

City Auditor's Whistleblower Hotline Activity Report: April 2022 – June 2024

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Investigative Audits Division

September 2024

Report # 2024/25-02



City of
SACRAMENTO
Office of the City Auditor



Our Mission

To provide a catalyst for improvements of municipal operations and promote a credible, efficient, effective, equitable, fair, focused, transparent, and fully accountable City government.

Our Vision

To improve City services by providing independent, objective, and reliable information regarding the City's ability to meet its goals and objectives and establish an adequate system of internal controls, root out improper governmental activities (i.e., fraud, waste, or abuse), and address racial, gender, and ethnic inequities.

Suggest an Audit

The Office of the City Auditor conducts performance audits of the City of Sacramento's operations to determine whether these operations and programs are operating efficiently and effectively. If you would like to offer ideas for audits to save the City money, increase revenues, or improve the efficiency and effectiveness of City operations and programs, please fill out our online form:

https://forms.cityofsacramento.org/f/Suggest_an_Audit_Form

Whistleblower Hotline

In the interest of public accountability and being responsible stewards of public funds, the City has established a whistleblower hotline. The hotline protects the anonymity of those leaving tips to the extent permitted by law. The service is available 24 hours a day, 7 days week, 365 days per year. Through this service, all phone calls and emails will be received anonymously by third party staff.

Report online at <http://www.cityofsacramento.ethicspoint.com> or call toll-free: 888-245-8859.

The City of Sacramento's Office of the City Auditor can be contacted by phone at 916-808-1166 or at the address below:

915 I Street
MC09100
Historic City Hall, Floor 2
Sacramento, CA 95814

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Whistleblower Hotline Activity Report: April 2022 - June 2024

Open Cases as
of April 1, 2022

13

Cases Received
During the Period

350

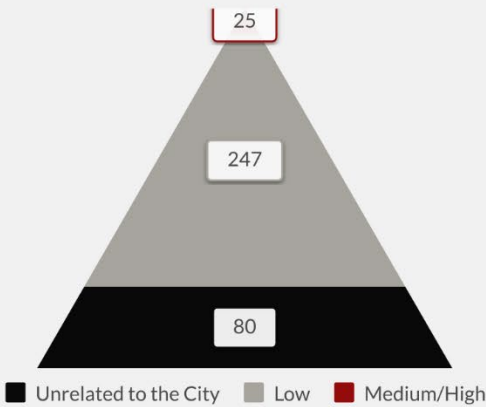
Cases Closed
During the Period

352

Open Cases as
of July 1, 2024

11

Whistleblower Case Priority



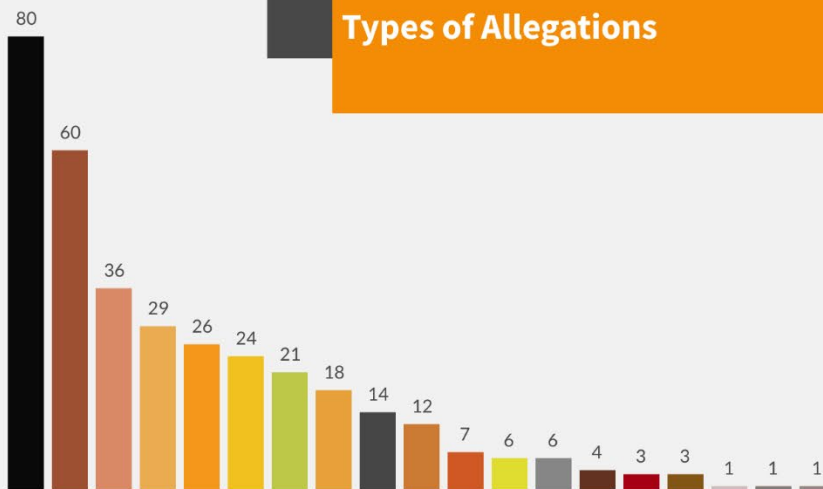
■ Unrelated to the City ■ Low ■ Medium/High

Disposition of Closed Cases



- Investigated and Referred
- Informational Referral
- Unsubstantiated
- Resolved Prior To or During Investigation
- Not Enough Information Provided
- Duplicate
- Unrelated to the City

Types of Allegations



- Unrelated to the City
- Employee Relations
- Violate City Policy, Local, State, or Federal Law
- Not Enough Information Provided
- 311
- Payroll and Timecard Issues
- Safety and Sanitation Issues
- Insufficient Action by City
- Contested City Charges
- Abuse of Position or Authority
- Internal Control Issues
- Wasteful Practice
- Conflict of Interest
- Fraud

Since 2012, the City of Sacramento's Whistleblower Hotline has received more than **1,850** allegations with an estimated benefit of more than **\$1.0 million**.

To report fraud, waste, or abuse to the Office of the City Auditor, please call toll-free **1-888-245-8859** or submit the concern online at www.cityofsacramento.ethicspoint.com

Whistleblower Hotline Program

The City Auditor's Whistleblower Hotline promotes good government by providing City employees and members of the public with a way to report allegations of improper government activities (i.e. fraud, waste, or abuse). California Government Code 53087.6 defines fraud, waste, or abuse in the context of a Whistleblower program as

“any activity by a local agency or employee that is undertaken in the performance of the employee’s official duties, including activities deemed to be outside the scope of his or her employment, that is in violation of any local, state, or federal law or regulation relating to corruption, malfeasance, bribery, theft of government property, fraudulent claims, fraud, coercion, conversion, malicious prosecution, misuse of government property, or willful omission to perform duty, is economically wasteful, or involves gross misconduct.”

This report contains the disposition of alleged improper government activity reported through the City's Whistleblower Hotline; disposition is listed for cases that were closed during the reporting period. Additionally, this report provides a high-level description of how the City's Whistleblower Hotline operates; additional details can be found in the City Auditor's Policies and Procedures Manual.¹

Contact the City's Whistleblower Hotline

City staff or members of the public may submit reports by calling the Whistleblower Hotline's toll-free number [1-888-245-8859](tel:1-888-245-8859) or online at www.cityofsacramento.ethicspoint.com. Individuals may also submit whistleblower reports directly to any staff member in the Office of the City Auditor² in person, over the phone, by voicemail, by e-mail, or by mail. Individuals who provide whistleblower information will have their identity kept confidential to the extent permitted by law unless the individual waives confidentiality in writing.

Sacramento Office of the City Auditor
915 "I" Street
Historic City Hall, 2nd floor
Sacramento, CA 95814

Whistleblower Protection Policy

The City's Whistleblower Protection Policy states “No City official or employee shall take retaliatory action against any employee who, in good faith, has made a complaint or allegation concerning improper governmental action.” The policy defines retaliatory action as “any adverse change in an employee employment status or the terms and conditions of employment resulting from an employee's good faith complaint or allegation of an improper governmental action.”

¹ <https://www.cityofsacramento.gov/content/dam/portal/auditor/Policies-and-Procedures/City%20Auditor%27s%20Policies%20and%20Procedures.pdf>

² <https://www.cityofsacramento.gov/auditor/what-we-do/contact-us>

The City Auditor's Independence, Authority, and Responsibility

The City Auditor reports directly to the Mayor and City Council, and is independent of other City departments and agencies. This independence reduces the threat of coercion, influence, or conflict of interest during investigative audits.

California Government Code Section 53087.6 allows local governments to create whistleblower hotlines. Under this authority, City Code 2.18.050 establishes the City Auditor's responsibility to manage the City's Whistleblower Hotline and determine if allegations of fraud, waste, abuse, or illegal acts need further investigation. Key points of Government Code section 53087.6 are outlined in Exhibit 1.

Exhibit 1: Key Points of California Government Code 53087.6



Understanding the Investigative Audit and Referral Process

While State law sets certain requirements for establishing and managing a whistleblower hotline, local auditors have broad discretion in how to operate their programs. The Office of the City Auditor thoroughly reviews each allegation submitted through the Whistleblower Hotline and determines the appropriate avenue for resolution. While this may result in office staff conducting investigative audits, in certain circumstances, it may instead be appropriate to refer allegations to other City departments for investigation.

Upon completion of an investigative audit which substantiates an allegation, an investigative summary will be prepared for inclusion in the semi-annual Whistleblower Activity Report. State law mandates that, even in the event of a substantiated allegation, personnel information is to remain confidential.

Allegations Covered by Other City Departments

The intent of establishing a Whistleblower Hotline is not to replace or limit other reporting options, as some allegations are more appropriately investigated by other City departments or offices. For example, many Human Resources-related issues should be reported to the appropriate Human Resources staff; labor grievances, allegations of workplace discrimination, and workers' compensation claims should be reported using City procedures established for that purpose. Similarly, complainants may need to report legal issues to the City Attorney's Office or code enforcement violations to the Community Development Department.

As appropriate, the City Auditor will refer cases to other City departments or offices.³ However, it may still be appropriate for staff to gather initial information to better understand issues involved and to review the outcomes, responses, and investigation documents from other City departments or offices to ensure the allegations were addressed.

Allegations Covered by Non-City Agencies

By nature of being the State Capitol as well as the County Seat, the City of Sacramento is home to a large number of Federal, State, and County agencies. As a result, some complaints made to the City's Whistleblower Hotline may be partly or solely related to government agencies external to the City of Sacramento.

Allegations involving an external government agency or employee will be referred in whole or in part to the most appropriate government entity.⁴ Complaint investigation services are available at many government agencies and may include fraud, waste, and abuse whistleblower programs, internal affairs programs, judicial oversight authorities, offices of professional responsibility, etc.

³ See Appendix A for contact information for various City departments and divisions, such as the Equal Employment Office, Labor Relations Division, the Risk Management Division, the City Attorney's Office, and the Sacramento Ethics Commission.

⁴ See Appendix B for contact information for various government agencies such as the California State Auditor, the Sacramento County Auditor-Controller, and the California Office of the Attorney General.

Whistleblower Procedures Prioritize High-Risk Allegations

Due to the limited staff in the Office of the City Auditor and the Office's chief responsibility to conduct performance audits, research, and analysis in accordance with the City Council-approved workplan, conducting full investigative audits of all allegations is not feasible. Instead, the City Auditor applies a risk-based approach to investigate whistleblower allegations to focus investigative efforts on those allegations that represent the greatest risk or loss to the City. The following guidance applies when rating allegations:

High Priority

Allegations may be considered high priority if they include a health, safety, or welfare concern, loss⁵ to the City of more than \$75,000, criminal activity resulting in a loss of at least \$400, high-level involvement, collusion of multiple wrongdoers, major department-wide issue, or need for immediate action to stop a potentially major issue. Addressing these items could take priority over other investigations and audits, at the City Auditor's discretion.

Medium Priority

This category includes loss to the City of more than \$25,000, abuse of authority, medium to low-level employee involvement, minor department-wide issues, or patterns of small problems that could become serious when summed. Some medium-priority items could be referred to a department for their review.

Low Priority

This category includes loss to the City of less than \$25,000, isolated instances of time abuse, wasteful practices that would lead to limited gains in efficiencies if corrected, or allegations that lack credibility and evidence. The office would aim to investigate items in this category, but may not do so because of limited resources. However, if the same or similar issues were reported multiple times, low-priority items may become a higher priority. Additionally, some low-priority allegations could be referred to a department for their review.

Unrelated to the City

Some allegations received through the Whistleblower Hotline do not involve City of Sacramento departments or employees. The Office of the City Auditor assesses these allegations for any City involvement. If no City involvement can be determined, those allegations are closed as "Unrelated to the City"; some allegations not related to the City are referred to other jurisdictions.

Whistleblower Hotline Dashboards

The Office of the City Auditor maintains several Whistleblower Hotline dashboards on its public website. City Officials and the public can use these dashboards to see statistics on the types of cases received through the City's Whistleblower Hotline, the disposition of closed cases, brief descriptions of substantiated cases, actions taken as a result of substantiated cases, and the monetary benefit of the hotline. The dashboards are typically updated semi-annually with the release of each Whistleblower

⁵ Loss could entail actual or potential loss of money, waste, or inefficiencies.

Hotline Activity Report and can be found at: <https://www.cityofsacramento.gov/auditor/our-reports/whistleblower-activity>

Process Improvements During This Reporting Period

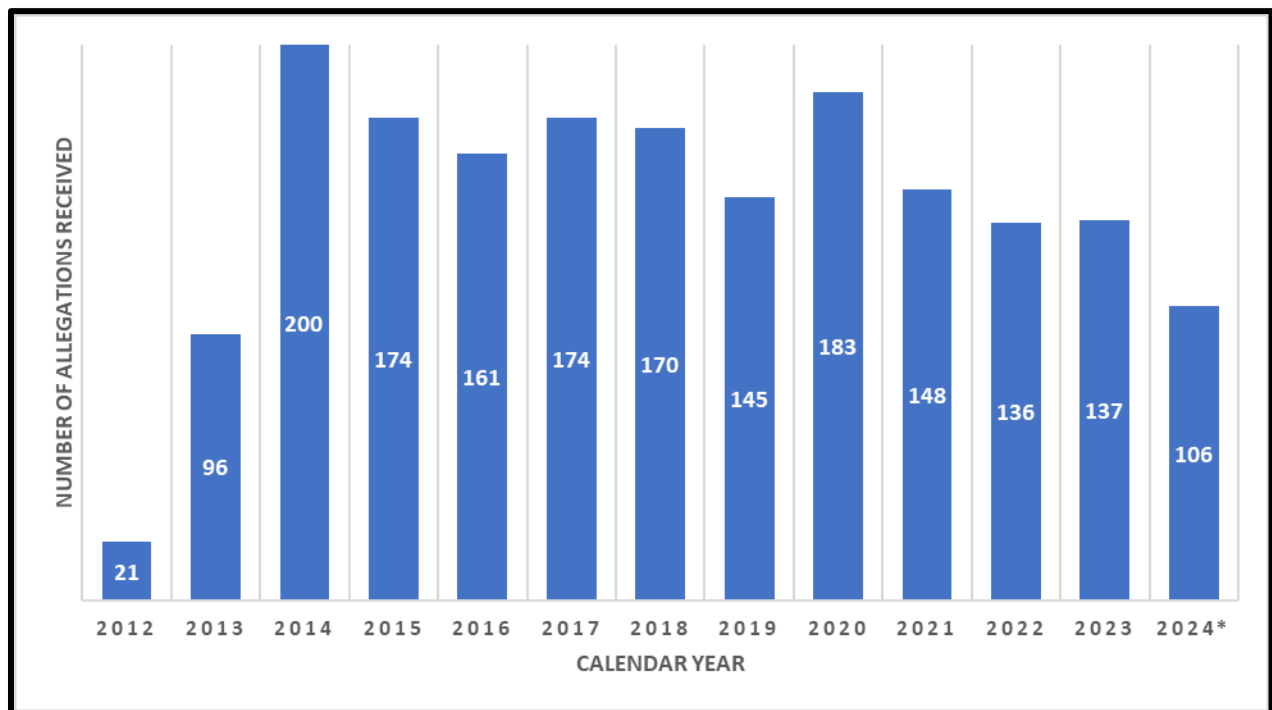
During this reporting period, we collaborated with City management to assess and update our processes to improve the operation of the City’s Whistleblower Hotline. This included working with our third-party vendor to update the City’s intake form, updating our internal referral process, and enhancing collaboration between the Whistleblower Program Team and City management to minimize duplication of efforts and maximize the Whistleblower Hotline’s value. We would like to thank City employees and the public for their patience while we implemented these important process improvements.

Status of Investigations

The Number of Whistleblower Complaints has Remained Steady

Since the hotline’s inception in 2012, the Office of the City Auditor has received more than 1,850 complaints. Use of the City Auditor’s Whistleblower Hotline grew significantly in the first few years and has been steady since 2014. Exhibit 2 illustrates the number of allegations received per year since the program’s inception.

Exhibit 2: Whistleblower Allegations Received Per Year



*Denotes a partial year, including January 1, 2024, through June 30, 2024.

352 Cases Were Closed During the Period

At the beginning of the April 2022 through June 2024 reporting period, the Office of the City Auditor had 13 open cases. During this reporting period, 350 new cases were received by the hotline, and the Office of the City Auditor processed and closed 352 cases; 11 cases remained open at the end of the reporting period. Exhibit 3 illustrates the number of closed cases during the period by primary type of allegation.

Exhibit 3: 352 Closed Cases by Primary Type of Allegation

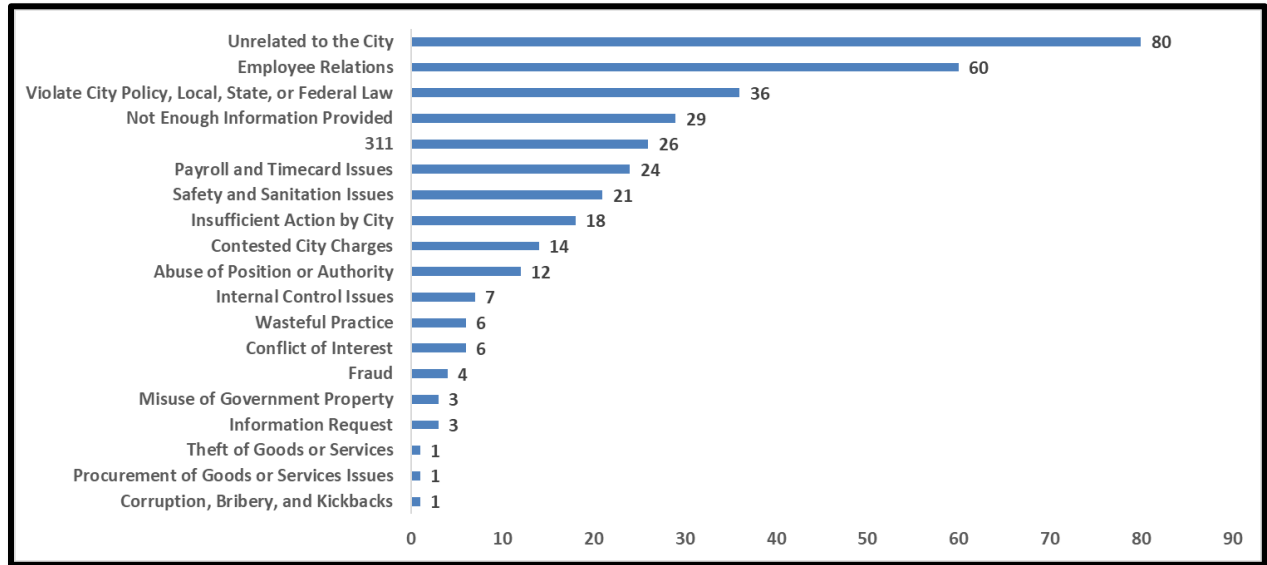


Exhibit 4 provides the primary type of allegation, priority, and disposition of the 352 cases closed during the period.

Exhibit 4: 352 Closed Cases Details Table

Case #	Primary Type of Allegation	Priority	Disposition
1230	Employee Relations	Medium	Informational Referral
1417	Internal Control Issues	Low	Resolved Prior To or During Investigation
1429	Fraud	Medium	Resolved Prior To or During Investigation
1454	Payroll and Timecard Issues	Low	Resolved Prior To or During Investigation
1455	Payroll and Timecard Issues	High	Resolved Prior To or During Investigation
1459	Payroll and Timecard Issues	Low	Unsubstantiated
1471	Employee Relations	Low	Unsubstantiated
1473	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1477	Safety and Sanitation Issues	Low	Informational Referral
1481	Employee Relations	Low	Informational Referral
1488	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1502	Insufficient Action by City	Low	Unsubstantiated
1504	Unrelated to the City	Unrelated to the City	Unrelated to the City
1507	Safety and Sanitation Issues	Low	Unsubstantiated
1508	Safety and Sanitation Issues	Low	Informational Referral
1509	Safety and Sanitation Issues	Low	Informational Referral
1510	Violate City Policy, Local, State, or Federal Law	Low	Unsubstantiated

Case #	Primary Type of Allegation	Priority	Disposition
1511	Employee Relations	Low	Unsubstantiated
1512	Safety and Sanitation Issues	Medium	Informational Referral
1513	311	Low	Informational Referral
1514	Unrelated to the City	Unrelated to the City	Unrelated to the City
1515	Conflict of Interest	Low	Resolved Prior To or During Investigation
1516	311	Low	Informational Referral
1517	Safety and Sanitation Issues	Low	Unsubstantiated
1518	Unrelated to the City	Unrelated to the City	Unrelated to the City
1519	Not Enough Information Provided	Low	Not Enough Information Provided
1520	Employee Relations	Low	Unsubstantiated
1521	Unrelated to the City	Unrelated to the City	Unrelated to the City
1522	Safety and Sanitation Issues	Low	Informational Referral
1523	Contested City Charges	Low	Informational Referral
1524	Not Enough Information Provided	Low	Not Enough Information Provided
1525	Payroll and Timecard Issues	Medium	Duplicate
1526	Abuse of Position or Authority	Low	Unsubstantiated
1527	Internal Control Issues	Low	Investigated and Referred
1528	Employee Relations	Low	Informational Referral
1529	Contested City Charges	Low	Unsubstantiated
1530	311	Low	Informational Referral
1531	Conflict of Interest	Low	Resolved Prior To or During Investigation
1532	Abuse of Position or Authority	Low	Resolved Prior To or During Investigation
1533	Violate City Policy, Local, State, or Federal Law	Low	Investigated and Referred
1534	Conflict of Interest	Low	Unsubstantiated
1535	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1536	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1537	Violate City Policy, Local, State, or Federal Law	Low	Investigated and Referred
1538	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1539	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1540	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1541	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1542	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1543	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1544	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1545	Misuse of Government Property	Low	Unsubstantiated
1546	Employee Relations	Low	Informational Referral
1547	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1548	Unrelated to the City	Unrelated to the City	Unrelated to the City
1549	Employee Relations	Low	Informational Referral
1550	Safety and Sanitation Issues	Medium	Unsubstantiated
1551	Employee Relations	Low	Unsubstantiated
1552	Employee Relations	Low	Duplicate
1553	Abuse of Position or Authority	Low	Unsubstantiated
1554	Unrelated to the City	Unrelated to the City	Unrelated to the City
1555	Unrelated to the City	Unrelated to the City	Unrelated to the City
1556	Abuse of Position or Authority	Low	Informational Referral
1557	Payroll and Timecard Issues	Low	Unsubstantiated

Case #	Primary Type of Allegation	Priority	Disposition
1558	Wasteful Practice	Medium	Investigated and Referred
1559	Internal Control Issues	Low	Resolved Prior To or During Investigation
1560	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1561	Unrelated to the City	Unrelated to the City	Unrelated to the City
1562	Employee Relations	Low	Informational Referral
1563	Unrelated to the City	Unrelated to the City	Unrelated to the City
1564	Payroll and Timecard Issues	Low	Duplicate
1565	Violate City Policy, Local, State, or Federal Law	Medium	Informational Referral
1566	Employee Relations	Low	Unsubstantiated
1567	Employee Relations	Low	Duplicate
1568	Employee Relations	Low	Duplicate
1569	Employee Relations	Low	Duplicate
1570	Employee Relations	Low	Resolved Prior To or During Investigation
1571	Safety and Sanitation Issues	High	Informational Referral
1572	Employee Relations	Low	Informational Referral
1573	Conflict of Interest	Low	Unsubstantiated
1574	Employee Relations	Low	Resolved Prior To or During Investigation
1575	Misuse of Government Property	Low	Informational Referral
1576	Fraud	Low	Investigated and Referred
1577	Unrelated to the City	Unrelated to the City	Unrelated to the City
1578	Unrelated to the City	Unrelated to the City	Unrelated to the City
1579	Internal Control Issues	Low	Unsubstantiated
1580	Employee Relations	Low	Resolved Prior To or During Investigation
1581	311	Low	Informational Referral
1582	Unrelated to the City	Unrelated to the City	Unrelated to the City
1583	Violate City Policy, Local, State, or Federal Law	High	Informational Referral
1584	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1585	Payroll and Timecard Issues	Low	Informational Referral
1586	Insufficient Action by City	Low	Unsubstantiated
1587	Safety and Sanitation Issues	Low	Resolved Prior To or During Investigation
1588	Employee Relations	Low	Informational Referral
1589	Employee Relations	Low	Informational Referral
1590	Unrelated to the City	Unrelated to the City	Unrelated to the City
1591	Contested City Charges	Low	Unsubstantiated
1592	Unrelated to the City	Unrelated to the City	Unrelated to the City
1593	Abuse of Position or Authority	Low	Unsubstantiated
1594	Employee Relations	Low	Unsubstantiated
1595	Unrelated to the City	Unrelated to the City	Unrelated to the City
1596	Safety and Sanitation Issues	Medium	Informational Referral
1597	Payroll and Timecard Issues	Medium	Duplicate
1598	Unrelated to the City	Unrelated to the City	Unrelated to the City
1599	311	Low	Informational Referral
1600	Employee Relations	Low	Duplicate
1601	Internal Control Issues	Low	Duplicate
1602	Unrelated to the City	Unrelated to the City	Unrelated to the City
1603	Unrelated to the City	Unrelated to the City	Unrelated to the City
1604	Employee Relations	Low	Duplicate

Case #	Primary Type of Allegation	Priority	Disposition
1605	Payroll and Timecard Issues	Low	Duplicate
1606	Unrelated to the City	Unrelated to the City	Unrelated to the City
1607	Unrelated to the City	Unrelated to the City	Unrelated to the City
1608	311	Low	Informational Referral
1609	Payroll and Timecard Issues	Medium	Resolved Prior To or During Investigation
1610	311	Low	Informational Referral
1611	Unrelated to the City	Unrelated to the City	Unrelated to the City
1612	Unrelated to the City	Unrelated to the City	Unrelated to the City
1613	Abuse of Position or Authority	Low	Unsubstantiated
1614	Wasteful Practice	Low	Unsubstantiated
1615	Employee Relations	Low	Informational Referral
1616	311	Low	Informational Referral
1617	Insufficient Action by City	Low	Informational Referral
1618	Violate City Policy, Local, State, or Federal Law	Low	Resolved Prior To or During Investigation
1619	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1620	Not Enough Information Provided	Low	Not Enough Information Provided
1621	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1622	Theft of Goods or Services	Low	Informational Referral
1623	Internal Control Issues	Low	Informational Referral
1624	Unrelated to the City	Unrelated to the City	Unrelated to the City
1625	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1626	Abuse of Position or Authority	Low	Unsubstantiated
1627	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1628	Violate City Policy, Local, State, or Federal Law	Low	Resolved Prior To or During Investigation
1629	Insufficient Action by City	Low	Not Enough Information Provided
1630	Not Enough Information Provided	Low	Not Enough Information Provided
1631	Contested City Charges	Low	Unsubstantiated
1632	Employee Relations	Low	Informational Referral
1633	Unrelated to the City	Unrelated to the City	Unrelated to the City
1634	Not Enough Information Provided	Low	Not Enough Information Provided
1635	Unrelated to the City	Unrelated to the City	Unrelated to the City
1636	Payroll and Timecard Issues	Low	Informational Referral
1637	Safety and Sanitation Issues	Low	Unsubstantiated
1638	Unrelated to the City	Unrelated to the City	Unrelated to the City
1639	Safety and Sanitation Issues	Low	Informational Referral
1640	Not Enough Information Provided	Low	Not Enough Information Provided
1641	Unrelated to the City	Unrelated to the City	Unrelated to the City
1642	Not Enough Information Provided	Low	Not Enough Information Provided
1643	Employee Relations	Low	Duplicate
1644	Payroll and Timecard Issues	Low	Informational Referral
1645	Contested City Charges	Low	Unsubstantiated
1646	Corruption, Bribery, and Kickbacks	Low	Informational Referral
1647	Employee Relations	Low	Informational Referral
1648	Safety and Sanitation Issues	High	Informational Referral
1649	Unrelated to the City	Unrelated to the City	Unrelated to the City
1650	Employee Relations	Low	Resolved Prior To or During Investigation
1651	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral

Case #	Primary Type of Allegation	Priority	Disposition
1652	Payroll and Timecard Issues	Low	Informational Referral
1653	Not Enough Information Provided	Low	Not Enough Information Provided
1654	Information Request	Low	Resolved Prior To or During Investigation
1655	311	Low	Informational Referral
1656	Insufficient Action by City	Low	Informational Referral
1657	Not Enough Information Provided	Low	Not Enough Information Provided
1658	Employee Relations	Low	Informational Referral
1659	Payroll and Timecard Issues	Low	Duplicate
1660	Payroll and Timecard Issues	Low	Duplicate
1661	Payroll and Timecard Issues	Low	Duplicate
1662	Safety and Sanitation Issues	Medium	Duplicate
1663	Payroll and Timecard Issues	Low	Informational Referral
1664	Insufficient Action by City	Low	Informational Referral
1665	Insufficient Action by City	Low	Informational Referral
1666	Unrelated to the City	Unrelated to the City	Unrelated to the City
1667	Payroll and Timecard Issues	Low	Informational Referral
1668	Payroll and Timecard Issues	Low	Duplicate
1669	Not Enough Information Provided	Low	Not Enough Information Provided
1670	Employee Relations	Medium	Informational Referral
1671	Unrelated to the City	Unrelated to the City	Unrelated to the City
1672	311	Low	Duplicate
1673	Employee Relations	Low	Informational Referral
1674	Employee Relations	Low	Informational Referral
1675	Contested City Charges	Low	Unsubstantiated
1676	Not Enough Information Provided	Low	Not Enough Information Provided
1677	Fraud	Low	Informational Referral
1678	Contested City Charges	Low	Unsubstantiated
1679	Employee Relations	Low	Informational Referral
1680	Insufficient Action by City	Low	Informational Referral
1681	Information Request	Low	Unsubstantiated
1682	Not Enough Information Provided	Low	Not Enough Information Provided
1683	Unrelated to the City	Unrelated to the City	Unrelated to the City
1684	Violate City Policy, Local, State, or Federal Law	Medium	Informational Referral
1685	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1686	Employee Relations	Low	Informational Referral
1687	Not Enough Information Provided	Low	Not Enough Information Provided
1688	Violate City Policy, Local, State, or Federal Law	Medium	Informational Referral
1689	Unrelated to the City	Unrelated to the City	Unrelated to the City
1690	Unrelated to the City	Unrelated to the City	Unrelated to the City
1691	Employee Relations	Low	Informational Referral
1692	Violate City Policy, Local, State, or Federal Law	Low	Duplicate
1693	Procurement of Goods or Services Issues	Low	Informational Referral
1694	Employee Relations	Low	Informational Referral
1695	311	Low	Informational Referral
1696	Wasteful Practice	Low	Informational Referral
1697	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1698	Insufficient Action by City	Low	Informational Referral

Case #	Primary Type of Allegation	Priority	Disposition
1699	Wasteful Practice	High	Informational Referral
1700	Employee Relations	Low	Informational Referral
1701	Abuse of Position or Authority	Low	Not Enough Information Provided
1702	Not Enough Information Provided	Low	Not Enough Information Provided
1703	Employee Relations	Low	Informational Referral
1704	Unrelated to the City	Unrelated to the City	Unrelated to the City
1705	Unrelated to the City	Unrelated to the City	Unrelated to the City
1706	Not Enough Information Provided	Low	Not Enough Information Provided
1707	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1708	Not Enough Information Provided	Low	Not Enough Information Provided
1709	Wasteful Practice	Low	Informational Referral
1710	Misuse of Government Property	Low	Not Enough Information Provided
1711	Not Enough Information Provided	Low	Not Enough Information Provided
1712	Unrelated to the City	Unrelated to the City	Unrelated to the City
1713	Employee Relations	Low	Informational Referral
1714	Unrelated to the City	Unrelated to the City	Unrelated to the City
1715	Unrelated to the City	Unrelated to the City	Unrelated to the City
1716	311	Low	Informational Referral
1717	Not Enough Information Provided	Low	Not Enough Information Provided
1718	Employee Relations	Low	Informational Referral
1719	Contested City Charges	Low	Unsubstantiated
1720	Insufficient Action by City	Low	Unsubstantiated
1721	Employee Relations	Low	Duplicate
1722	Employee Relations	Low	Informational Referral
1723	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1724	Contested City Charges	Low	Unsubstantiated
1725	Safety and Sanitation Issues	Low	Informational Referral
1726	Contested City Charges	Low	Informational Referral
1727	Insufficient Action by City	Low	Informational Referral
1728	Violate City Policy, Local, State, or Federal Law	High	Informational Referral
1729	Contested City Charges	Low	Unsubstantiated
1730	Employee Relations	Low	Informational Referral
1731	Not Enough Information Provided	Low	Not Enough Information Provided
1732	Payroll and Timecard Issues	Low	Informational Referral
1733	Fraud	Low	Unsubstantiated
1734	Unrelated to the City	Unrelated to the City	Unrelated to the City
1735	Employee Relations	Low	Informational Referral
1736	Unrelated to the City	Unrelated to the City	Unrelated to the City
1737	Employee Relations	Low	Informational Referral
1738	Unrelated to the City	Unrelated to the City	Unrelated to the City
1739	311	Low	Informational Referral
1740	Unrelated to the City	Unrelated to the City	Unrelated to the City
1741	Employee Relations	Low	Informational Referral
1742	311	Low	Resolved Prior To or During Investigation
1743	Insufficient Action by City	Low	Informational Referral
1744	311	Low	Informational Referral
1745	Unrelated to the City	Unrelated to the City	Unrelated to the City

Case #	Primary Type of Allegation	Priority	Disposition
1746	Employee Relations	Low	Informational Referral
1747	Not Enough Information Provided	Low	Not Enough Information Provided
1748	Unrelated to the City	Unrelated to the City	Unrelated to the City
1749	Safety and Sanitation Issues	Low	Informational Referral
1750	Unrelated to the City	Unrelated to the City	Unrelated to the City
1751	311	Medium	Informational Referral
1752	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1753	Unrelated to the City	Unrelated to the City	Unrelated to the City
1754	Unrelated to the City	Unrelated to the City	Unrelated to the City
1755	Unrelated to the City	Unrelated to the City	Unrelated to the City
1756	Payroll and Timecard Issues	Low	Informational Referral
1757	Insufficient Action by City	Medium	Informational Referral
1758	Employee Relations	Low	Informational Referral
1759	Violate City Policy, Local, State, or Federal Law	Low	Informational Referral
1760	Contested City Charges	Low	Unsubstantiated
1761	Unrelated to the City	Unrelated to the City	Unrelated to the City
1762	Abuse of Position or Authority	Low	Informational Referral
1763	Insufficient Action by City	Low	Resolved Prior To or During Investigation
1764	Unrelated to the City	Unrelated to the City	Unrelated to the City
1765	Unrelated to the City	Unrelated to the City	Unrelated to the City
1766	311	Low	Informational Referral
1767	Payroll and Timecard Issues	Low	Informational Referral
1768	Employee Relations	Low	Informational Referral
1769	Employee Relations	Low	Informational Referral
1770	Unrelated to the City	Unrelated to the City	Unrelated to the City
1771	Contested City Charges	Low	Unsubstantiated
1772	Not Enough Information Provided	Low	Unsubstantiated
1773	Unrelated to the City	Unrelated to the City	Unrelated to the City
1774	Safety and Sanitation Issues	High	Informational Referral
1775	Unrelated to the City	Unrelated to the City	Unrelated to the City
1776	Conflict of Interest	Low	Informational Referral
1777	Abuse of Position or Authority	Low	Informational Referral
1778	Employee Relations	Low	Informational Referral
1779	Unrelated to the City	Unrelated to the City	Unrelated to the City
1780	Not Enough Information Provided	Low	Not Enough Information Provided
1781	Conflict of Interest	Low	Duplicate
1782	Not Enough Information Provided	Low	Not Enough Information Provided
1783	311	Low	Informational Referral
1784	Safety and Sanitation Issues	High	Informational Referral
1785	Insufficient Action by City	Low	Resolved Prior To or During Investigation
1786	Unrelated to the City	Unrelated to the City	Unrelated to the City
1787	Not Enough Information Provided	Low	Not Enough Information Provided
1788	311	Low	Informational Referral
1789	311	Low	Informational Referral
1790	311	Low	Informational Referral
1791	Insufficient Action by City	Low	Duplicate
1792	Unrelated to the City	Unrelated to the City	Unrelated to the City

Case #	Primary Type of Allegation	Priority	Disposition
1793	Safety and Sanitation Issues	Medium	Informational Referral
1794	Unrelated to the City	Unrelated to the City	Unrelated to the City
1795	Unrelated to the City	Unrelated to the City	Unrelated to the City
1796	Employee Relations	Low	Informational Referral
1797	Safety and Sanitation Issues	Low	Not Enough Information Provided
1798	Unrelated to the City	Unrelated to the City	Unrelated to the City
1799	Not Enough Information Provided	Low	Not Enough Information Provided
1801	Wasteful Practice	Low	Informational Referral
1802	Unrelated to the City	Unrelated to the City	Unrelated to the City
1803	Unrelated to the City	Unrelated to the City	Unrelated to the City
1804	Unrelated to the City	Unrelated to the City	Unrelated to the City
1805	Not Enough Information Provided	Low	Not Enough Information Provided
1806	Unrelated to the City	Unrelated to the City	Unrelated to the City
1807	Unrelated to the City	Unrelated to the City	Unrelated to the City
1808	Unrelated to the City	Unrelated to the City	Unrelated to the City
1809	Unrelated to the City	Unrelated to the City	Unrelated to the City
1810	Unrelated to the City	Unrelated to the City	Unrelated to the City
1811	Unrelated to the City	Unrelated to the City	Unrelated to the City
1812	Unrelated to the City	Unrelated to the City	Unrelated to the City
1813	Unrelated to the City	Unrelated to the City	Unrelated to the City
1814	Payroll and Timecard Issues	Low	Informational Referral
1815	311	Low	Informational Referral
1816	Not Enough Information Provided	Low	Not Enough Information Provided
1817	Unrelated to the City	Unrelated to the City	Unrelated to the City
1818	Unrelated to the City	Unrelated to the City	Unrelated to the City
1819	Unrelated to the City	Unrelated to the City	Unrelated to the City
1820	Employee Relations	Low	Informational Referral
1821	Employee Relations	Low	Informational Referral
1822	Not Enough Information Provided	Low	Not Enough Information Provided
1823	Unrelated to the City	Unrelated to the City	Unrelated to the City
1824	Insufficient Action by City	Low	Resolved Prior To or During Investigation
1825	Unrelated to the City	Unrelated to the City	Unrelated to the City
1826	Employee Relations	Low	Informational Referral
1828	Unrelated to the City	Unrelated to the City	Unrelated to the City
1829	Employee Relations	Low	Informational Referral
1830	Employee Relations	Low	Informational Referral
1831	Contested City Charges	Low	Informational Referral
1832	Employee Relations	Low	Informational Referral
1833	Unrelated to the City	Unrelated to the City	Unrelated to the City
1834	Abuse of Position or Authority	Low	Not Enough Information Provided
1835	Unrelated to the City	Unrelated to the City	Unrelated to the City
1836	311	Low	Informational Referral
1837	Internal Control Issues	Low	Informational Referral
1838	Unrelated to the City	Unrelated to the City	Unrelated to the City
1839	311	Low	Informational Referral
1840	311	Low	Informational Referral
1841	Information Request	Low	Informational Referral

Case #	Primary Type of Allegation	Priority	Disposition
1842	Insufficient Action by City	Low	Unsubstantiated
1843	Abuse of Position or Authority	Low	Informational Referral
1844	Payroll and Timecard Issues	Low	Informational Referral
1845	311	Low	Informational Referral
1847	Employee Relations	Low	Informational Referral
1850	Not Enough Information Provided	Low	Resolved Prior To or During Investigation

Appendix A: Contact Information for Various City Departments

- **Risk Management for workers' compensation information:**
916-808-5741
<https://www.cityofsacramento.gov/HR>
- **Risk Management for environmental health and safety programs like OSHA and DOT compliance:**
916-808-5278
<https://www.cityofsacramento.gov/HR>
- **Risk Management for liability claims:**
916-960-0980
<https://www.cityofsacramento.gov/HR/hr-documents-resources>
- **Labor Relations for union grievance procedures:**
916-808-5424
<https://www.cityofsacramento.gov/HR/hr-documents-resources>
- **Equal Employment Opportunity for the grievance procedures alleging discrimination:**
916-808-5825
<https://www.cityofsacramento.gov/HR/equal-employment-opportunity>
- **Other Human Resources related issues:**
916-808-5731
<https://www.cityofsacramento.gov/HR>
- **City Attorney:**
916-808-5346
<https://www.cityofsacramento.gov/attorney>
- **Code Enforcement for neighborhood code, housing and dangerous buildings, business compliance, landscape requirements, rental house standards, and anti-graffiti:**
311 or 916-808-5011 (*inside City limits*)
916-264-5011 (*outside of City limits*)
<https://www.cityofsacramento.gov/information-technology/311>
- **Sacramento Ethics Commission:**
916-808-7200
<https://www.cityofsacramento.gov/clerk/good-governance-and-compliance/filing-an-ethics-complaint>
- **Police for non-emergencies:**
916-808-5471
<https://www.cityofsacramento.gov/police>

Appendix B: Contact Information for Various Non-City Agencies

Jurisdiction	Organization	Reporting	Methods
County of Sacramento	County Auditor-Controller	Fraud Hotline	916-874-7822 audits@saccounty.net Fraud Hotline - Confidential County of Sacramento 10481 Armstrong Ave., Mather, CA 95655 https://www.saccounty.gov/Government/Pages/FraudHotline.aspx
State of California	California State Auditor	Whistleblower Hotline	800-952-5665 Investigations California State Auditor P.O. Box 1019 Sacramento, CA 95812 http://www.bsa.ca.gov/hotline/filecomp
Health, Safety, and other complaints against employers	US Department of Labor (OSHA)	Whistleblower Hotline	800-321-OSHA (6742) https://www.whistleblowers.gov/
Consumer Complaints Against a Business	California Office of the Attorney General	Comment/ Complaint Form	https://oag.ca.gov/contact/consumer-complaint-against-business-or-company
Consumer Complaints Against a Business	Better Business Bureau	Complaints	https://www.bbb.org/file-a-complaint
California Attorneys	State Bar of California	Complaints	800-843-9053 http://www.calbar.ca.gov/Public/Complaints-Claims
California Judges	Commission on Judicial Performance	Complaints	Commission on Judicial Performance 455 Golden Gate Avenue, Suite 14400 San Francisco, California 94102 http://cjp.ca.gov/file_a_complaint/