



**Fraud  
Waste  
Abuse**

# **Whistleblower Program Annual Report Fiscal Year 2022-2023**

**December 21, 2023**



**CITY OF  
OAKLAND**

**Office of the City Auditor**

[www.OAKwhistleblower.com](http://www.OAKwhistleblower.com) | Hotline 1-888-329-6390

# Whistleblower Program Annual Report

Fiscal Year 2022-23

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# Whistleblower Program Annual Report

Fiscal Year 2022-23

## 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](#), which was sponsored by former City Auditor Courtney Ruby, Councilmembers Ignacio De La Fuente, and Pat Kernighan. City Council passed and adopted the Whistleblower Ordinance 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 anyone who discloses information about improper activities.

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

- Promoting an ethical culture and awareness of fraud, waste, and abuse.
- Providing responsive customer service to the public and City employees.
- Conducting and managing investigations into allegations of fraud, waste, and abuse.

## The Whistleblower Hotline

The Whistleblower Hotline (Hotline) is a safe and reliable 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](http://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) 2022-23,<sup>1</sup> the characteristics of the whistleblowers, the allegations warranting an investigation, and then concludes with a summary of the investigation outcomes and actions taken.

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<sup>1</sup>At the City of Oakland, fiscal years begin on July 1, and end on June 30 the following calendar year.

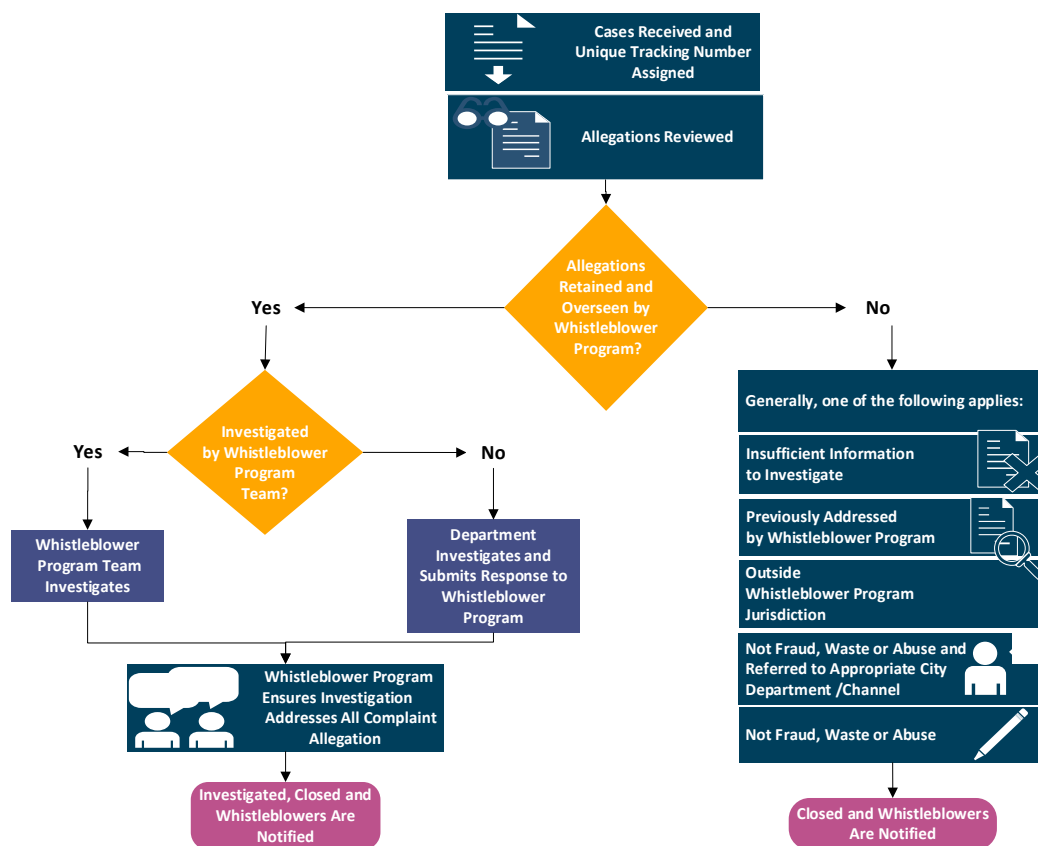
## Understanding the Investigation and Referral Process

The Office of the City Auditor (Office) conducts a thorough analysis of each allegation submitted through the Hotline. We follow four criteria in determining if an allegation warrants launching an investigation:

1. Meet the definition of “fraud,” “waste,” or “abuse.”<sup>2</sup>
2. Must involve City of Oakland property, infrastructure, employees, officials, or otherwise fall within the City’s jurisdiction.
3. Must have occurred within 12 months of being reported.
4. 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



<sup>2</sup> “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 2022-23 Whistleblower Cases by Allegation Type

Whistleblower complaints included a diverse range of allegation types. The table below shows the number of complaints by allegation type in FY 2022-23.

Allegation Type	Total
Other*	49
Theft	33
Falsification of Contracts, Reports or Records	14
Misconduct or Inappropriate Behavior	10
Time Abuse	10
Environmental Protection, Health or Safety Law	9
Accounting and Auditing Matters	7
Hiring Irregularities	7
Improper Supplier or Contractor Activity	7
Misuse of Assets or Services	6
Embezzlement	5
Confidentiality and Misappropriation	2
Suggestion	2
Unsafe working conditions	2
Disclosure of Confidential Information	1
Inquiry	1
Unauthorized/Fraudulent Use of Company facilities and equipment	1
<b>Grand Total</b>	<b>166</b>

Note: \*Allegations categorized as “Other” include a diverse range of allegations including criminal activity, public nuisances, and irresponsible/poor/unfair customer service. Thirty percent – or 49 of the total 166 whistleblower cases submitted in FY 2022-23 fit into this category.

## Prioritizing Whistleblower Investigations

Upon determining that whistleblower complaints warrant investigation, the Office ranks cases by risk. There are also matters 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.

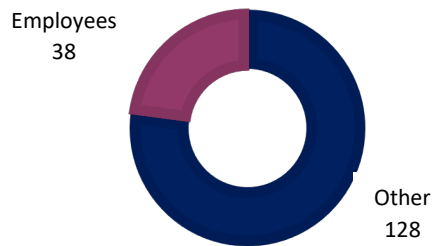
**Low-Priority:** Allegations in this category include losses to the City of less than \$500 and wasteful practices that would lead to minor gains in efficiencies if corrected. However, if the same or similar

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.

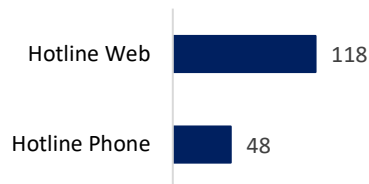
## Characteristics of Fiscal Year 2022-23 Whistleblowers

Whistleblowers and the ways they reported concerns were also diverse. The data below reveals the number of whistleblowers who identified themselves as City employees versus those who did not; the reporting methods used; and requests for anonymity.

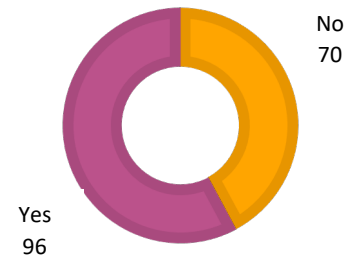
**Self-Reported City Employees**



**Reporting Methods**



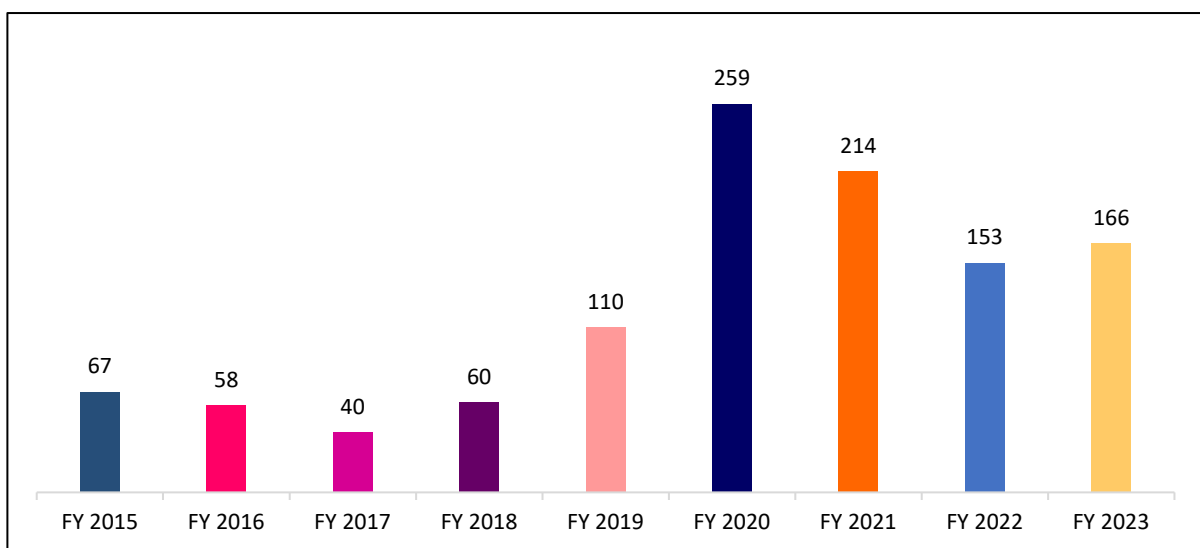
**Requests for Anonymity**



## Cases Received Between Fiscal Years 2014-15 and 2022-23

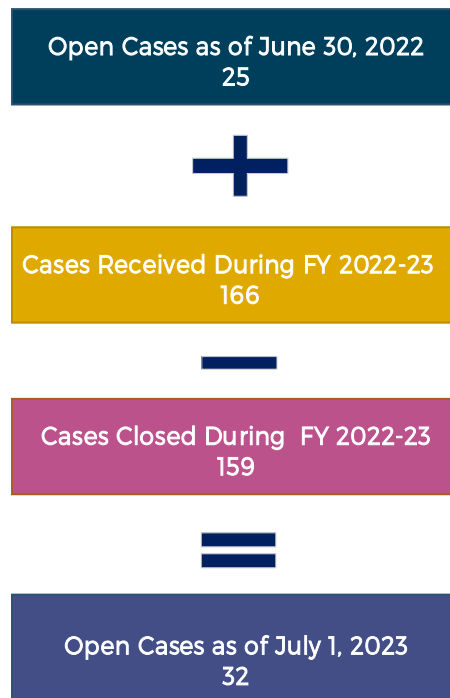
In FY 2022-23 (July 1, 2022, through June 30, 2023) the Whistleblower Program received and reviewed 166 cases, which is an eight percent increase from FY 2021-22. The exhibit below provides a historical perspective as to the number of cases received since FY 2014-15.

**Number of Cases Received Over the Last Nine Fiscal Years**



## Summary of Cases Received

In FY 2022-23, 166 complaints were filed. At the end of the fiscal year, 32 cases were still in the process of being investigated.



## Summary of Closed Whistleblower Cases

As the chart above indicates, 159 cases were closed in FY 2022-23. Twenty-six (26) or 16 percent were closed after an investigation. The remaining 133 closed cases fell into the categories of:

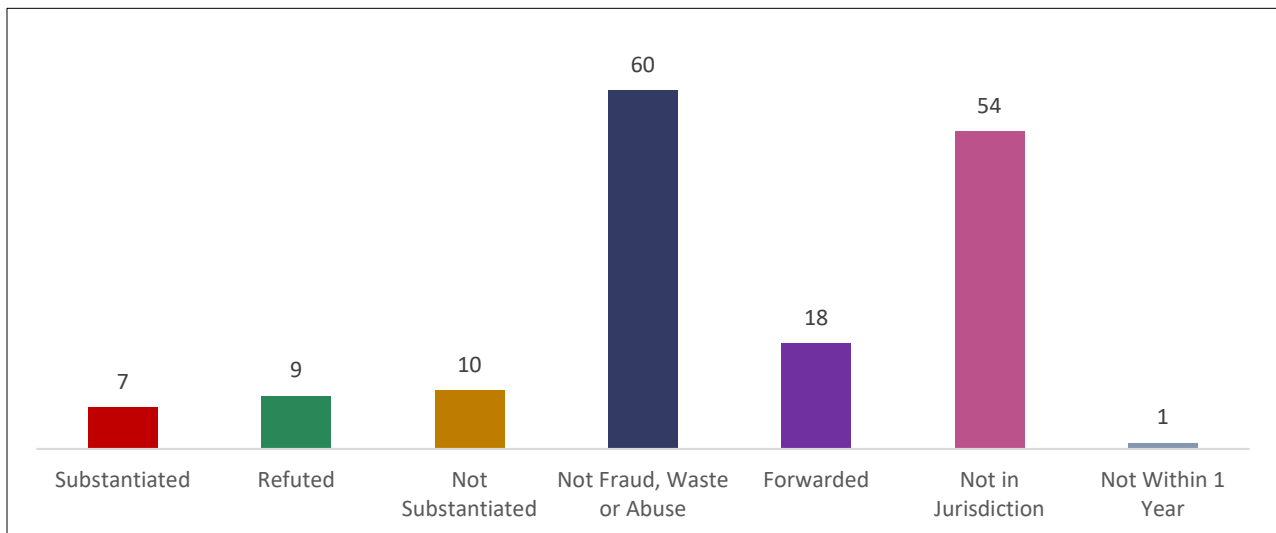
- insufficient information to investigate,
- previously addressed by the Whistleblower Program,
- not fraud, waste, or abuse, or
- referred to appropriate City departments/channels, as identified on the Whistleblower Hotline Evaluation Process flow chart on page two.

A detailed list of closed cases is included in the Appendix starting on page 8 of this report.

## Results of Closed Cases that Warranted Investigation

The whistleblower cases were closed for five reasons listed below:

- Seven (7) complaints were **substantiated**, meaning after an investigation, allegations were confirmed, and recommendations were made to the City Administrator and/or appropriate City departments for corrective action.
- Nine (9) complaints were **refuted**, which means after an investigation, allegations were determined to be false.
- Ten (10) complaints were **not substantiated**, meaning after an investigation there was inconclusive information to substantiate or refute the allegations.
- Eighteen (18) complaints were **forwarded** and closed after a preliminary review determined the cases **did not qualify as fraud, waste, or abuse** but other City departments or outside agencies should review further.
- One hundred fifteen (115) complaints were closed after a preliminary review determined the cases **did not qualify as fraud, waste, or abuse, were in litigation, there was insufficient information to investigate, the complaint occurred over a year ago, or the complaint was outside of the City's jurisdiction. Eleven (11) of the cases included in this category were closed because the reporter did not finish the intake process.**





## 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.

<b>Allegation Type</b>	<b>Allegation Details</b>	<b>Outcome/Actions Taken</b>
Time Abuse	Allegation that an employee used City equipment and City time to engage in political activities.	The investigation substantiated the allegation. The employee was counseled on how to code their timecard correctly and the Payroll Division made the necessary adjustments to the employee's timecard.
Falsification of Contracts, Reports or Records (2 cases)	The allegation that a City cannabis business evaded taxes by not reporting \$5 million in sales.	The investigation substantiated the allegation. The business never responded to the audit assessment findings and now the liability of over eight million dollars for the years 2017 through 2022, is in collections.
Time Abuse (2 cases)	Allegation that a supervisor violated the City's anti-nepotism policy by supervising relatives and approving their timecards which did not reflect the actual hours worked.	The investigation substantiated that the supervisor hired and supervised relatives. However, the investigation did not substantiate timecard fraud. The employee was consulted, and the department implemented a time monitoring system to address the gaps in its time management system.
Hiring Irregularities (2 cases)	Allegation that employees lacked required certifications essential to their jobs and yet were promoted.	The investigation substantiated the allegation. The City Auditor made four recommendations, and their implementation is pending. Read the full report <a href="#">here</a> .

## 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 Ordinance, as well as by State whistleblower laws.

In FY 2022-23 the Whistleblower Program did not receive any retaliation cases.

## Appendix: List of 159 Whistleblower Reports Closed in FY 2022-23 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
1	5/13/2020	Time Abuse	Allegation of timecard fraud and potential overtime abuse.	Not Substantiated	Referred to Audit
2	11/20/2020	Time Abuse	Allegation that employees used City equipment and City time to engage in political activities.	Substantiated	Recommended Corrective Action
3	6/11/2021	Falsification of Contracts, Reports or Records	Allegation that a City cannabis business evaded taxes by not reporting \$5 million in sales.	Substantiated	Recommended Corrective Action
4	6/14/2021	Other	Multiple allegations concerning a City commission, including inadequate policies and procedures, unauthorized outsider involvement in the selection panel, technical mistakes in applications, and lack of background checks. Another allegation involved ethics violations within ad hoc meetings.	Not Substantiated	No Action Taken
5	7/1/2021	Time Abuse	Allegation that a supervisor violated the City's anti-nepotism policy by supervising relatives and approving their timecards which did not reflect the regular hours worked.	Substantiated	Recommended Corrective Action
6	8/1/2021	Falsification of Contracts, Reports or Records	Allegation that a supervisor violated the City's anti-nepotism policy by supervising relatives and approving their timecards which did not reflect the actual hours worked.	Substantiated	Recommended Corrective Action
7	9/6/2021	Other	Multiple allegations concerning a City commission, including inadequate policies and procedures, unauthorized outsider involvement in the selection panel, technical mistakes in applications, lack of background checks, and alleged ethics violations within ad hoc meetings.	Not Substantiated	No Action Taken
8	10/14/2021	Environmental Protection, Health or Safety Law	Allegation that City officials were regularly not enforcing rules and regulations near/around Lake Merritt.	Not Fraud, Waste, or Abuse	Referred to Audit
9	11/26/2021	Other	Reporter outlined concerns about a vendor market that operated near the pergola at Lake Merritt, and the impacts on infrastructure and wildlife.	Not Fraud, Waste, or Abuse	Referred to Audit
10	12/2/2021	Improper Supplier or Contractor Activity	Reporter expressed concern that the City awarded a specific organization a contract for \$100,000.	Not Fraud, Waste, or Abuse	Referred to Audit
11	12/9/2021	Hiring Irregularities	Allegation that employees lacked required certifications essential to their jobs and yet were promoted.	Substantiated	Recommended Corrective Action
12	12/20/2021	Unauthorized/ Fraudulent Use of Company facilities and equipment	Allegation that an organization was using City facilities without following the Municipal Code requirements.	Refuted	No Action Taken
13	12/21/2021	Unauthorized/ Fraudulent Use of Company facilities and equipment	Allegation that an organization was using City facilities without following the Municipal Code requirements.	Refuted	No Action Taken
14	2/5/2022	Confidentiality and Misappropriation	Allegations of a supervisor violating the City's anti-nepotism policy by supervising relatives and friends with criminal records. Allegedly one of the employees had a current sexual harassment case opened against them. Lastly, the supervisor allegedly sent employees to his house to do work using vehicles without GPS.	Not Substantiated	Policy/ Process Review
15	2/10/2022	Falsification of Contracts, Reports or Records	Allegation that a City cannabis business evaded taxes by not reporting \$5 million in sales.	Substantiated	Recommended Corrective Action

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
16	3/4/2022	Misuse of Assets or Services	Reporter expressed concern about the location, frequency, and duration of street sweeping.	Not Substantiated	No Action Taken
17	3/24/2022	Time Abuse	Allegation of timecard fraud whereby an employee is leaving their assignment during regular working hours.	Not Substantiated	No Action Taken
18	5/20/2022	Misconduct or Inappropriate Behavior	Allegation that an employee violated City car use policy and acted violently against coworkers.	Not Substantiated	Policy/ Process Review
19	6/15/2022	Other	Allegations that multiple management employees engaged in retaliation, discrimination, and unfair labor practices.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
20	6/20/2022	Other	Reporter alleged being bullied by a City official. Additionally, they reported that several City employees were asked to work on campaigns that are not related to their jobs.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
21	6/29/2022	Environmental Protection, Health or Safety Law	Reporter expressed concern about gas-powered leaf blowers making too much noise and being bad for the environment.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
22	7/2/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
23	7/2/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
24	7/4/2022	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) card.	Not in Jurisdiction	Referred to Appropriate Department/Channel
25	7/5/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
26	7/5/2022	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) Card.	Not in Jurisdiction	Referred to Appropriate Department/Channel
27	7/6/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
28	7/6/2022	Time Abuse	Allegation of timecard fraud that has been ongoing for years and management was aware of the situation.	Not Substantiated	No Action Taken
29	7/6/2022	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) Card.	Not in Jurisdiction	Referred to Appropriate Department/Channel
30	7/7/2022	Misconduct or Inappropriate Behavior	Allegation of harassment, abusive behavior, and discrimination by senior staff.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
31	7/14/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
32	7/14/2022	Theft	Allegation that reporter's ex-boyfriend stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
33	7/15/2022	Other	Allegation of poor customer service from inspectors.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
34	7/18/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	No Action Taken
35	7/22/2022	Other	Allegation that the reporter was billed for an app that they never used or signed up for.	Not in Jurisdiction	No Action Taken
36	7/22/2022	Other	Allegation of unresponsiveness and poor customer service from a City department regarding billed property taxes.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
37	7/22/2022	Other	Allegation that a private business does not show up in public records and is not an approved business.	Not in Jurisdiction	Forwarded to Appropriate City Department
38	7/26/2022	Falsification of Contracts, Reports or Records	Allegation that the reporter's identity was stolen and used to rent a car.	Not in Jurisdiction	Referred to Appropriate Department/Channel
39	7/26/2022	Falsification of Contracts, Reports or Records	Allegation that the reporter's identity was stolen and used to rent a car.	Not in Jurisdiction	Referred to Appropriate Department/Channel
40	7/30/2022	Other	Reporter requested information about where to report fraud and theft.	Not in Jurisdiction	Referred to Appropriate Department/Channel
41	8/1/2022	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
42	8/1/2022	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
43	8/1/2022	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) card.	Not in Jurisdiction	No Action Taken
44	8/3/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
45	8/3/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
46	8/4/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
47	8/10/2022	Other	Allegation that a City employee contacted the reporter's workplace and requested money from them.	Not Substantiated	No Action Taken

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
48	8/11/2022	Theft	Reporter alleged that they were scammed to transfer a large amount of money to a fraudster.	Not in Jurisdiction	No Action Taken
49	8/14/2022	Other	Reporter alleged harassment from their landlord and reported other disputes.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
50	8/17/2022	Misconduct or Inappropriate Behavior	Allegation that a traffic enforcement employee was speeding and rude when a citizen asked them not to speed.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
51	8/23/2022	Other	Reporter complained about a neighbor calling the police, falsely alleging that the reporter played loud music.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
52	8/24/2022	Other	Reporter complained about alleged code enforcement issues.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
53	8/31/2022	Falsification of Contracts, Reports or Records	Reporter alleged that several individuals falsified their W2 forms and filed for PPP loans.	Not in Jurisdiction	Referred to Appropriate Department/Channel
54	9/1/2022	Theft	Allegation of car theft.	Not in Jurisdiction	Referred to Appropriate Department/Channel
55	9/4/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
56	9/8/2022	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
57	9/9/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
58	9/9/2022	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) card.	Not in Jurisdiction	Referred to Appropriate Department/Channel
59	9/13/2022	Theft	Reporter alleged that someone stole their identity and applied for credit cards and loans.	Not in Jurisdiction	Referred to Appropriate Department/Channel
60	9/13/2022	Theft	Reporter complained about theft they witnessed near their home.	Not in Jurisdiction	Referred to Appropriate Department/Channel
61	9/15/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
62	9/17/2022	Other	Reporter who identified as an airport employee complained about receiving an unwarranted parking ticket at the Oakland Airport.	Not in Jurisdiction	No Action Taken
63	9/22/2022	Suggestion	Reporter alleged that an automobile business did not follow health guidelines.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
64	9/25/2022	Misconduct or Inappropriate Behavior	Allegation of poor customer service from a City employee.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
65	9/26/2022	Other	Reporter complained about loud music and potential illegal activities happening at a private business.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
66	10/2/2022	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) card.	Not in Jurisdiction	Referred to Appropriate Department/Channel
67	10/11/2022	Environmental Protection, Health or Safety Law	Reporter alleged that an automobile business did not follow health guidelines.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
68	10/13/2022	Misconduct or Inappropriate Behavior	Reporter alleged that a department director allowed subordinate employees to attend phone banking during work hours.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
69	10/18/2022	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
70	10/20/2022	Misuse of Assets or Services	Reporter alleged that City employees used City equipment for private benefit at a private property.	Not Substantiated	No Action Taken
71	10/21/2022	Misuse of Assets or Services	Reporter complained about the prioritization of street sweeping and encampment cleaning.	Not Fraud, Waste, or Abuse	No Action Taken
72	10/26/2022	Other	Reporter complained about unhoused people's behaviors.	Not Fraud, Waste, or Abuse	No Action Taken
73	10/27/2022	Accounting and Auditing Matters	Reporter alleged that at their private company, employees intentionally did not use the inventory system correctly.	Not in Jurisdiction	No Action Taken
74	10/28/2022	Time Abuse	Allegation of inappropriate overtime approval by a department director.	Not Fraud, Waste, or Abuse	Referred to Audit
75	10/31/2022	Confidentiality and Misappropriation	Allegation of potentially criminal financial fraud.	Not in Jurisdiction	No Action Taken
76	10/31/2022	Other	Reporter complained about DNA changing chemicals in food.	Not Fraud, Waste, or Abuse	No Action Taken
77	11/3/2022	Other	Allegation that a City employee participated in campaign activities during work hours.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
78	11/10/2022	Other	Reporter requested help with a personal legal issue.	Not Fraud, Waste, or Abuse	No Action Taken

## Appendix: List of 159 Whistleblower Reports Closed in FY 2022-23 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
79	11/14/2022	Other	Reporter complained about illegal food stands blocking handicap ramps.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
80	11/14/2022	Hiring Irregularities	Allegation that employees lacked required certifications essential to their jobs and yet were promoted.	Substantiated	Recommended Corrective Action
81	11/18/2022	Other	Allegation of domestic dispute.	Not in Jurisdiction	Referred to Appropriate Department/Channel
82	11/19/2022	Time Abuse	Allegation that a City employee used sick time when on leave for vacation.	Refuted	No Action Taken
83	11/23/2022	Hiring Irregularities	Reporter complained about a mayoral candidate's statement about changing civil service rules.	Not Fraud, Waste, or Abuse	No Action Taken
84	11/23/2022	Hiring Irregularities	Allegation that an employee was promoted despite having performance issues.	Not Within 1 Year	No Action Taken
85	11/23/2022	Misuse of Assets or Services	Allegation of a City official directing staff to complete campaign related tasks during City time.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
86	11/29/2022	Hiring Irregularities	Allegations of poor management practices within a City department and alleged effects on department staff.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
87	12/1/2022	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
88	12/5/2022	Other	Allegation that a City employee was underpaid for years.	Not Fraud, Waste, or Abuse	No Action Taken
89	12/12/2022	Other	Reporter described animal abuse at their neighbor's house.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
90	12/14/2022	Improper Supplier or Contractor Activity	Allegation of poor conduct by a City employee.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
91	12/14/2022	Falsification of Contracts, Reports or Records	Allegation of timecard fraud committed by several City employees.	Refuted	No Action Taken
92	12/14/2022	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
93	12/14/2022	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
94	12/14/2022	Other	Reporter did not finish submitting their complaint.	None	No Action Taken

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
95	12/22/2022	Environmental Protection, Health or Safety Law	Reporter complained about trash not being picked up from in front of their building.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
96	12/27/2022	Misuse of Assets or Services	Reporter alleged unfair hiring practices in a City department.	Refuted	No Action Taken
97	1/2/2023	Misconduct or Inappropriate Behavior	Allegation that an inspector trespassed on private property.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
98	1/3/2023	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) card.	Not in Jurisdiction	Referred to Appropriate Department/Channel
99	1/4/2023	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
100	1/4/2023	Other	Allegation of bad customer experience in a City department.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
101	1/4/2023	Misconduct or Inappropriate Behavior	Allegation of inappropriate conduct by a City employee.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
102	1/5/2023	Other	Allegation that the reporter was inappropriately fined additional code enforcement fees.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
103	1/11/2023	Hiring Irregularities	Allegations of questionable hiring practices within a City department.	Not Fraud, Waste, or Abuse	Referred to Audit
104	1/12/2023	Other	Allegation of poor customer service from Alameda County.	Not in Jurisdiction	Referred to Appropriate Department/Channel
105	1/23/2023	Theft	Alleged car break-in and theft.	Not in Jurisdiction	Referred to Appropriate Department/Channel
106	1/31/2023	Hiring Irregularities	Allegation that the City did not sufficiently vet a candidate before hiring them.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
107	2/3/2023	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) card.	Not in Jurisdiction	Referred to Appropriate Department/Channel
108	2/3/2023	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) card.	Not in Jurisdiction	Referred to Appropriate Department/Channel
109	2/4/2023	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
110	2/5/2023	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
111	2/7/2023	Hiring Irregularities	Reporter complained about hiring practices within the City.	Not Fraud, Waste, or Abuse	Referred to Audit



## Appendix: List of 159 Whistleblower Reports Closed in FY 2022-23 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
112	2/8/2023	Unsafe working conditions	Allegation of poor encampment management practices that allegedly affected the staff within a City department.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
113	2/8/2023	Other	Reporter complained about their neighbors' lack of cleanliness.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
114	2/9/2023	Falsification of Contracts, Reports or Records	Allegation that a City employee provided a fake COVID vaccination card.	Refuted	No Action Taken
115	2/11/2023	Theft	Allegation that reporter's identity was stolen, and a credit card was opened in their name.	Not in Jurisdiction	Referred to Appropriate Department/Channel
116	2/13/2023	Other	Allegations of parking citations being issued without cause.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
117	2/14/2023	Falsification of Contracts, Reports or Records	Allegation that a City employee tampered with mayoral candidate's documents.	Not Fraud, Waste, or Abuse	No Action Taken
118	2/15/2023	Improper Supplier or Contractor Activity	Allegation that the City is biased when considering approvals of special activities/events permits.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
119	2/19/2023	Other	Reporter complained that the City's business tax website was down.	Not Fraud, Waste, or Abuse	No Action Taken
120	2/21/2023	Other	Reporter complained about illegal dumping (auto parts) in their neighborhood.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
121	2/23/2023	Other	Reporter complained about parking spaces around their residence.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
122	2/28/2023	Environmental Protection, Health or Safety Law	Reporter complained about parking space around their residence.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
123	3/2/2023	Other	Reporter complained about construction at a neighbor's house.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
124	3/2/2023	Theft	Allegation that money was stolen from reporter's Electronic Benefits Transfer (EBT) card.	Not in Jurisdiction	Referred to Appropriate Department/Channel
125	3/3/2023	Falsification of Contracts, Reports or Records	Allegation that a City employee entered a private property illegally.	Refuted	No Action Taken

## Appendix: List of 159 Whistleblower Reports Closed in FY 2022-23 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
126	3/3/2023	Theft	Allegation that a moving company did not deliver agreed upon services that the reporter paid for.	Not in Jurisdiction	Referred to Appropriate Department/Channel
127	3/8/2023	Theft	Reporter complained that their identity was stolen, and a credit card was opened in their name.	Not in Jurisdiction	Referred to Appropriate Department/Channel
128	3/11/2023	Falsification of Contracts, Reports or Records	Reporter alleged that an employee did not disclose that they were disciplined for an assault at their previous employment.	Refuted	No Action Taken
129	3/13/2023	Other	Reporter alleged that a police officer attempted to shoot them. Reporter already opened a case with OPD Internal Affairs.	Not Fraud, Waste, or Abuse	No Action Taken
130	3/14/2023	Falsification of Contracts, Reports or Records	Reporter complained that an employee was charged with a felony in their previous job, but they did not disclose this information during their hiring process.	Refuted	No Action Taken
131	3/14/2023	Other	Reporter complained about criminal activity in a San Leandro neighborhood.	Not in Jurisdiction	No Action Taken
132	3/17/2023	Misconduct or Inappropriate Behavior	Reporter complained about unintentionally paying for their neighbor's garbage bill.	Not in Jurisdiction	Referred to Appropriate Department/Channel
133	3/23/2023	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
134	3/31/2023	Environmental Protection, Health or Safety Law	Reporter complained about street sweeping.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
135	3/31/2023	Environmental Protection, Health or Safety Law	Reporter expressed concern about inadequate government assistance following the destruction of their grandparents' cabin in Livermore.	Not Fraud, Waste, or Abuse	No Action Taken
136	4/4/2023	Theft	Allegation that someone scammed the reporter.	Not in Jurisdiction	Referred to Appropriate Department/Channel
137	4/5/2023	Misconduct or Inappropriate Behavior	Allegation of poor customer service at a City department.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
138	4/6/2023	Misconduct or Inappropriate Behavior	Allegation of poor conduct by a City employee.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
139	4/7/2023	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
140	4/13/2023	Other	The reporter did not define their allegation.	Not Fraud, Waste, or Abuse	No Action Taken

## Appendix: List of 159 Whistleblower Reports Closed in FY 2022-23 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
141	4/27/2023	Accounting and Auditing Matters	Allegation of poor customer service at a City department. Specifically, reporter complained about not being notified about fees.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
142	4/28/2023	Improper Supplier or Contractor Activity	The reporter complained about a newly paved road already crumbling.	Not Fraud, Waste, or Abuse	Referred to Audit
143	5/1/2023	Environmental Protection, Health or Safety Law	Reporter complained about cleanliness in their apartment building.	Not Fraud, Waste, or Abuse	No Action Taken
144	5/4/2023	Misuse of Assets or Services	Reporter complained about hiring practices in a specific City department and alleged City resources were not being utilized efficiently.	Not Fraud, Waste, or Abuse	Referred to Audit
145	5/13/2023	Theft	Reporter alleged their identity was stolen, and a credit card was opened in their name.	Not in Jurisdiction	Referred to Appropriate Department/Channel
146	5/14/2023	Environmental Protection, Health or Safety Law	Reporter complained about trash piling up in front of their residence.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
147	5/15/2023	Other	Reporter complained about lake water hitting their face from a fountain.	Not Fraud, Waste, or Abuse	No Action Taken
148	5/19/2023	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
149	5/22/2023	Other	Reporter complained that someone threatened an individual with deportation.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
150	5/24/2023	Other	Reporter complained about an unhoused individual leaving trash in front of the reporter's residence and diverting electricity from the reporter's apartment building.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
151	5/25/2023	Other	Allegation that a City employee was smoking in a City car.	Not Fraud, Waste, or Abuse	No Action Taken
152	5/25/2023	Other	Allegation that a City employee was smoking in a City car.	Not Fraud, Waste, or Abuse	No Action Taken
153	5/30/2023	Theft	Reporter alleged that they made an online purchase through Facebook and did not receive the product.	Not in Jurisdiction	No Action Taken
154	6/2/2023	Theft	Reporter was concerned that their identity was stolen, and a credit card was opened in their name.	Not in Jurisdiction	Referred to Appropriate Department/Channel
155	6/3/2023	Other	Reporter complained about a marital dispute and violence from their soon to be ex-husband.	Not in Jurisdiction	Referred to Appropriate Department/Channel
156	6/7/2023	Environmental Protection, Health or Safety Law	Reporter complained about trash piling up in front of their apartment building.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

## Appendix: List of 159 Whistleblower Reports Closed in FY 2022-23 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
157	6/10/2023	Other	Reporter complained about an unhoused person living in a park, starting fires, and possibly endangering the neighborhood. The reporter terminated the call before the intake specialist was able to finish the process.	None	No Action Taken
158	6/16/2023	Theft	Allegation of an internet scam whereby the scammers allegedly were able to steal \$800 from the reporter.	Not in Jurisdiction	Referred to Appropriate Department/Channel
159	6/18/2023	Environmental Protection, Health or Safety Law	Reporter complained that trash was piling up in front of their private residence and was becoming a hazard to pedestrians.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

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