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Annual REPORT

Whistleblower Program

Fiscal Year 2024-25

OAKLAND CITY AUDITOR

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Whistleblower Program Annual Report

Fiscal Year 2024-25

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 passed and adopted 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 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), 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) 2024-25,¹ the characteristics of the whistleblowers, the allegations warranting an investigation, and then concludes with a summary of the investigation outcomes and actions taken.

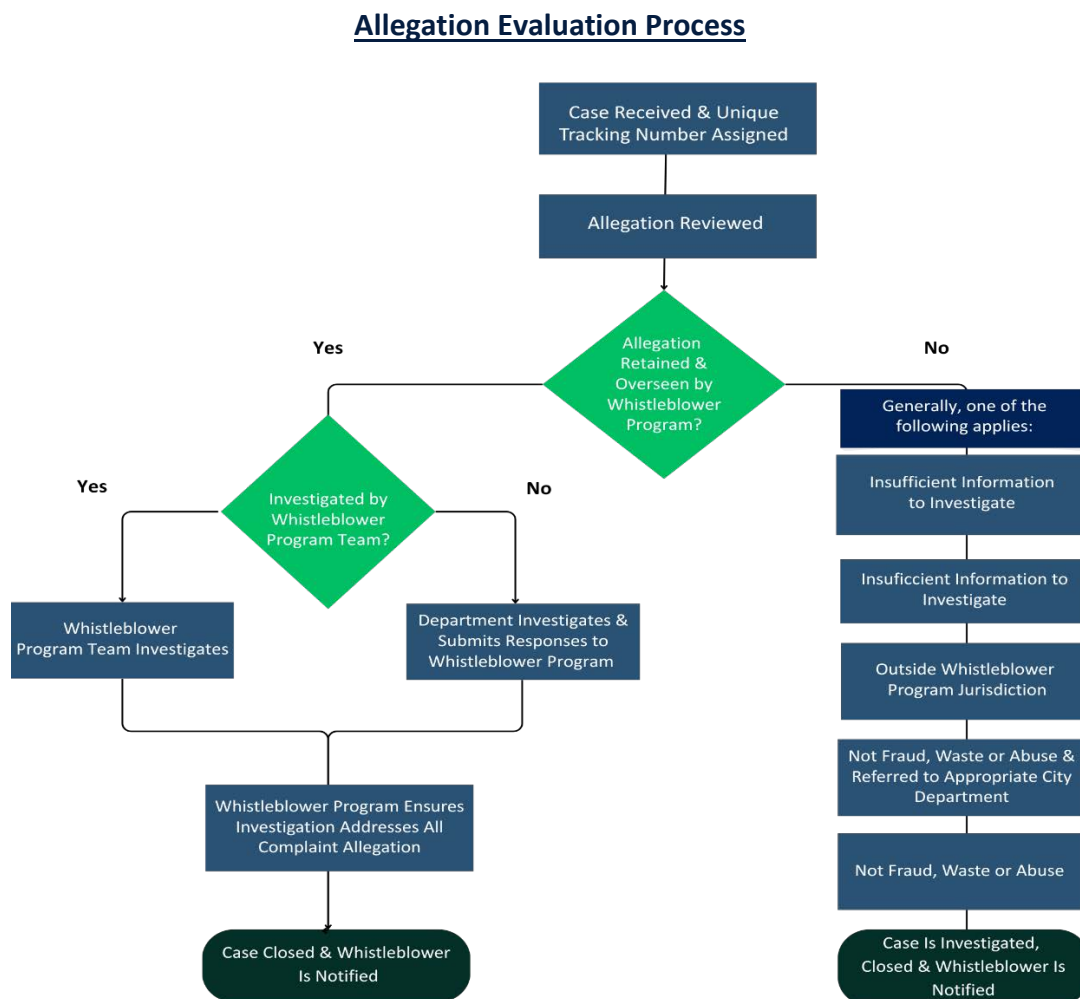
¹At the City of Oakland, fiscal years begin on July 1, and end on June 30 the following calendar year.

Understanding the Investigation and Referral Process

The Office of the City Auditor (Office) thoroughly analyzes each allegation we receive. We follow four criteria in determining if an allegation warrants an investigation:

1. Meet the definition of “fraud,” “waste,” or “abuse.”²
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.



² “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 2024-25 Whistleblower Complaints by Allegation Type

Whistleblower complaints were diverse. The table below shows the number of complaints by allegation type in FY 2024-25.

Allegation Type	Total
Other	44
Misconduct or Inappropriate Behavior	19
Theft	13
Time Abuse	10
Hiring Irregularities	10
Falsification of Contracts, Reports or Records	9
Environmental Protection, Health or Safety Law	8
Misuse of Assets or Services	6
Embezzlement	5
Accounting and Auditing Matters	4
Suggestion	3
Data Privacy	3
Violation of Policy	3
Improper Supplier or Contractor Activity	3
Confidentiality and Misappropriation	2
Inquiry	2
Unauthorized/Fraudulent Use of Company facilities and equipment	1
Disclosure of Confidential Information	1
Grand Total	146

Note: *Allegations categorized as “Other” include a diverse range of allegations for example criminal activity, public nuisances, and irresponsible/poor/unfair customer service. Thirty percent – or 44 of the total 146 whistleblower cases submitted in FY 2024-25 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 for the City, recent criminal activity which include identified crimes and suspects, significant Citywide or department-wide issues, or other urgent matters.

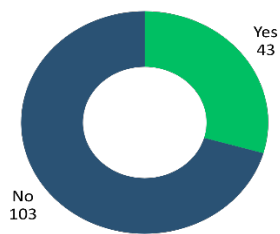
Medium-Priority: Allegations in this category involve \$500 or more in losses for the City, involve management, collusion of multiple wrongdoers, or patterns of small problems that could become more serious when aggregated.

Low-Priority: Allegations in this category include losses for 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.

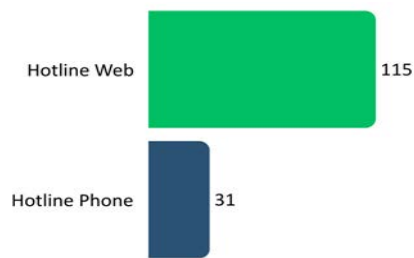
Characteristics of Fiscal Year 2024-25 Whistleblowers

Whistleblowers and the ways they reported concerns were also diverse. The data below reveal 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 Employee



Reporting Method



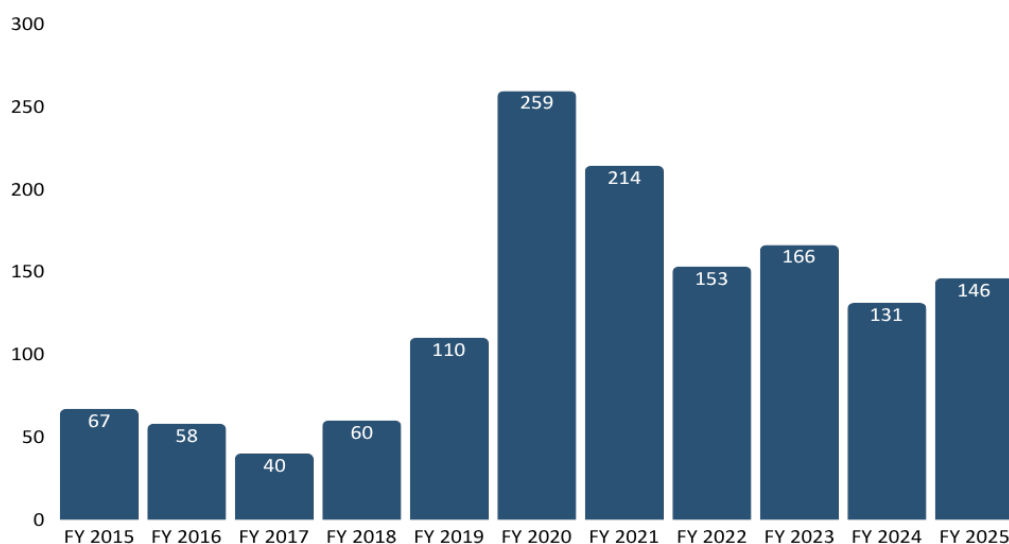
Request for Anonymity



Cases Received Between Fiscal Years 2014-15 and 2024-25

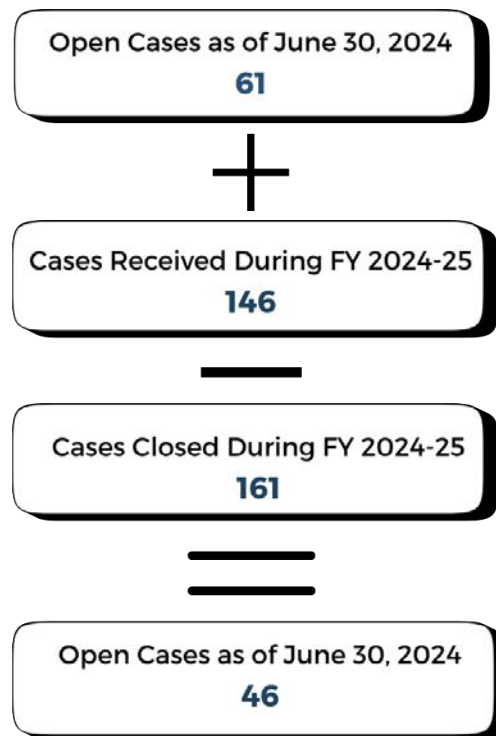
In FY 2024-25 (July 1, 2023, through June 30, 2025) the Whistleblower Program received and reviewed 146 cases. The exhibit below provides a historical perspective as to the number of cases received since FY 2014-15.

Number of Cases Received Over the Last 11 Fiscal Years



Summary of Cases Received

In FY 2024-25, 146 complaints were filed. At the end of the fiscal year, 61 cases were still in the process of being investigated.



Summary of Closed Whistleblower Cases

As the chart above indicates, 161 cases were closed in FY 2024-25. Fifty-three (53) or 33 percent were closed after an investigation. The remaining 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 9 of this report.

Reasons for Closing Cases

The whistleblower cases were closed for six reasons listed below:

- Eleven (11) complaints were **substantiated**, meaning after an investigation, allegations were confirmed, and recommendations were made to the City Administration.
- Twelve (12) complaints were **refuted**, which means after an investigation, allegations were determined to be false.
- 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.
- Thirty (30) complaints were **not substantiated**, meaning after an investigation there was inconclusive information to substantiate or refute the allegations.
- Forty (40) complaints were closed after a preliminary review determined the cases were **outside of the City's jurisdiction**.
- Fifty (50) complaints were closed after a preliminary review determined the cases **did not qualify as fraud, waste, or abuse**. Four (4) 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.

Allegation Type	Allegation Details	Outcome/Actions Taken
Misconduct or Inappropriate Behavior	The reporter alleged that excessive overtime is generated when there are other staffing options available, but the supervisors ignored these options.	The investigation substantiated the allegation. The department issued disciplinary actions.
Misuse of Assets or Services	The reporter alleged that an employee used a City vehicle without authorization.	The investigation substantiated the allegation. The department conducted a policy review with the employee and issued a counseling memo.
Time Abuse	The reporter alleged that an employee used City time for medical treatment.	The investigation substantiated the allegation. The department carried out disciplinary actions.
Accounting and Auditing Matters	The reporter alleged that the City paid employees in the Department of Transportation and Public Works Department more in Fair Labor Standards Act (FLSA) Overtime Premium Pay than those employees should have been paid.	The investigation substantiated the allegation. The City Auditor made four recommendations, and their implementation is pending. Read the full report here .
Embezzlement (6 cases)	Reporters alleged mismanagement at one of the City's senior centers, specifically regarding the handling of facility rental fees. The complaints raised concerns about handling cash payments and some even alleged that staff stole rental fees.	The investigation substantiated some of the allegations. Three recommendations were made, and their implementation is pending. Read the full report here .
Embezzlement	The reporter alleged that a nonprofit organization received federal funding to provide services to residents, but had not actually provided the services the City contracted it to provide.	The investigation substantiated some parts of the allegation. Two recommendations were made, and their implementation is pending. Read the full report here .

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 2024-25 the Whistleblower Program did not receive any retaliation cases.

Appendix: List of 161 Whistleblower Reports Closed in FY 2024-25 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
1	06/28/2022	Other	Reporter alleged mismanagement of a grant, particularly regarding equity issues.	Not Substantiated	Refer to Audit
2	06/28/2022	Other	Reporter alleged mismanagement of a grant fund that provides emergency training to anyone, but allegedly trainings were not provided to non-Caucasian communities.	Not Substantiated	Refer to Audit
3	11/09/2022	Time Abuse	Allegation of overtime abuse and policy violation.	Not Substantiated	No Action Taken
4	11/21/2022	Embezzlement	Allegations of mismanagement at one of the City's senior centers, specifically regarding the handling of facility rental fees. The complaints raised concerns about handling cash payments and some even alleged that staff stole rental fees.	Substantiated	Recommended Corrective Action
5	11/27/2022	Misconduct or Inappropriate Behavior	Reporter alleged that employees are creating false call logs to receive overtime pay.	Not Substantiated	Refer to Audit
6	12/14/2022	Embezzlement	Reporter alleged that a supervisor extorted an employee by demanding a portion of the employee's paycheck and threatening the employee's job if the employee did not comply with the supervisor's demand.	Not Substantiated	No Action Taken
7	12/27/2022	Time Abuse	Reporter alleged time abuse by several employees. Allegedly management was aware, but no disciplinary actions were taken.	Not Substantiated	No Action Taken
8	12/27/2022	Misuse of Assets or Services	Reporter alleged that expensive office supplies were purchased in excess and that management allowed employees to browse the internet/ be on their phones on City time.	Not Substantiated	No Action Taken
9	03/04/2023	Embezzlement	Allegations of mismanagement at one of the City's senior centers, specifically regarding the handling of facility rental fees. The complaints raised concerns about handling cash payments and some even alleged that staff stole rental fees.	Substantiated	Forwarded to Appropriate City Department
10	03/28/2023	Time Abuse	Reporter alleged timecard fraud committed by an employee in the Public Works Department.	Not Substantiated	No Action Taken
11	05/05/2023	Time Abuse	Reporter alleged timecard fraud within the Oakland Police Department (OPD).	Not Substantiated	No Action Taken
12	06/13/2023	Time Abuse	Reporter alleged that a Fire Department employee on medical leave participated in physically demanding department-sponsored activity.	Refuted	No Action Taken
13	06/28/2023	Other	Reporter alleged that historic furniture and decorations were missing from a City property.	Not Substantiated	No Action Taken
14	07/17/2023	Accounting and Auditing Matters	Reporter alleged that the City paid employees in the Department of Transportation and Public Works Department more in FLSA Overtime Premium Pay than those employees should have been paid.	Substantiated	Recommended Corrective Action
15	08/04/2023	Time Abuse	Reporter alleged timecard fraud in the Fire Department.	Not Substantiated	Refer to Audit
16	09/08/2023	Hiring Irregularities	Reporter alleged that OPD allowed exempt limited duration appointments to exceed their limitation.	Refuted	No Action Taken
17	09/11/2023	Time Abuse	Reporter alleged that a City employee had a consulting contract that was incompatible to their fulltime City job.	Not Substantiated	Forwarded to Appropriate City Department
18	09/13/2023	Time Abuse	Reporter alleged that a City employee had a consulting contract that was incompatible to their fulltime City job.	Not Substantiated	Forwarded to Appropriate City Department
19	09/16/2023	Other	Reporter alleged that a Fire Department employee engaged in inappropriate behavior on social media.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
20	10/31/2023	Falsification of Contracts, Reports or Records	Reporter alleged that a presumably good handicap ramp was being demolished, and a new one being built without any cause, thus using taxpayers' money for unnecessary repairs.	Not Substantiated	Refer to Audit
21	11/02/2023	Misconduct or Inappropriate Behavior	Reporter alleged inappropriate hiring practices in the Human Services Department.	Not Substantiated	No Action Taken
22	11/08/2023	Embezzlement	Allegations of mismanagement at one of the City's senior centers, specifically regarding the handling of facility rental fees. The complaints raised concerns about handling cash payments and some even alleged that staff stole rental fees.	Substantiated	Recommended Corrective Action
23	11/08/2023	Time Abuse	Reporter alleged multiple timecard violations and a dismissive response by management.	Not Substantiated	No Action Taken
24	11/20/2023	Time Abuse	Allegation that a supervisor took extended lunches and left work before their shift ended.	Not Substantiated	No Action Taken
25	11/29/2023	Suggestion	Allegation that a senior program manager did not follow standards when deciding which senior should be receiving aid. Allegedly, this was brought up to the employee's director but was ignored by management. Furthermore, the reporter alleged that the employee yelled, screamed and was toxic.	Not Substantiated	No Action Taken
26	12/06/2023	Time Abuse	Allegation of time abuses committed by a Finance Department employee.	Refuted	No Action Taken
27	12/12/2023	Embezzlement	Allegations of mismanagement at one of the City's senior centers, specifically regarding the handling of facility rental fees. The complaints raised concerns about handling cash payments and some even alleged that staff stole rental fees.	Not Substantiated	Recommended Corrective Action
28	12/21/2023	Time Abuse	Reporter alleged that an employee used City time for medical treatment.	Substantiated	Recommended Corrective Action
29	12/31/2023	Violation of Policy	Allegation of improper hiring and acting pay assignments by a director.	Not Fraud, Waste, or Abuse	Refer to Outside Entity
30	01/09/2024	Embezzlement	Allegations of mismanagement at one of the City's senior centers, specifically regarding the handling of facility rental fees. The complaints raised concerns about handling cash payments and some even alleged that staff stole rental fees.	Substantiated	Recommended Corrective Action
31	01/11/2024	Violation of Policy	Reporter alleged that a department did not follow its hiring process, and an unqualified person was hired.	Not Fraud, Waste, or Abuse	No Action Taken
32	01/18/2024	Unauthorized/Fraudulent Use of Company facilities and equipment	Reporter alleged that an employee did not follow the City's credit card policy.	Refuted	No Action Taken
33	02/09/2024	Time Abuse	Reporter alleged timecard abuse committed by a Human Resources Management employee.	Refuted	No Action Taken
34	02/27/2024	Hiring Irregularities	Reporter alleged hiring irregularities and nepotism within the Human Services Department.	Not Substantiated	No Action Taken
35	03/07/2024	Time Abuse	Reporter alleged lax controls around overtime verification which allowed overtime abuse.	Not Substantiated	Refer to Audit

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
36	03/09/2024	Time Abuse	Reporter alleged that an employee is receiving extra pay for not working and sleeping on the job.	Refuted	No Action Taken
37	03/23/2024	Other	Reporter alleged that a presumably injured Fire Department employee worked at other places, promoted their own business, and showed up at special events.	Refuted	No Action Taken
38	04/07/2024	Hiring Irregularities	Reporter alleged job classifications were changed to accommodate a potential hire to a City job.	Not Fraud, Waste, or Abuse	Refer to Outside Entity
39	04/12/2024	Time Abuse	Reporter alleged timecard fraud committed by a Fire Department employee.	Not Substantiated	No Action Taken
40	05/09/2024	Hiring Irregularities	Reporter alleged that they were attacked in their cubicle.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
41	05/10/2024	Embezzlement	Allegations of mismanagement at one of the City's senior centers, specifically regarding the handling of facility rental fees. The complaints raised concerns about handling cash payments and some even alleged that staff stole rental fees.	Substantiated	Recommended Corrective Action
42	05/29/2024	Misconduct or Inappropriate Behavior	Reporter alleged that an employee made false/inaccurate statements that affected work that needs to be complete, and was not responsive to questions.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
43	05/31/2024	Environmental Protection, Health or Safety Law	Reporter alleged that furniture and other items were dumped on their lawn.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
44	06/04/2024	Other	Reporter alleged inappropriately getting a parking ticket.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
45	06/05/2024	Theft	Reporter alleged that someone took money from their checking account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
46	06/07/2024	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
47	06/13/2024	Embezzlement	Reporter alleged that they were approached by a coworker to deposit checks that are fraudulent.	Refuted	No Action Taken
48	06/15/2024	Misconduct or Inappropriate Behavior	Reporter refused to pay their parking ticket because the parking officer was parked illegally as well.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
49	06/21/2024	Environmental Protection, Health or Safety Law	Reporter alleged trash that had not been picked up for some time in the City.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
50	06/23/2024	Unauthorized/Fraudulent Use of Company facilities and equipment	Reporter alleged that their card information was used without their approval.	Not in Jurisdiction	Referred to Appropriate Department/Channel

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
51	06/24/2024	Other	Reporter complained that the City fined them for not covering up someone else's vandalism.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
52	06/27/2024	Time Abuse	Reporter alleged that a Fire Department committed timecard fraud.	Not Substantiated	No Action Taken
53	06/28/2024	Time Abuse	Reporter alleged that construction work in front of their residence started at 4am, waking and keeping everyone up.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
54	07/12/2024	Theft	Reporter alleged that someone used their credit card without their permission.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
55	07/23/2024	Environmental Protection, Health or Safety Law	A reporter alleged that trash and drug paraphernalia were not being cleaned up, making it dangerous to walk around.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
56	07/26/2024	Other	A reporter alleged that an inspector did not follow City policy and did not do their job properly.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
57	07/29/2024	Other	Reporter alleged that high level officials abused their power to influence hiring decisions.	Not Fraud, Waste, or Abuse	Refer to Outside Entity
58	07/30/2024	Theft	Reporter alleged that someone broke into their work van and removed equipment.	Not in Jurisdiction	Referred to Appropriate Department/Channel
59	07/31/2024	Other	Reporter alleged that a hotel was not following policy.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department No Action Taken
60	08/01/2024	Theft	Allegation that someone used reporter's personal information and collected unemployment benefits in their name.	Not in Jurisdiction	Referred to Appropriate Department/Channel
61	08/02/2024	Other	Reporter identified problems with the City website.	Not Fraud, Waste, or Abuse	No Action Taken
62	08/06/2024	Other	Allegation against two individuals who presumably ran an unlicensed business, and did not support their employees.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
63	08/09/2024	Other	Reporter alleged that they were injured on the job but were not attended to.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
64	08/12/2024	Theft	Reporter alleged workplace retaliation for reporting equipment misuse.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
65	08/13/2024	Other	Reporter alleged that a City contractor stole property from their stolen vehicle.	Not Substantiated	No Action Taken

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
66	08/18/2024	Theft	Allegation that someone stole money from the reporter's personal account.	Not in Jurisdiction	Referred to Appropriate Department/Channel
67	08/24/2024	Improper Supplier or Contractor Activity	Reporter alleged that a director was soliciting donations from City contractors.	Not Fraud, Waste, or Abuse	Referred to Outside Entity
68	08/27/2024	Other	Reporter alleged being scammed by an online company while taking part in an online job.	Not in Jurisdiction	Referred to Appropriate Department/Channel
69	08/30/2024	Time Abuse	Reporter alleged that employees may be holding fulltime positions with other cities.	Not Substantiated	No Action Taken
70	09/01/2024	Misconduct or Inappropriate Behavior	Reporter alleged that a director may have interfered with a City contract, leading to approximately \$10 million in unjustified payments to the contractor over two years.	Not Substantiated	Referred to Outside Entity
71	09/03/2024	Environmental Protection, Health or Safety Law	Reporter alleged that trash had been piling up in their neighborhood for years and the City not taking any action to clean it up.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
72	09/07/2024	Misconduct or Inappropriate Behavior	Reporter alleged that a high-level City employee provided false information on their job application.	Not Fraud, Waste, or Abuse	Referred to Outside Entity
73	09/08/2024	Hiring Irregularities	Reporter claimed that hiring criteria were altered to favor a candidate lacking the necessary educational background or experience.	Not Fraud, Waste, or Abuse	Referred to Outside Entity
74	09/12/2024	Other	Reporter alleged that certain employees did not have the ability to enter their own timesheets in Oracle because they had not received training on this system. Also, allegedly they were unaware of NEOGOV and had not been trained on it.	Refuted	No Action Taken
75	09/17/2024	Other	The reporter expressed concern about dead animals remaining on the streets for days. Additionally, they highlighted a resident who appears to have numerous cats and is not cleaning up after them, resulting in an unpleasant odor.	Not Fraud, Waste, or Abuse	Referred to Outside Entity
76	09/18/2024	Other	Reporter alleged that someone used their credit card without their permission.	Not in Jurisdiction	Referred to Appropriate Department/Channel
77	09/23/2024	Other	Reporter alleged that they were retaliated against by the City Administration.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
78	09/23/2024	Other	Reporter alleged that they were removed from their position without cause. Additionally, their approved vacation and training days were denied in retaliation for their medical leave.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
79	09/28/2024	Misconduct or Inappropriate Behavior	Reporter alleged a case of a sexual nature at OPD.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
80	09/29/2024	Hiring Irregularities	Reporter alleged that high level employees were involved in a hiring process that excluded others, leading to allegations of concealment and neglecting raised concerns.	Not Fraud, Waste, or Abuse	Referred to Outside Entity

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
81	09/29/2024	Other	Reporter alleged claims that lacked factual support.	Not Fraud, Waste, or Abuse	No Action Taken
82	10/02/2024	Other	Reporter complained about human waste on the sidewalk and garbage left out by a nearby store, which contributed to a filthy environment.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
83	10/07/2024	Falsification of Contracts, Reports or Records	Reporter alleged that someone deleted their personal files from the business's data base that they worked for. Reporter did not work for the City of Oakland.	Not in Jurisdiction	No Action Taken
84	10/08/2024	Other	A reporter claimed that the City Administration knowingly jeopardized the City's finances.	Not Fraud, Waste, or Abuse	Referred to Audit
85	10/10/2024	Misconduct or Inappropriate Behavior	A reporter alleged instances of antisemitism.	Not in Jurisdiction	No Action Taken
86	10/13/2024	Other	The reporter claimed that his friend acted violently towards them, and fled the scene when the reporter called the police.	Not in Jurisdiction	Referred to Appropriate Department/Channel
87	10/15/2024	Other	Reporter alleged that a City department is purchased defective cameras and management was aware.	Not Substantiated	Refer to Audit
88	10/15/2024	Hiring Irregularities	Reporter alleged hiring irregularities in the Public Works Department.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
89	10/17/2024	Misconduct or Inappropriate Behavior	Reporter alleged that an employee acted inappropriately at a staff meeting.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
90	10/21/2024	Misconduct or Inappropriate Behavior	Reporter alleged that a student allegedly took inappropriate photos of another student.	Not in Jurisdiction	No Action Taken
91	10/25/2024	Falsification of Contracts, Reports or Records	The reporter expressed concerns about a COVID-19 testing site that they believed may be fraudulent.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
92	10/29/2024	Accounting and Auditing Matters	Reporter alleged suspicious business activity on Instagram.	Not in Jurisdiction	Referred to Appropriate Department/Channel
93	10/31/2024	Other	Reporter alleged a coffee shop owner may have held antisemitic views.	Not in Jurisdiction	No Action Taken
94	11/01/2024	Misconduct or Inappropriate Behavior	Reporter alleged that the coffee shop owner may have held antisemitic views.	Not in Jurisdiction	No Action Taken

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
95	11/02/2024	Theft	Reporter alleged domestic violence at a neighbor's house.	Not in Jurisdiction	Referred to Appropriate Department/Channel
96	11/04/2024	Misconduct or Inappropriate Behavior	Reporter claimed that the MOU was not being followed regarding the composition of subject matter experts in examinations.	Not Substantiated	No Action Taken
97	11/13/2024	Environmental Protection, Health or Safety Law	Reporter complained about a vendor's hygiene and the potential obstruction of a sidewalk due to their location.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
98	11/19/2024	Confidentiality and Misappropriation	The reporter complained about a scammer who allegedly defrauded the caller and sought OPD can help them recover their money.	Not in Jurisdiction	Referred to Appropriate Department/Channel
99	11/25/2024	Misconduct or Inappropriate Behavior	Reporter alleged that a City employee in a white van engaged in unsafe driving and aggressive behavior, staring at the reporter while driving, then double-parking and accusing the reporter of staring at him, leading to the reporter feeling unsafe.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
100	11/26/2024	Other	The reporter alleged that they were issued a parking ticket unlawfully and that the administrative hearing regarding it was invalid.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
101	11/27/2024	Theft	The reporter alleged that they were initially charged \$50 for gas but were later charged \$100.33 when the transaction cleared.	Not in Jurisdiction	Referred to Appropriate Department/Channel
102	11/28/2024	Confidentiality and Misappropriation	The allegation contained some unusual phrasing, but possibly involved someone violating traffic laws, and data being deleted after six months.	Not Fraud, Waste, or Abuse	No Action Taken
103	12/02/2024	Inquiry	The reporter asked whether checks should be deposited into the City's General Fund or the account of an affiliated fiscal sponsor, expressing concern that the funds should have been allocated to the General Fund.	Not Fraud, Waste, or Abuse	No Action Taken
104	12/02/2024	Other	The reporter alleged that they lent money to someone who did not repay it.	Not in Jurisdiction	No Action Taken
105	12/09/2024	Time Abuse	The reporter alleged that a supervisor is abused time while claiming overtime.	Not Substantiated	No Action Taken
106	12/10/2024	Other	The reporter alleged unnamed representatives of a public housing office accepted payments from people seeking housing assistance, in exchange for being prioritized for housing assistance.	Not in Jurisdiction	Referred to Outside Entity
107	12/11/2024	Hiring Irregularities	Reporter complained that a potential employee was asked to complete work before officially being hired, with the understanding that they would be paid once the hiring process was complete.	Not Fraud, Waste, or Abuse	No Action Taken
108	12/12/2024	Other	Reporter alleged being scammed through a money lending app.	Not in Jurisdiction	No Action Taken

Appendix: List of 161 Whistleblower Reports Closed in FY 2024-25 with Allegation Details, Investigation Outcomes, and Actions Taken

#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
109	12/14/2024	Other	Reporter alleged that a department was using an unoccupied house for training. The reporter requested that the department conduct their training at their designated training facility instead.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
110	12/17/2024	Violation of Policy	Reporter did not finish submitting their complaint.	None	No Action Taken
111	12/19/2024	Embezzlement	Allegation that a nonprofit organization received federal funding to provide services to residents but had not actually provided the services the City contracted it to provide.	Substantiated	Recommended Corrective Action
112	12/20/2024	Inquiry	Reporter complained about a recycling bin that was found burned and blocking the sidewalk, and requested assistance in cleaning the area so the sidewalk remains passable.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
113	12/22/2024	Misconduct or Inappropriate Behavior	Reporter complained about receiving multiple parking tickets that were issued with the wrong license plate. They also questioned the employee's ability to accurately issue tickets.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
114	12/28/2024	Embezzlement	Reporter alleged that a private estate settlement may have been conducted illegally.	Not in Jurisdiction	No Action Taken
115	12/29/2024	Suggestion	Reporter asked why residents are required to pay their garbage bill when the City is not fulfilling its responsibility of cleaning up trash from the streets.	Not Fraud, Waste, or Abuse	No Action Taken
116	01/06/2025	Other	Reporter alleged someone stole their identity and was scammed.	Not in Jurisdiction	Referred to Appropriate Department/Channel
117	01/08/2025	Other	Reporter outlined several issues that were unrelated to the City of Oakland.	Not in Jurisdiction	No Action Taken
118	01/09/2025	Misuse of Assets or Services	Reporter complained about the removal and subsequent replacement of speed bumps, resulting in unnecessary waste.	Not Substantiated	Referred to Audit
119	01/10/2025	Misuse of Assets or Services	Reporter alleged that an employee used a City vehicle without authorization.	Substantiated	Recommended Corrective Action
120	01/13/2025	Misuse of Assets or Services	The reporter urges a review of all departments for unused equipment and ongoing costs, such as cell phones, vehicles, machinery, software, office space rentals, broken water pipes, malfunctioning lights, and lawsuits related to police misconduct, citing excessive waste of funds.	Not Substantiated	Referred to Audit
121	01/22/2025	Violation of Policy	Reporter alleged an employee violated City policy and acted unprofessionally.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
122	01/23/2025	Other	Reporter alleged identity theft.	Not in Jurisdiction	Referred to Appropriate Department/Channel
123	01/24/2025	Misconduct or Inappropriate Behavior	Reporter alleged that excessive overtime was generated when other staffing options were available, and the supervisors ignored these options.	Substantiated	Recommended Corrective Action

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
124	01/31/2025	Embezzlement	Reporter alleged that the private company they worked for issued bounced checks.	Not in Jurisdiction	No Action Taken
125	02/02/2025	Falsification of Contracts, Reports or Records	Reporter alleged that a private company sent them a copy of a fraudulent document they submitted to the IRS.	Not in Jurisdiction	No Action Taken
126	02/03/2025	Accounting and Auditing Matters	Reporter alleged being overcharged for a delivery service stating that the amount on their receipt did not match the withdrawal on their bank statement.	Not in Jurisdiction	Referred to Appropriate Department/Channel
127	02/04/2025	Theft	Reporter claimed they did not commit the traffic violation for which they received a citation in 2022.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
128	02/04/2025	Other	Reporter raised concerns that outdated budget documents were prepared for a scheduled City oversight committee meeting, which did not include the Council-approved actions. According to the reporter, although the meeting was canceled due to lack of quorum, it may be rescheduled with the same materials.	Not Fraud, Waste, or Abuse	No Action Taken
129	02/05/2025	Embezzlement	Reporter alleged that the individual hired to manage their personal property did not meet the terms outlined in the contract.	Not in Jurisdiction	No Action Taken
130	02/10/2025	Other	Reporter claimed that someone used their credit card without their consent.	Not in Jurisdiction	Referred to Appropriate Department/Channel
131	02/12/2025	Other	Reporter claimed that their balcony did not meet safety requirements, and the City is not responsive.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
132	02/19/2025	Hiring Irregularities	Reporter expressed concern about favoritism, cronyism, and nepotism within Public Works Department.	Not Fraud, Waste, or Abuse	No Action Taken
133	02/20/2025	Falsification of Contracts, Reports or Records	Reporter did not finish submitting their complaint.	None	No Action Taken
134	02/22/2025	Theft	Reporter alleged being scammed when purchasing a private vehicle.	Not in Jurisdiction	Referred to Appropriate Department/Channel
135	02/23/2025	Other	Reporter alleged the City did not fulfill the reporting requirements outlined in the Oakland Library Parcel Tax Measures C and D.	Not Fraud, Waste, or Abuse	Referred to Audit
136	03/05/2025	Time Abuse	Reporter expressed concern that an employee may be committing overtime fraud.	Refuted	No Action Taken
137	03/11/2025	Time Abuse	Reporter alleged that an employee improperly used workers compensation.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
138	03/13/2025	Time Abuse	Reporter alleged timecard fraud.	Refuted	No Action Taken
139	03/13/2025	Other	Reporter alleged that a private business collected protected health information for clients without receiving the appropriate HIPAA forms.	Not in Jurisdiction	No Action Taken
140	03/16/2025	Time Abuse	Reporter alleged that a Port of Oakland employee committed timecard fraud.	Not in Jurisdiction	No Action Taken
141	03/19/2025	Theft	Reporter expressed concerns about private matters filed with the courts.	Not in Jurisdiction	No Action Taken
142	03/28/2025	Other	Reporter alleged that an online skateboard shop is scamming people out of their money.	Not in Jurisdiction	No Action Taken
143	03/31/2025	Other	Reporter complained about the denial of their petition for a rent increase based on a fair return on investment.	Not Fraud, Waste, or Abuse	Prelim Review: Contact Reporter
144	04/01/2025	Data Privacy	Reporter complained about a phishing incident and account security measures.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
145	04/01/2025	Environmental Protection, Health or Safety Law	Reporter complained about the need to address homelessness and its associated issues in order to prevent federal funding cuts.	Not Fraud, Waste, or Abuse	Referred to Audit
146	04/06/2025	Environmental Protection, Health or Safety Law	Reporter complained that trash had been dumped on their balcony.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
147	04/09/2025	Suggestion	Reporter complained about misused resources, specifically the continued neglect of Oakland's parks, and inquired about the timing of the next parks audit. They claimed new taxes in April 2025 can't be supported until the City shows accountability and delivers on basic public services.	Not Fraud, Waste, or Abuse	Referred to Audit
148	04/13/2025	Violation of Policy	Reporter alleged that while working for a private company, they were offered drugs as payment for their work.	Not in Jurisdiction	No Action Taken
149	04/16/2025	Environmental Protection, Health or Safety Law	Reporter expressed concern about an increase in trash being dumped noting multiple black trash bags in the area. They are unsure who is responsible and have requested that the situation be cleaned up.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel
150	04/30/2025	Other	Reporter did not finish submitting their complaint.	None	No Action Taken
151	05/06/2025	Theft	Reporter expressed concern about a foul smell in their neighborhood.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel

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#	Date Opened	Allegation Type	Allegation Details	Outcome	Action Taken
152	05/09/2025	Other	Reporter complained that a neighbor created a hostile environment by impersonating a City official, marking the curb red, placing cones to block parking, using City-style tow warnings on cars, and aggressively confronting others, including ringing doorbells and yelling.	Not Fraud, Waste, or Abuse	No Action Taken
153	05/16/2025	Theft	Reporter complained about a charge back dispute from a former client related to services including teeth whitening, a maintenance kit, and two tooth gems.	Not in Jurisdiction	No Action Taken
154	05/18/2025	Theft	Reporter expressed concern regarding a private dispute between a seller and a buyer unrelated to City operations.	Not in Jurisdiction	No Action Taken
155	05/20/2025	Disclosure of Confidential Information	Reporter alleged that their identity was stolen and that someone attempted to cash checks in their name.	Not in Jurisdiction	No Action Taken
156	05/22/2025	Misconduct or Inappropriate Behavior	Reporter alleged witnessing an incident of sexual harassment involving a City employee.	Not Fraud, Waste, or Abuse	Forwarded to Appropriate City Department
157	05/22/2025	Other	Reporter stated that they received a phone call from an individual claiming to represent the City of Oakland, informing the reporter that they had been offered a job. Reporter suspected that the call was fraudulent and not an official communication from the City.	Not Fraud, Waste, or Abuse	No Action Taken
158	05/28/2025	Data Privacy	Reporter alleged that several mobile phone stores in Oakland are engaged in fraudulent activity, including selling pre-compromised phones capable of collecting personal information, and vulnerable to being controlled remotely.	Not in Jurisdiction	No Action Taken
159	05/28/2025	Hiring Irregularities	Reporter expressed concern about not receiving any updates regarding their interview for a City position despite following up with the City through both email and phone calls.	Not Fraud, Waste, or Abuse	No Action Taken
160	06/08/2025	Other	Reporter alleged that certain mobile phone stores are using the phones they sell to access customers' personal banking and identity information. Reporter also alleged the stores employees track customers' locations, which allegedly results in customers being targeted or followed by criminal groups.	Not in Jurisdiction	No Action Taken
161	06/17/2025	Other	Reporter complained about a growing presence of unhoused individuals in their neighborhood. Reporter complained about frequent noise disturbances and expressed fear for their personal safety due to repeated car thefts in the area.	Not Fraud, Waste, or Abuse	Referred to Appropriate Department/Channel



**CITY OF
OAKLAND**

Office of the City Auditor

CITY AUDITOR

Michael C. Houston, MPP, CIA

WHISTLEBLOWER HOTLINE

1-888-329-6390 (Interpreter available)

SUBMIT A REPORT ONLINE

www.OaklandAuditor.com/Whistleblower

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