whistleblower Team **forwarded** them to other City departments or outside agencies for further review.



Outcomes of Investigations with Substantiated Allegations

We identified a range of fraud, waste, and abuse with negative financial, reputational, and operational effects on the City. Accordingly, we made recommendations to address these problems.

Allegation Type	Allegation Details	Outcome/Actions Taken
Misuse of Assets or Services	Deferred compensation funds were used improperly.	The investigation substantiated the allegation. The City transitioned citywide duties to a Benefits Technician funded by the general fund, and duties related to the City's deferred compensation program were assigned to a staff member funded by employees' deferred compensation contributions.
Unauthorized/Fraudulent Use of City facilities and equipment	An employee used a work cell phone for personal use.	The investigation substantiated the allegation. The employee received a written reprimand.
Time Abuse	An employee submitted false timecards and a manager approved them even though they knew the timecards were false.	The investigation did not substantiate wrongdoing by specific individuals but did substantiate that shift-trading was allowed to occur among employees who were not eligible for shift-trading. Accordingly, we recommended that shift-trading for these employees should either be formally prohibited in writing and disallowed on the City time-keeping system or should be

Allegation Type	Allegation Details	Outcome/Actions Taken
		negotiated during labor negotiations and if adopted, should be formally implemented with enforced rules.
Time Abuse	A supervisor and subordinate staff member claimed more hours on their timecards than they worked.	The investigation substantiated the allegation. The supervisor encouraged the false overtime claims to unofficially compensate employees for training new employees. However, timecard approvers detected and rejected the false claims, so overtime was not paid. The City did not pursue discipline against the investigation subjects.
Improper Supplier or Contractor Activity	A bio-hazard clean-up contractor failed to clean up reported waste and the whistleblower expressed suspicion that the contractor was not legitimate/eligible to do business for the City.	The investigation substantiated the allegation. Eight recommendations were recommended by the City Auditor and their implementation is pending. Read the full report here .
Accounting and Auditing Matters	Persistent efforts to correct their paychecks have not been addressed by the City.	The investigation substantiated the allegation. The employee's paychecks have been corrected and monies owed to the employee have been reimbursed.
Theft	Whistleblower expressed concern that a Construction Inspector did not complete scheduled inspections, committed wage theft and fraudulently charged utility companies for inspection services not rendered.	The investigation substantiated the allegation and determined that the subject violated AI 595 and personnel rule 12.01. Corrective action is pending.
Other	Allegation of numerous problems regarding the General Cannabis Permit Application, including the application process was inherently flawed and unfair, and prone to conflict of interest. Whistleblower further alleged their application process was rife with dubious outcomes, a lack of transparency, poor customer service, potential corruption, and questionable interpretation of the Cannabis Ordinance.	The investigation substantiated the allegation. Eight recommendations were recommended by the City Auditor. Three recommendations have been implemented and five recommendations are pending implementation. Read the full report here .
Other (2 cases)	Allegation that a firefighter, in order to accommodate their out of state residency, stayed at a fire station during times when the firefighter was not scheduled to work. Whistleblower also alleged that the firefighter's frequent air travel presented health and safety hazard to co-workers due to COVID-19 risk.	The investigation substantiated the allegation. The Employee was counseled and required to sign a statement that they would cease the prohibited activities.

Whistleblower Retaliation Cases

Retaliation against whistleblowers is illegal. Any employee who, in good faith, files a case with the Whistleblower Program, or who provides any information in connection with or otherwise cooperates with, a whistleblower investigation is protected against retaliation by the City of Oakland Whistleblower Act, as well as by State whistleblower laws.

In FY 2020-21 the Whistleblower Program did not receive any retaliation cases.

Appendix: List of 238 Whistleblower Reports Closed in FY 2020-21 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
1	9/27/2016	Time Abuse	Allegation that a City employee worked at another job during City shifts.	Not Substantiated	No Action Taken
2	11/21/2016	Time Abuse	Allegation that City employees leaving early to attend second jobs.	Not Substantiated	No Action Taken
3	5/18/2018	Misuse of Assets or Services	Allegation of improper conduct around implementation of contracts.	Not Substantiated	No Action Taken
4	10/16/2018	Time Abuse	Allegation that City employees arriving to work late, leaving early, and falsely reporting hours worked.	Not Substantiated	No Action Taken
5	11/2/2018	Misconduct or Inappropriate Behavior	Allegation that an employee parked their personal vehicles at red zones near City Hall.	Not Substantiated	No Action Taken
6	11/8/2018	Improper Supplier or Contractor Activity	Allegation that the City's competitive bidding process was not followed during the purchasing of software.	Not Substantiated	No Action Taken
7	11/9/2018	Improper Supplier or Contractor Activity	Allegation that the City's competitive bidding process was not followed during the purchase of software.	Not Substantiated	No Action Taken
8	2/7/2019	Misuse of Assets or Services	Allegation that deferred compensation funds were used improperly.	Substantiated	Corrective Action Taken
9	2/17/2019	Time Abuse	Allegation that a City employee worked at another job during City shifts.	Not Substantiated	No Action Taken
10	4/2/2019	Falsification of Contracts, Reports or Records	Allegation that a City department used contract splitting and exceeded the department's purchasing authority without going to Council. Whistleblower alleged that department management was aware and let practices continue.	Not Substantiated	No Action Taken
11	5/2/2019	Time Abuse	Allegation that employees fraudulently claimed overtime they did not actually work.	Not Substantiated	No Action Taken
12	5/15/2019	Unauthorized/ Fraudulent Use of Company facilities and equipment	Allegation that an employee used a work cell phone for personal use.	Substantiated	The employee received a written reprimand
13	7/31/2019	Misconduct or Inappropriate Behavior	Allegation that City employees abused their position and access to City systems to evade construction permitting requirements and payments.	Not Substantiated	No Action Taken
14	8/17/2019	Misconduct or Inappropriate Behavior	Allegation that City employees used their roles and access to conduct unpermitted work on their personal property.	Not Substantiated	No Action Taken
15	8/24/2019	Falsification of Contracts, Reports or Records	Allegations that for years, radio frequency emission reports required when telecom facilities install equipment, were not provided to the public.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
16	10/28/2019	Misuse of Assets or Services	Allegation that department management decommissioned perfectly good computers and equipment that were less than a year old and bought new ones, presumably to use spending authority from the recently concluded fiscal year.	Not Substantiated	No Action Taken

Appendix: List of 238 Whistleblower Reports Closed in FY 2020-21 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
17	10/31/2019	Time Abuse	Allegation that an employee submitted false timecards and a manager approved them even though they knew the timecards were false.	Substantiated	Recommended Corrective Action
18	11/1/2019	Accounting and Auditing Matters	Allegation that impact fees from developers were not tracked/collected.	Not Substantiated	No Action Taken
19	11/8/2019	Time Abuse	Allegation that a City employee worked a four-hour work schedule but was paid for working full-time.	Not Substantiated	No Action Taken
20	12/7/2019	Hiring Irregularities	Allegations of improprieties in the hiring of a new department director, including an allegation that a hiring manager had conflicting interests and provided interview questions to a preferred candidate.	Not Substantiated	No Action Taken
21	12/13/2019	Theft	Allegation that a City employee stole food and equipment intended for customers.	Not Substantiated	No Action Taken
22	12/18/2019	Misuse of Assets or Services	Allegation that a City employee frequently used City time and their work computer to conduct business not related to their City job.	Not Substantiated	No Action Taken
23	12/27/2019	Accounting and Auditing Matters	Allegation of inappropriate coziness between telecom companies and the City that presents potential conflicts of interest.	Not Fraud, Waste, or Abuse	No Action Taken
24	1/2/2020	Improper Supplier or Contractor Activity	Allegation that a community meeting to discuss proposed planning projects had signs at the entrance implying that the City was in partnership or in agreement with projects being discussed even though applications had not been submitted or approved by the Planning Department.	Not Fraud, Waste, or Abuse	No Action Taken
25	2/6/2020	Environmental Protection, Health or Safety Law	Allegation that the City may not have sufficiently notified employees about health and safety concerns arising from the discovery of lead and asbestos at a City facility.	Refuted	No Action Taken
26	3/7/2020	Misconduct or Inappropriate Behavior	Allegation that management showed favoritism to some employees, discriminated based on race and sex, and treated customers inappropriately.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
27	3/9/2020	Other	Allegation that a City manager is not knowledgeable about their job duties, and generally does not show competence.	Refuted	No Action Taken
28	3/10/2020	Time Abuse	Allegation that a supervisor and subordinate staff member claimed more hours on their timecards than they worked.	Substantiated	The City did not pursue discipline against the investigation subjects
29	3/12/2020	Falsification of Contracts, Reports or Records	Allegation that lead and asbestos was found in a City-operated facility and insufficient information was supplied to the parents of children that used the facility.	Refuted	No Action Taken
30	3/27/2020	Hiring Irregularities	Allegation that a supervisor abused their position and authority to commit acts of favoritism for their personal friends.	Not Substantiated	No Action Taken
31	5/20/2020	Improper Supplier or Contractor Activity	Allegation that bio-hazard clean-up contractor failed to clean up reported waste and the whistleblower expressed suspicion that the contractor was not legitimate/eligible to do business for the City.	Substantiated	Recommended Corrective Action
32	5/23/2020	Violation of Policy	Allegation that City employees assisted a religious organization in violation of the constitutional principle of separation of church and state. The whistleblower further alleged that intake forms were available only in English by sighted people which violated the City's Equal Access requirements.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

Appendix: List of 238 Whistleblower Reports Closed in FY 2020-21 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
33	6/16/2020	Hiring Irregularities	Allegation that a department head inappropriately filled a position with a friend who was not qualified for the position.	Not Substantiated	No Action Taken
34	6/22/2020	Violation of Policy	Allegation that a high-level City employee enforced an illegal policy.	Not Substantiated	No Action Taken
35	6/26/2020	Other	Request by a whistleblower to forward a previously filed sexual assault complaint to OPD.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
36	6/28/2020	Confidentiality and Misappropriation	Allegation that the whistleblower's private health insurance provider was used in an unauthorized way.	Not in Jurisdiction	No Action Taken
37	6/28/2020	Other	Allegation that individuals received unfairly favorable treatment while parking illegally along Lake Merritt.	Not Fraud, Waste, or Abuse	Referred to Audit
38	6/29/2020	Inquiry	Allegation that the landlord provided notice of intent to kick out the whistleblower and other tenants.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
39	6/29/2020	Suggestion	Whistleblower expressed the need for San Quentin prisoners to be transferred elsewhere for fear they might be infected with the COVID-19 virus.	Not in Jurisdiction	No Action Taken
40	6/30/2020	Misconduct or Inappropriate Behavior	Allegation that an off-duty City employee threatened to use their authority/abilities/position as a City employee against the Whistleblower.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
41	7/1/2020	Misconduct or Inappropriate Behavior	Allegation that a City street sweeper was rude.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
42	7/1/2020	Other	Allegation that an employee of another agency made inappropriate and racist posts on Facebook following the Black Lives Matter protests.	Not in Jurisdiction	No Action Taken
43	7/3/2020	Other	Allegation that the whistleblower's employer failed to enforce safety procedures to mitigate the risks of spreading the COVID-19 virus even though an employee tested positive.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
44	7/6/2020	Environmental Protection, Health or Safety Law	Allegation that a specific property was consistently blighted with trash.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
45	7/7/2020	Improper Supplier or Contractor Activity	Allegation that a City contractor did not adequately maintaining trash cans.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
46	7/7/2020	Embezzlement	Allegation that management instructed employees to charge their time to certain funds even when the employees were not working on projects for which that fund was available.	Not Substantiated	No Action Taken
47	7/8/2020	Inquiry	Whistleblower who moved out of the country inquired about how to close a company registered in the United States.	Not in Jurisdiction	No Action Taken
48	7/9/2020	Misconduct or Inappropriate Behavior	Allegation that a City employee used and allowed subordinates to use City vehicles that the employees were not certified to use.	Refuted	No Action Taken
49	7/10/2020	Environmental Protection, Health or Safety Law	Allegation that a specific public location was consistently the site of illegal dumping and languishing trash cans.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

Appendix: List of 238 Whistleblower Reports Closed in FY 2020-21 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
50	7/11/2020	Other	Allegation that a neighbor parked too many cars in a residential area, limiting the availability of parking spaces for others.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
51	7/12/2020	Hiring Irregularities	Allegation that a department director planned the elimination of existing positions in order to replace them, through an external recruitment, with friends outside of the organization.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
52	7/14/2020	Environmental Protection, Health or Safety Law	Allegation that a section of landscaping is badly neglected and that the issue had been directly reported to the Department, but nothing was done.	Not Fraud, Waste, or Abuse	Referred to Audit
53	7/15/2020	Environmental Protection, Health or Safety Law	Allegation that an automotive business parked vehicle along neighborhood streets, which presented an inconvenience to neighbors.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
54	7/15/2020	Other	Whistleblower sought resolution to a criminal matter for which they had previously filed a police report.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
55	7/17/2020	Other	Allegation that a City employee was not reachable but was needed urgently for the whistleblower's permit application process to continue.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
56	7/20/2020	Misconduct or Inappropriate Behavior	Allegation that a supervisor gave an inaccurately positive performance evaluation to an employee, allegedly because the supervisor and the employee were personal friends.	Refuted	No Action Taken
57	7/21/2020	Other	Allegation of numerous problems regarding the General Cannabis Permit Application, including the application process was inherently flawed and unfair, and prone to conflict of interest. Whistleblower further alleged their application process was rife with dubious outcomes, a lack of transparency, poor customer service, potential corruption, and questionable interpretation of the Cannabis Ordinance.	Substantiated	Recommended Corrective Action
58	7/21/2020	Hiring Irregularities	Whistleblower expressed frustration and confusion about a City hiring and testing process.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
59	7/23/2020	Other	Allegation that a tenant was evicted during the COVID-19 pandemic.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
60	7/24/2020	Other	Allegation that an individual made inappropriate comments about pedophilia and engaged in sexual behavior with minors online.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
61	7/27/2020	Other	Allegation that a church is not abiding by County safety protocols.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
62	7/27/2020	Violation of Policy	Allegation that construction at a fire station was performed in violation of rules and presented numerous work hazards.	Not Substantiated	No Action Taken
63	7/28/2020	Environmental Protection, Health or Safety Law	Allegation that a construction project had not been permitted and may have presented a fire hazard.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
64	7/28/2020	Unauthorized/ Fraudulent Use of Company facilities and equipment	Allegation that an employee inappropriately brought their City-issued car home.	Refuted	No Action Taken

Appendix: List of 238 Whistleblower Reports Closed in FY 2020-21 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
65	7/28/2020	Time Abuse	Allegation that a City employee abused the Acting Pay system and management was aware.	Refuted	No Action Taken
66	7/30/2020	Time Abuse	Allegation that a City employee abused the Acting Pay system and management was aware.	Refuted	No Action Taken
67	7/30/2020	Other	Allegation that a liquor store did not follow mask mandates.	Not in Jurisdiction	No Action Taken
68	7/31/2020	Other	Allegation that the Athol tennis courts were dirty and contaminated with feces and had been for a while.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
69	8/2/2020	Other	Allegation that a local merchant who traveled across the country to sell merchandise in violation of the government's guidance on preventing the spread of COVID-19.	Not in Jurisdiction	No Action Taken
70	8/2/2020	Other	Whistleblower asked for assistance with finding housing and establishing parental rights.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
71	8/3/2020	Environmental Protection Health or Safety Law	Allegation that a homeless person stored belongings and dumped trash along the side of the whistleblower's property.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
72	8/4/2020	Hiring Irregularities	Allegation that a current City employee had previously committed a crime, and the whistleblower implied that the incident should have foreclosed the employee's eligibility for a City job, but it didn't because the employee was white.	Not Fraud, Waste, or Abuse	No Action Taken
73	8/4/2020	Environmental Protection, Health or Safety Law	Allegation that persistent construction near the whistleblower's home created a public nuisance - especially noise.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
74	8/5/2020	Environmental Protection, Health or Safety Law	Allegations of persistent issues around obstructive cars and loitering at a particular location in East Oakland and an allegation that the councilmember was not responsive to the concerns or the issues in district 7 as a whole.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
75	8/6/2020	Theft	Allegation that the whistleblower received a phone call from a supposed bank representative who offered a bank loan in exchange for an up-front contribution from the whistleblower.	Not in Jurisdiction	No Action Taken
76	8/7/2020	Other	Allegation that a massive construction site temporarily limited parking which affected the disabled whistleblower and neighbors.	Not Fraud, Waste, or Abuse	Referred to Audit
77	8/8/2020	Environmental Protection, Health or Safety Law	Allegation that a specific business dumped inoperable, unregistered, leaking vehicles on nearby streets for weeks. The whistleblower further alleged that vehicles were left at red zones and handicap zones with no regard for the law.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
78	8/10/2020	Other	Allegation that a non-essential business (craft store) operated without implementing COVID-related safety measures. Whistleblower also alleged that the business sold food without the required permits, and that employees were infected with COVID-19.	Not in Jurisdiction	Referred to Appropriate Department/Channel
79	8/10/2020	Other	Allegation that a social media post advertised a party and alleged that the party was going to include alcohol, and not require masks, which presents COVID-19 risks.	Not in Jurisdiction	No Action Taken
80	8/11/2020	Other	Allegation of large gatherings were held with food and alcohol for sale. The gatherings led to illegal parking, congestion, and car accidents.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
81	8/11/2020	Environmental Protection, Health or Safety Law	Allegation that the whistleblower's neighbor used a big machine to break concrete, which made a lot of noise throughout the day.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
82	8/12/2020	Environmental Protection, Health or Safety Law	Allegation that holes in the sidewalks endangered pedestrians.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
83	8/12/2020	Environmental Protection, Health or Safety Law	Allegation that a building under construction on a neighbor's lot was oversized and presented a fire hazard.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
84	8/14/2020	Other	Allegation that merchants illegally operated businesses.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
85	8/15/2020	Other	Allegation that a party was held without COVID-related health and safety guidelines.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
86	8/17/2020	Other	Allegation that a City street sweeping vehicle hit the whistleblower's vehicle.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
87	8/17/2020	Other	Allegation that a specific gas station did not enforce health and safety guidelines.	Not in Jurisdiction	Referred to Appropriate Department/Channel
88	8/17/2020	Embezzlement	Allegation that County and State money was misspent on a church.	Not in Jurisdiction	No Action Taken
89	8/18/2020	Environmental Protection, Health or Safety Law	Allegation that a specific neighborhood suffered unacceptable blight and a rat infestation partly due to City crews not providing service during the COVID-19 emergency. Whistleblower alleged that pleas to Public Works were not been satisfactorily addressed.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
90	8/20/2020	Suggestion	Allegation that certain City departments consistently lacked leadership and policies/procedures that created waste for other City departments.	Not Fraud, Waste, or Abuse	Referred to Audit
91	8/20/2020	Other	Allegation that a specific individual illegally possessed firearms and thousands of rounds that were not properly registered.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
92	8/24/2020	Inquiry	Whistleblower requested information regarding the property tax rate percentage for specific properties located on International Boulevard, as well as information about varying property tax rates throughout the City.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
93	8/25/2020	Environmental Protection, Health or Safety Law	Allegation that since June 2020, parked cars blocked regularly scheduled street sweeping, allowing trash to pile up.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
94	8/26/2020	Violation of Policy	Allegation that management inappropriately allowed some employees to collect bilingual pay even though they did not have contact with the public.	Refuted	No Action Taken
95	8/31/2020	Environmental Protection, Health or Safety Law	Allegation that sewage leaked onto City streets and previous complaints filed about the issue were not addressed.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
96	8/31/2020	Accounting and Auditing Matters	Allegation that the City's business tax unit made errors on the whistleblower's tax bills resulting in over payments.	Refuted	No Action Taken
97	8/31/2020	Other	Allegation that a restaurant underwent a remodel without the required permits.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
98	9/1/2020	Misuse of Assets or Services	Allegations that an OUSD employee used OUSD tools for non-USD projects.	Not in Jurisdiction	Referred to Appropriate Department/Channel
99	9/2/2020	Misconduct or Inappropriate Behavior	Allegations that employees of a City contractor engaged in multiple instances of misconduct. City employees with oversight of the contractor were not responsive to multiple complaints.	Not Substantiated	No Action Taken
100	9/3/2020	Falsification of Contracts, Reports or Records	Allegation that people identified themselves as utility company employees pressured the whistleblower to make excessive payments.	Not in Jurisdiction	No Action Taken
101	9/4/2020	Other	Allegation that a business did not abide by the County COVID-19 guidelines and limitations.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
102	9/5/2020	Other	Allegation that a church did not abide by the County COVID-19 guidelines and limitations.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
103	9/5/2020	Accounting and Auditing Matters	Allegation that process controls around recognizing and closing receivables were weak.	Not Substantiated	No Action Taken
104	9/9/2020	Other	Allegation that a building underwent construction changes without the required permits.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
105	9/9/2020	Environmental Protection, Health or Safety Law	Allegation that a specific business persistently presented a public safety hazard by polluting the public right-of-way with broken glass and razors.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
106	9/9/2020	Accounting and Auditing Matters	Allegation that persistent efforts to correct their paychecks have not been addressed by the City.	Substantiated	The employee's paychecks have been corrected and monies owed to employee have been reimbursed
107	9/10/2020	Unsafe working conditions	Allegation that two specific employees did not follow measures to protect employees, and another employee who followed safety measures was retaliated against (through reprimand and re-assignment) for doing so	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
108	9/10/2020	Environmental Protection, Health or Safety Law	Allegation of unpermitted construction at a specific location.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
109	9/17/2020	Environmental Protection, Health or Safety Law	Allegation that a property owner engaged in unauthorized construction, including unauthorized merging of utility lines.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
110	9/18/2020	Inquiry	Whistleblower inquired about the necessity for a City sewer crew to perform work at a specific location during nights and weekends, and expressed concerned that doing so may have raised overtime expenses.	Refuted	No Action Taken
111	9/21/2020	Environmental Protection, Health or Safety Law	Allegation that excessive garbage in a neighbor's yard attracted large rats.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
112	9/21/2020	Inquiry	Whistleblower inquired about programs available to help preserve old homes.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
113	9/22/2020	Accounting and Auditing Matters	Allegation that the whistleblower received a parking citation in the mail for a vehicle that the whistleblower no longer owned.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
114	9/23/2020	Other	Allegation that an unpermitted mobile food cart regularly sold food at a specific Oakland location.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
115	9/24/2020	Inquiry	Whistleblower inquired about the legality/permissibility of the whistleblower's manager denying the whistleblower's sick leave.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
116	9/25/2020	Other	Allegation that an individual illegally converted a basement into two living units.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
117	9/25/2020	Other	Allegation that a resident blocked handicap ramps in a neighborhood and potentially operated an illegal car dealership.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
118	9/28/2020	Other	Whistleblower expressed concern that a neighbor has been illegally coning off a parking lot close to their house.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
119	9/28/2020	Inquiry	Whistleblower had concerns/problems with their landlord (not replacing the toilet seat) in a private dwelling.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
120	9/29/2020	Environmental Protection, Health or Safety Law	Whistleblower expressed concerned about a homeless encampment on 1600 Lakeshore Ave.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
121	9/29/2020	Falsification of Contracts, Reports or Records	Allegation that an Alameda business did not report the appropriate amount of income.	Not in Jurisdiction	Referred to Appropriate Department/Channel
122	9/30/2020	Other	Whistleblower expressed concern that multiple mailboxes were eliminated in a potential attempt to hamper voting by mail.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
123	10/1/2020	Other	Allegation that people around whistleblower's property hosted parties with loud music, and that these actions led to violence, and trespassing on whistleblower's property. Whistleblower alleged that despite the threat to health and safety, calls to the police did not stop the activity.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
124	10/1/2020	Falsification of Contracts, Reports or Records	Allegation that a Building Inspector approved work by a non-licensed contractor that subsequently was deemed deficient by the California Licensed State Board.	Not Substantiated	No Action Taken
125	10/1/2020	Environmental Protection, Health or Safety Law	Allegation that occupants of a residential property were affected by health and safety hazards.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
126	10/3/2020	Other	Allegation that an employer did not provide required wages and paid leaves.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
127	10/5/2020	Inquiry	Allegation that a tree fell on the whistleblower's car within the city of Oakland.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
128	10/5/2020	Other	Allegation that a utility company's work under City streets was often followed up by substandard patch-up repair work which left the streets in worse condition than they were prior to the utility company's involvement.	Not Fraud, Waste, or Abuse	Referred to Audit
129	10/6/2020	Misconduct or Inappropriate Behavior	Allegation that a specific merchant exhibited hostility and racism toward a competing merchant.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
130	10/7/2020	Other	Allegation that residents used cones to block others from parking in public parking spaces.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
131	10/12/2020	Time Abuse	Allegation that a former employee who quit City service was allowed to claim and be paid from sick leave reserves beyond that employee's last day on the job.	Not Substantiated	No Action Taken
132	10/17/2020	Hiring Irregularities	Allegation that nepotism and favoritism affected hiring and promotions within a City department.	Not Substantiated	No Action Taken
133	10/18/2020	Other	Allegation that the whistleblower was overcharged and was refused a refund for merchandise and delivery fees that the whistleblower transacted on Cash App.	Not in Jurisdiction	Referred to Appropriate Department/Channel
134	10/19/2020	Environmental Protection, Health or Safety Law	Whistleblower alleged urgent fire hazards on an Oakland college campus.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
135	10/20/2020	Misconduct or Inappropriate Behavior	Allegation that a management employee publicly disparaged an employee.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
136	10/23/2020	Other	Allegation that the whistleblower's employer is not providing required wages and paid leaves.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
137	10/26/2020	Theft	Allegation that the whistleblower's personal information was fraudulently used to collect unemployment benefits.	Not in Jurisdiction	Referred to Appropriate Department/Channel
138	10/30/2020	Other	Allegation that a City department director retaliated against the whistleblower after the whistleblower complained about departmental issues.	Not Substantiated	No Action Taken
139	10/31/2020	Other	Allegation that a firefighter, in order to accommodate their out of state residency, stayed at a fire station during times when the firefighter was not scheduled to work. Whistleblower also alleged that the firefighter's frequent air travel presented health and safety hazard to co-workers due to COVID-19 risk.	Substantiated	The Employee was counseled and required to sign a statement that they would cease the prohibited activities
140	11/1/2020	Other	Allegation that the whistleblower was unfairly terminated from their job at the Port of Oakland.	Not in Jurisdiction	No Action Taken
141	11/2/2020	Other	Allegation that a firefighter, in order to accommodate their out of state residency, stayed at a fire station during times when the firefighter was not scheduled to work. Whistleblower also alleged that the firefighter's frequent air travel presented health and safety hazard to co-workers due to COVID-19 risk.	Substantiated	The Employee was counseled and required to sign a statement that they would cease the prohibited activities

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
142	11/2/2020	Environmental Protection, Health or Safety Law	Allegation that a neighbor raised a fence higher than the maximum height allowed by City code.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
143	11/2/2020	Falsification of Contracts, Reports or Records	Allegation that a former roommate used the whistleblower's address to create a fake business to get COVID relief.	Not in Jurisdiction	Referred to Appropriate Department/Channel
144	11/3/2020	Theft	Whistleblower expressed concern a Construction Inspector did not complete scheduled inspections and committed wage theft and fraudulently charged utility companies for inspection services not rendered.	Substantiated	Corrective action is pending
145	11/4/2020	Theft	Allegation that a City employee continuously ordered supplies to use for their personal business.	Not Substantiated	Policy/ Process Review
146	11/12/2020	Violation of Policy	Allegation that the Oakland Police Department and other local law enforcement agencies issued illegitimate parking citations.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
147	11/13/2020	Other	Allegation that police personnel made false claims of shootings.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
148	11/13/2020	Violation of Policy	Allegation of policy violations that resulted in the illegitimate use of employees' funds.	Not Substantiated	No Action Taken
149	11/13/2020	Hiring Irregularities	Allegation that a current City employee previously committed a crime. The whistleblower implied that the incident should have foreclosed the employee's eligibility for a City job and subsequent promotions.	Not Fraud, Waste, or Abuse	No Action Taken
150	11/17/2020	Environmental Protection, Health or Safety Law	Allegation that a local business regularly dumped trash in the public right-of-way.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
151	11/19/2020	Theft	Allegation that a supervisor was not responsive in addressing a missing paycheck that was supposedly mailed to the whistleblower's house. The whistleblower was subsequently notified that the missing paycheck was cashed.	Not in Jurisdiction	No Action Taken
152	11/20/2020	Time Abuse	Allegation that a supervisor fraudulently claimed and used leave mandated by the Families First Coronavirus Response Act (FFCRA) to avoid using personal leave balances. The whistleblower alleged that the supervisor was actually on vacation while supposedly being in quarantine, helped several staff members do the same, and used their connections with an influential City employee to aid in the approval of FFCRA.	Not Substantiated	No Action Taken
153	11/20/2020	Other	Allegation that citations were wrongfully issued for parking beyond two hours when the zones were not designated as two-hour parking zones.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
154	11/22/2020	Misconduct or Inappropriate Behavior	Allegation of misconduct, harassment, and terrorizing private property.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
155	11/23/2020	Accounting and Auditing Matters	Allegation that employees' pay stubs were consistently inaccurate in their portrayal of accrued leaves.	Not Fraud, Waste, or Abuse	Referred to Audit
156	11/30/2020	Other	Allegation that a private company did not implement COVID-19 health and safety mandates.	Not in Jurisdiction	Referred to Appropriate Department/Channel
157	12/2/2020	Improper Supplier or Contractor Activity	Allegation that infrastructure was inappropriately installed during the COVID-19 pandemic.	Not in Jurisdiction	Referred to Appropriate Department/Channel

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
158	12/11/2020	Other	Allegation that a City employee was rude, discriminatory against tenants, overstepped their authority, and made decisions that violate the law.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
159	12/13/2020	Misconduct or Inappropriate Behavior	Allegation that a parking enforcement employee sought to cite only black people for parking violations.	Not Fraud, Waste, or Abuse	No Action Taken Due to Insufficient Information
160	12/15/2020	Misuse of Assets or Services	Allegation that residents of an apartment complex had their rights violated by regular police patrols on the property.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
161	12/18/2020	Misuse of Assets or Services	Allegation that street repairs were conducted without consulting local residents.	Not Fraud, Waste, or Abuse	No Action Taken
162	12/20/2020	Misconduct or Inappropriate Behavior	Allegation that employees were engaged in inappropriate conduct at work including drinking alcohol, sharing explicit materials with co-workers, and inappropriately touching co-workers.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
163	12/27/2020	Misuse of Assets or Services	Allegation that a former City official had a conflict of interest and personally benefitted by entering into a revenue sharing agreement with a private company.	Not Within 1 Year	No Action Taken
164	12/28/2020	Other	Allegation that two employees continuously ordered supplies to use for their personal businesses, and that one of these employees was also fraudulently "clocking-in" on behalf of another employee who did not report to work.	Not Substantiated	Policy/ Process Review
165	12/28/2020	Environmental Protection, Health or Safety Law	Allegations that a segment of a specific street was filthy because of poor City service delivery and poor police and parking enforcement efforts. Alleged problems included illegal dumping and vehicles that were not moved to accommodate scheduled street sweeping.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
166	1/3/2021	Environmental Protection, Health or Safety Law	Allegation that a restaurant owner was living on the premises and also added divisive graffiti to the building.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
167	1/13/2021	Other	Allegations that a Division Manager did not provide adequate leadership and guidance on COVID-19 protocols.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
168	1/14/2021	Other	Allegation that a driver of a City vehicle behaved recklessly.	Not Fraud, Waste, or Abuse	No Action Taken Due to Insufficient Information
169	1/16/2021	Theft	Allegation that an individual was victimized by an employment scam on an online public platform.	Not in Jurisdiction	Referred to Appropriate Department/Channel
170	1/17/2021	Improper Supplier or Contractor Activity	Allegation that a City contractor was unprofessional and engaged in favoritism while delivering services to the public.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
171	1/19/2021	Falsification of Contracts, Reports or Records	Allegation that City employees deliberately misrepresented the City's Tree Ordinance in order to move forward with activity that violated the ordinance.	Not Fraud, Waste, or Abuse	No Action Taken
172	1/20/2021	Environmental Protection, Health or Safety Law	Allegation that City employees deliberately misrepresented the City's Tree Ordinance in order to move forward with activity that violated the ordinance.	Not Fraud, Waste, or Abuse	No Action Taken

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
173	1/21/2021	Violation of Policy	Allegation that the City continuously violated the Municipal Code by not notifying members of the public about tree removals.	Not Fraud, Waste, or Abuse	No Action Taken
174	1/22/2021	Other	Allegation by a tenant that they were not given a fair hearing because they were not allowed to present key evidence and the assigned hearing officer may have had a connection to the tenant's landlord.	Not Fraud, Waste, or Abuse	Referred to Audit
175	1/24/2021	Other	Allegation that management sabotaged an employee's workers compensation payment as a personal vendetta against the employee.	Not Within 1 Year	No Action Taken
176	1/25/2021	Other	Allegation that Parking Enforcement did not cite a City employee who violated street sweeping parking prohibitions.	Not Substantiated	No Action Taken
177	1/25/2021	Theft	Allegation of a scam that involved a person calling people and convincing them to buy gift cards and convincing them to provide the gift card numbers to the caller.	Not in Jurisdiction	No Action Taken
178	1/27/2021	Misconduct or Inappropriate Behavior	Allegation that a manager provided two specific employees with special privileges and work assignments, which empowered these employees to circumvent the chain-in-command, and potentially give them an advantage for promotion opportunities.	Not Substantiated	Policy/ Process Review
179	1/27/2021	Other	Allegation that two employees continuously ordered supplies to use for their personal businesses. Another allegation stated that one of these employees was also fraudulently "clocking-in" on behalf of another employee who did not report to work. Whistleblower also alleged that one of these employees hired and promoted family members and acquaintances.	Not Substantiated	Policy/ Process Review
180	2/1/2021	Violation of Policy	Allegation that a manager provided a specific employee with special privileges and work assignments that were out of the employee's classification. Allegedly the one employee solely benefited from these special assignments, which is unfair to other employees and generated resentment within the work unit.	Not Substantiated	Policy/ Process Review
181	2/1/2021	Falsification of Contracts, Reports or Records	Allegation of an employment scam whereby an unknown party advertised job opportunities, scheduled virtual interviews, and solicited personal information of prospective employees.	Not in Jurisdiction	Referred to Appropriate Department/Channel
182	2/1/2021	Inquiry	Allegation that two non-City employees counterfeited identification cards and credit cards, stole gas, and filed false police reports.	Not in Jurisdiction	Referred to Appropriate Department/Channel
183	2/2/2021	Misconduct or Inappropriate Behavior	Allegation that multiple City employees publicly smoked marijuana while in uniform and in custody of City vehicles.	Not Fraud, Waste, or Abuse	No Action Taken Due to Insufficient Information
184	2/8/2021	Misconduct or Inappropriate Behavior	Allegation that a City employee posted racist comments from their public social media profile.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
185	2/8/2021	Unsafe working conditions	Allegation that employees were subject to unsafe and uncomfortable conditions at a local community college.	Not in Jurisdiction	No Action Taken
186	2/11/2021	Other	Allegation that a neighbor who had been verbally attacking whistleblower's family for the past year struck the whistleblower with a vehicle in a parking lot, and the whistleblower's subsequent call to OPD was not sufficiently responded to.	Not Fraud, Waste, or Abuse	No Action Taken Due to Insufficient Information
187	2/18/2021	Theft	Allegation by a non-City employee that two paychecks were stolen and cashed.	Not in Jurisdiction	Referred to Appropriate Department/Channel
188	2/18/2021	Improper Supplier or Contractor Activity	Allegation that the cannabis dispensary permit application process allowed conflicts of interest and contained loopholes that allowed non-local enterprises to get permits.	Not Fraud, Waste, or Abuse	No Action Taken

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
189	2/26/2021	Time Abuse	Allegation that a City Maintenance Worker was overheard admitting to working another job while off on sick leave for COVID-19.	Not Substantiated	No Action Taken
190	3/2/2021	Falsification of Contracts, Reports or Records	Allegation that an ex-spouse fraudulently filed for unemployment benefits using their son's disability status.	Not in Jurisdiction	No Action Taken
191	3/4/2021	Environmental Protection, Health or Safety Law	Allegation that a neighbor conducted illegal car auctions whereby the neighbor sold cars, stripped them for parts, and left the cars in the public right-of-way.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
192	3/4/2021	Environmental Protection, Health or Safety Law	Allegation that City street sweeping did not complete scheduled routes.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
193	3/4/2021	Misconduct or Inappropriate Behavior	Allegation that a manager bullied and threatened employees.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
194	3/5/2021	Other	Allegation that an employee identified a co-worker with Cantonese language competency to provide translation services to a customer who spoke Vietnamese and more than likely did not speak any Chinese language.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
195	3/8/2021	Misuse of Assets or Services	Allegation that federal government agents and informants, through their surveillance efforts, illegally violated the constitutional rights of the whistleblower and their community.	Not in Jurisdiction	No Action Taken
196	3/11/2021	Other	Allegation that a local merchant conducted fraudulent business practices by selling watered down beauty products and refused to provide refunds on those products.	Not in Jurisdiction	No Action Taken
197	3/13/2021	Misconduct or Inappropriate Behavior	Allegation that a staff member from a private university engaged in inappropriate conduct.	Not in Jurisdiction	No Action Taken
198	3/13/2021	Misconduct or Inappropriate Behavior	Allegation by a former employee that a departmental Administrative Manager engaged in misconduct and inappropriate behavior, abused their position, and presided over hiring irregularities.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
199	3/14/2021	Misconduct or Inappropriate Behavior	Allegation that a City inspector accepted bribes from a private construction company.	Not Substantiated	No Action Taken
200	3/15/2021	Inquiry	Allegation that a person spent an hour on the phone trying to navigate the parking ticket system and eventually was greeted by an operator who unhelpfully transferred the caller to a dead line.	Not Fraud, Waste, or Abuse	Referred to Audit
201	3/18/2021	Time Abuse	Allegation that four employees left work on release time for supposed union business, but the employees were not actually engaged in union business. Allegedly this was an ongoing issue.	Not Substantiated	No Action Taken
202	3/20/2021	Misconduct or Inappropriate Behavior	Allegations of various conspiracies and crimes within the Fruitvale District and elsewhere in Oakland.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
203	3/25/2021	Time Abuse	Allegation that a supervisor and a subordinate both abused their pre-approved alternative work schedules by not actually working the full-time work weeks that they were supposed to work.	Not Substantiated	Policy/ Process Review
204	3/25/2021	Other	Allegation that a new program for helping poor people with \$500 payments was egregiously racist because it denied many poor people from eligibility based on their race and ethnicity.	Not Fraud, Waste, or Abuse	Referred to Audit
205	3/26/2021	Other	Allegation that a City elected official exhibited racism by excluding white families from receiving money through a new City program.	Not Fraud, Waste, or Abuse	Referred to Audit

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
206	3/27/2021	Unauthorized/ Fraudulent Use of Company facilities and equipment	Allegation that private parties abused the criminal justice system to file false claims.	Not in Jurisdiction	No Action Taken
207	3/29/2021	Misuse of Assets or Services	Allegation that a new initiative championed by a City official was racist and illegal.	Not Fraud, Waste, or Abuse	Referred to Audit
208	3/30/2021	Misconduct or Inappropriate Behavior	Allegation that a City employee did not satisfactorily performed required job duties and that the same employee violated people's rights by posting confidential information on their personal social media platforms.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
209	3/30/2021	Violation of Policy	Allegation that lax parking enforcement in a residential zone limited parking for permitted drivers and presented barriers to street sweeping.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
210	4/7/2021	Other	Allegation of nepotism within a City department.	Not Substantiated	No Action Taken
211	4/7/2021	Other	Allegation of unacceptably poor customer service and unresponsiveness by the City regarding follow-up on a parking citation and a request for a hearing.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
212	4/9/2021	Other	Allegation that "officers of the law" committed perjury, and were involved in gambling, underground hotels for pornography, drug trafficking, human trafficking, fraud, and tax invasion.	Not Substantiated	No Action Taken
213	4/11/2021	Other	Allegation of human trafficking and drug trafficking at a specific San Francisco location.	Not in Jurisdiction	No Action Taken
214	4/15/2021	Other	Allegation that a City contractor's lack of professionalism, negligence, and poor ethics led to a whistleblower not getting housing and being hospitalized in a mental hospital for no reason.	Not Fraud, Waste, or Abuse	No Action Taken
215	4/17/2021	Other	Allegation that federal drug enforcement agents were engaged in embezzlement through traffic stops.	Not in Jurisdiction	No Action Taken
216	4/21/2021	Other	Whistleblower expressed concern about parking tickets.	Not Fraud, Waste, or Abuse	No Action Taken
217	4/23/2021	Suggestion	Allegation that employees who were reported through the "ethics hotline" were being "tipped off".	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
218	4/24/2021	Misconduct or Inappropriate Behavior	Allegation that federal drug enforcement agents were engaged in human trafficking.	Not in Jurisdiction	Referred to Appropriate Department/Channel
219	4/26/2021	Other	Whistleblower expressed concerned about nepotism within their department.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
220	4/29/2021	Other	Allegation that a 911 call was not answered in a timely manner and ended with a sudden hang-up.	Not Fraud, Waste, or Abuse	Referred to Audit
221	5/4/2021	Environmental Protection, Health or Safety Law	Allegation that since December 2020, a specific area had been plagued by garbage in the street and offensive odors. Allegedly the source of the problem was homeless people and the lack of street sweeping.	Not Fraud, Waste, or Abuse	Referred to Audit

Appendix: List of 238 Whistleblower Reports Closed in FY 2020-21 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
222	5/5/2021	Other	Allegation that a specific retail establishment was a hotbed for suspicious activity, including drug use and people posing as drug dealers and gang members.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
223	5/5/2021	Other	Allegation that a specific area was affected by unfair parking enforcement for street sweeping. Specifically, it was alleged that residents had no parking alternatives and street sweeping never actually occurred in the enforcement areas.	Not Fraud, Waste, or Abuse	Referred to Audit
224	5/5/2021	Theft	Allegation that an employee continuously ordered supplies to use for their personal businesses, and that the department director witnessed the alleged theft and did nothing about it.	Not Substantiated	Policy/ Process Review
225	5/11/2021	Other	Allegation that a store had a sign posted declaring that it was Black owned, when it was not.	Not in Jurisdiction	No Action Taken
226	5/18/2021	Violation of Policy	Allegation that Fire Inspectors did not attain the certifications required for their jobs and to pass probation, yet they were released from probation.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
227	5/18/2021	Violation of Policy	Allegation that a senior member of a City work unit did not possess the required certifications and training required for their position.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
228	5/26/2021	Violation of Policy	Allegation that a City employee parked a street sweeping vehicle to get coffee and in doing so blocked disabled parking spaces.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
229	5/27/2021	Other	Allegation of unscrupulous and potentially illegal practices by an auto auction business, including refusing refunds for defective purchases and allowing people to board at the business.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
230	5/27/2021	Misconduct or Inappropriate Behavior	Allegation that an employee communicated physical threats against a co-worker and that a supervisor who witnessed the threats did not act.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
231	5/28/2021	Environmental Protection, Health or Safety Law	Allegation of questionable work by contractors performing construction and utility upgrades on a City street and private residence. Another allegation was that City inspectors may not be sufficiently monitoring/enforcing contractor performance.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
232	6/4/2021	Misconduct or Inappropriate Behavior	Allegation that a City employee was unprofessional and rude and appeals to supervisors were not followed-up on.	Not Fraud, Waste, or Abuse	Referred to Audit
233	6/8/2021	Misconduct or Inappropriate Behavior	Allegation that a City employee parked in an area where parking was prohibited and was rude when confronted by a member of the public.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
234	6/11/2021	Suggestion	Suggestion that the City of Oakland pressure members of Congress to enforce inhumane puppy breeding practices.	Not in Jurisdiction	No Action Taken
235	6/14/2021	Data Privacy	Allegation that a private company misused employee social security numbers.	Not in Jurisdiction	Referred to Appropriate Department/Channel
236	6/17/2021	Disclosure of Confidential Information	Allegation of a scam whereby a caller successfully solicited the alleged victim's personally identifiable information and will presumably use it for fraudulent purposes.	Not in Jurisdiction	Referred to Appropriate Department/Channel
237	6/21/2021	Inquiry	Inquiry about a possible check made out to a specific individual being held by a City official.	Not Fraud, Waste, or Abuse	No Action Taken
238	6/22/2021	Other	Allegation that near a specific intersection in East Oakland, drug dealers caused disruptions, harassed people, and blocked roads and driveways every day between 11:30 AM and 11:00 PM.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

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