



CITY OF OAKLAND
Office of the City Auditor



INDEPENDENT CITY AUDITOR. REPORTING DIRECTLY TO THE RESIDENTS.

Office of the City Auditor Update

January 13, 2022

OPD Overtime Follow-up Report Released



Today, my office released the Oakland Police Department (OPD) Overtime Recommendation Follow-Up Report on the OPD Overtime Performance Audit released in 2019.

In January 2015, we published our first [OPD overtime audit](#) in response to public concern about their past overtime spending practices. Then, in 2019 we conducted another audit to assess the Department's current overtime practices, which included determining whether substantial actions were taken to address the findings and recommendations in the first audit.

The [2019 audit report](#) contained six findings and 21 recommendations. OPD and the Administration agreed to implement 17 of the recommendations. OPD partially agreed with two recommendations and disagreed with two.

The purpose of this follow-up was to assess management's progress in implementing the audit recommendations from the 2019 audit report. Our follow-up revealed OPD implemented five recommendations, partially implemented six recommendations, and ten recommendations were not implemented. However, four of the 10 recommendations not implemented, are subject to collective bargaining between management and OPD's affected bargaining units. These four recommendations will be addressed when the new employee bargaining agreements are negotiated in 2024.

In addition to only five recommendations being fully implemented, there are two important take-aways from this follow-up report. First, OPD implemented recommendations to more realistically budget, fund, and record the true cost of overtime—thus abandoning practices that have obscured OPD overtime spending for years. Secondly, by implementing manual processes instead of an automated time management and scheduling system, OPD's oversight practices will be resource intensive and data may be unreliable—thus holding OPD's progress back.

To read the full report, please click the link below.

[Read the OPD Overtime Recommendation Follow-up Report](#)

Announcement: New Recommendation Follow-Up Process



The City Auditor's Office is revamping our recommendation follow-up process.

The core of our audit work is making recommendations to correct deficiencies, strengthen accountability, and improve the efficiency and effectiveness of City programs. An effective recommendation follow-up process is essential to ensure the City Administration (or auditee) addresses the significant audit findings and recommendations, as well as reassuring the public that your City government is addressing the shortcomings found in the audits we've conducted in important areas such as homelessness, fire prevention, police oversight, and police overtime.

Beginning this spring, my office will issue an Annual Report on the status of all open audit recommendations to the City Council, the City Administration, and to the public. The initial report will address the status of all audit recommendations issued in the last 10 years. Besides the annual report, the status of audit recommendations will also be displayed via a new dashboard on the City Auditor's website.

Until now, my Office has prioritized our audit recommendation follow-ups on mandated audits and audits deemed higher risk, instead of all open audit recommendations. Now, we will follow up on all open audit recommendations on a yearly basis and require departments to inform my Office if prior audit recommendations have been fully, partially, or not implemented. I will then publicly release an annual report reflecting the current implementation status of the audit recommendations.

This improved recommendation follow-up process will allow you to have a better understanding of my Office's impact on the City. ***It is important that you – the residents - know all the direct improvements City departments have made as a result of our work.*** And, it is equally important to be aware of work that remains to be done and to hold the City Administration (or auditee) accountable for taking the appropriate corrective actions. I look forward to telling you more about this process in a listening circle – reach out to my Communications Director [Dena Shupe](#), to schedule one today

[View All Released Reports](#)

Reminder: Call for Applications



If you would like to be considered for the PEC Commissioner appointment for the 2022-2025 term, please email your applications (or any questions you may have about the application process) to [Dena Shupe](#) by **close of business TOMORROW, Friday, January 14, 2022**. Click [here](#) to learn more about the role of Commission Members and to fill out an application.

[Learn More About the PEC](#)

Committed to serving you with the utmost integrity,

**COURTNEY RUBY, CPA, CFE
CITY AUDITOR**



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PHONE (510) 238-3378	EMAIL cityauditor@oaklandca.gov	HOURS MONDAY THROUGH FRIDAY 8:30 AM TO 5:00 PM
FAX (510) 238-7640	WEBSITE oaklandauditor.com	FOR PRESS INQUIRIES CONTACT: Dena Shupe: dshupe@oaklandca.gov



Office of the City Auditor | 1 Frank H. Ogawa Plaza, 4th Floor, Oakland, CA 94612

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