



CITY OF OAKLAND

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OFFICE OF THE CITY CLERK
OAKLAND

2013 MAY 31 AM 9:11

AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: JIM REESE
INTERIM DHRM DIRECTOR

SUBJECT: Amendment to Ordinance No. 12187 C.M.S. DATE: May 29, 2013

City Administrator
Approval

Date

5/30/13

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff Recommends that Council Adopt an Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to Add the Classification of Inspector General

OUTCOME

The proposed amendment to the Salary Ordinance adds the classification of Inspector General (civilian) to the City's classification plan. The amendment is a step in the implementation of Council action approving the creation of a civilian Inspector General position within the City Administrator's Office. Staff recommends that Council adopt the ordinance as presented.

BACKGROUND/LEGISLATIVE HISTORY

Through FY 12-13 budget action, the City Council approved the transfer of this auditing and oversight function to the City Administrator's Office (CAO).

ANALYSIS

Currently, the Office of Inspector General (OIG) is housed within the Oakland Police Department and is part of the Office of the Chief of Police. The OIG is responsible for conducting audits and management reviews that ensure compliance with the NSA and improve performance management. The results of the audit will be shared with both the Chief of Police and the City Administrator on a regular basis with a goal of performance improvement. This division will be overseen by, and report to, the City Administrator. The Inspector General (IG) will have 2 Performance Auditors (2 PTEs) to support these functions.

In recognition of national best practices, it has been approved by Council that this office be civilianized, placed outside of the OPD, and report directly to the City Administrator. The goal for this transfer is to provide the much needed cultural change to ensure that the reforms of the NSA remain beyond the terms of the settlement agreement. This model is reflective of a national

Item: _____

Finance & Management Committee

June 11, 2013

best practice and other cities achieving compliance with Consent Decrees or settlement agreements have adapted such model and achieved faster-paced compliance.

The civilian Inspector General will also have the authority to oversee and audit investigations performed by or originating with the Citizens' Police Review Board (CPRB) and the Police Department's Internal Affairs unit.

The City Administrator has engaged in meet and confer discussions with representatives of the Oakland Police Officers Association (OPOA) and those discussions continue. The Compliance Director is holding separate meetings regarding the transfer of the Office of the Inspector General to the City Administrator's Office. The setting of the salary range is an administrative action that can occur while the details of the transfer are being finalized. Adoption of the Salary Ordinance Amendment being proposed does not mean that there is already agreement on the broader issues by any of the involved parties, e.g., Compliance Director, Federal Monitor, OPOA, Plaintiffs Attorneys, etc. As discussions continue and roles are more clearly defined, that information will be reported to the City Council.

PUBLIC OUTREACH

No public outreach was required.

COORDINATION

The City Administrator was the lead coordinator in working with the Police Department to plan for and implement the creation of a civilian Inspector General position. The Civil Service Board initially approved the classification specification at its April 11, 2013 meeting; due to subsequent refinements, a revised class specification will be presented to the Civil Service Board at its June 13, 2013 meeting.

As part of the overall coordination of the proposed action, the City Administrator has also had preliminary discussions with representatives of the Oakland Police Officers Association (OPOA) and the Compliance Director is holding separate meetings regarding the transfer of the Office of the Inspector General to the City Administrator's Office. Ongoing discussions related to the civilianization of the Inspector General role will continue with the other parties closely involved in the Police Department restructuring.

COST SUMMARY/IMPLICATIONS

Funding for the Inspector General position is allocated in the City Administrator's Office, Fund 1010.

SUSTAINABLE OPPORTUNITIES

Economic – not applicable.

Environmental – not applicable.

Social Equity – not applicable.

For questions regarding this report, please contact Kip Walsh, Recruitment & Classification Manager, at (510) 238-7334.

Respectfully submitted,



JIM REESE
Interim Director, DHRM

Prepared by:
Kip Walsh, Recruitment & Classification Manager

Attachments: *Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to Add the Classification of Inspector General*

DRAFT

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OFFICE OF THE CITY CLERK
OAKLAND

INTRODUCED BY COUNCILMEMBER _____

CITY ATTORNEY

2013 MAY 31 AM 9:12

OAKLAND CITY COUNCIL

ORDINANCE NO. _____ C.M.S.

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF
ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO
ADD THE CLASSIFICATION OF INSPECTOR GENERAL**

THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

Section 1. Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike-through~~ type; portions of ordinances not cited or not shown in underscoring or ~~strike-through~~ type are not changed.

Section 2. Effective upon passage, the following classification title is added in Ordinance No. 12187 C.M.S. in the Unit UK1.75.050 Pay Grade Table to read as follows:

Classification Title	Class No.	Pay Range
<u>Inspector General</u>	<u>EM242</u>	Min <u>11177.58</u> Max <u>16766.42</u>

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2013

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

DATE OF ATTESTATION _____

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S.
("SALARY ORDINANCE") TO ADD THE CLASSIFICATION OF INSPECTOR GENERAL**

Digest

An Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to Add the Classification of Inspector General
