

A. Miller
City Attorney

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OAKLAND CITY COUNCIL

RESOLUTION No. _____ C.M.S.

Introduced by: Council President Ignacio De La Fuente

A RESOLUTION REQUESTING THE CITY AUDITOR TO CONDUCT A HIRING PRACTICES PERFORMANCE AUDIT COVERING THE PERIOD OF JULY 1, 2005 to JUNE 30, 2008

WHEREAS, there is an urgent need for the City Council to address issues of integrity and accountability in our City government; and

WHEREAS, we have a civil service system and other regulations that were established to provide procedures, transparency and fairness in hiring; and

WHEREAS, the City of Oakland spends over 75% percent of our City budget on employee salaries and benefits, it is imperative that we have excellent hiring practices; and

WHEREAS, it is the responsibility of City leaders to regularly audit it to ensure that our hiring systems function as intended and meet high standards; and

WHEREAS, performance audits of hiring practices are commonly conducted by public agencies across the U.S.; and

WHEREAS, City Charter section 403 provides that the City Auditor shall have the power and it shall be her duty to audit the books, accounts, money and securities of all departments and agencies of the City and such other matters as the Council may request and that the City Auditor shall conduct surveys, reviews and audits as the Auditor deems to be in the public interest or as required by the Council or Mayor; now, therefore, be it

RESOLVED: That the Oakland City Council requests the City Auditor to conduct a Hiring Practices Performance Audit; and be it

FURTHER RESOLVED: That the audit will cover the period from July 1, 2005 to June 30, 2008; and be it

FURTHER RESOLVED: That the audit will 1) investigate and report the process used to hire all new City employees hired during this period, 2) analyze weaknesses, inefficiencies and deficiencies in the City's hiring system, if any, and 3) offer specific recommendations to improve the City's hiring policies and procedures to ensure that the City's hiring process meets the highest standards.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 20____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, BRUNNER, CHANG, KERNIGHAN, NADEL, QUAN, REID, and PRESIDENT DE LA FUENTE

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California