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2008 JUL -2 PM 4:54

CITY OF OAKLAND



ONE FRANK OGAWA PLAZA • 2ND FLOOR • OAKLAND, CALIFORNIA 94612

Council President Ignacio De La Fuente
City Council Member, District 5

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July 2, 2008

RE: Hiring Practices Performance Audit

Dear Fellow Council Members,

Please support this request to the City Auditor to conduct a long overdue performance audit of City Hiring Practices. The audit should cover the period from July 1, 2005 to June 30, 2008. The audit would 1) investigate and report the process used to hire all new City employees hired during this period 2) analyze weaknesses, inefficiencies and deficiencies in our hiring system and 3) offer specific recommendations to improve our hiring policies and procedures to ensure that the City's hiring process meets the highest standards.

Recent events have highlighted the urgent need for the City Council to address issues of integrity and accountability in our City government. Because we spend over 75% percent of our City budget on employee salaries and benefits, it is imperative that we have excellent hiring practices. Additionally, with the literally thousands of retirements expected in the coming years in our City government, we will need an outstanding hiring system to ensure and enhance service delivery and program administration.

We have a civil service system and other regulations that were established to provide procedures, transparency and fairness in hiring. Like any system, it is our responsibility to regularly audit actual practices to ensure that the system is working as intended.

Performance audits of hiring practices are commonly used by public agencies across the U.S. Without an audit, no current or future employee can be assured that appropriate hiring procedures were used. Without an audit, Oaklanders do not know if their taxpayer dollars are being used appropriately. I hope you will join me in requesting this performance audit of the City's hiring practices.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ignacio De La Fuente', written over a white background.

Ignacio De La Fuente

OAKLAND CITY COUNCIL

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RESOLUTION No. _____ C.M.S.

City Attorney
DRAFT

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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.; now, therefore, be it

RESOLVED: That the undersigned members of the Oakland City Council request the City Auditor to conduct a Hiring Practices Performance Audit. The audit should cover the period from July 1, 2005 to June 30, 2008. The audit would 1) investigate and report the process used to hire all new City employees hired during this period, 2) analyze weaknesses, inefficiencies and deficiencies in our hiring system, and 3) offer specific recommendations to improve our 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