

Exhibit “A”

(Barbara Ohno v. City of Inglewood, et al.)

April 8, 2015

Mr. Jose Cortes, Human Resources Director

Mr. Michael Falkow, Assistant City Manager- Human Resources

**Subject: Formal Complaint of Workplace Harassment, Bullying, Disparate Treatment, and Retaliation
Named: Mr. David Esparza, Chief Financial Officer/Assistant City Manager, Ms. Sharon Koike, Assistant Finance Director, Ms. Maria Heaney, Finance Supervisor**

Dear Mr. Cortes and Mr. Falkow:

I fear retaliation leading to loss of my job as I write to you to file my complaint against Mr. David Esparza, Ms. Sharon Koike and Ms. Maria Heaney of workplace harassment, workplace bullying, disparate treatment and retaliation. I have been denied access to modules within the City's financial system (EDEN) and banking by both Ms. Heaney (Marla) and Ms. Koike (Sharon), denied access to City documents (staff reports, contracts, etc.) by Sharon, denied access to personnel (Sharon and David) and have been subjected to workplace harassment by Maria and Sharon. Each instance as documented was brought to Mr. Esparza (David)'s attention who failed to address or correct such behavior which has resulted in my medical condition for which I am under a physician's care. All access that I had requested was necessary for me to perform my job.

On August 25, 2015, I was hired as the Budget and Accounting Manager to oversee the budgeting, accounting, accounts payable, financial reporting and analysis, including compliance with taxes, annual audits, and regulatory reporting. David told that I would be a member of his inner circle as David as Batman, and Sharon as Alfred, his trusted assistant. However, when I voiced my opposition to Sharon, Marla and David about their negative, condescending, and inappropriate comments about City personnel, City Elected Officials, and contractors, and refused to participate in their delay and denial of payments to specific contractors for contractually obligated services rendered, I was told that I was either with them or against them. Those that Maria, Sharon, and David felt were against them were given names such as Penguin (nemesis to Batman and his team), subjected to verbal and written retaliation, told that they would lose their job unless they complied, transferred to other departments or written up.

David repeatedly told me that I didn't understand the "plantation mentality" that existed in government. David agreed and told me that Sharon's actions resulted from Sharon's insecurities because I was able to perform and possessed a higher skill set than Sharon which was why so much of Sharon's work was contracted to consultants. David was also troubled by Sharon and Maria's bullying and harassment and thought that it was because I was displacing Sharon as the 'go to' person for financial information in the City. When I told David that this wasn't my problem but Sharon's problem that he needed to address with her, David told me to go around Sharon and that he would assist me in

locating documents, providing access, and attempt to shield me from her bullying. David continues to fail to address the continued harassment and workplace bullying and often appears to encourage it.

When I didn't agree with Sharon and told David that Sharon was lying or creating conspiracies on the parking contract, and I agreed with the Parking and Enterprise Services Manager and the City attorney, I was verbally and orally reprimanded by David that he was the CFO and David accused me of undermining his authority. I was invited and initially attended one of their offsite "debriefing meetings" during which Marla, Sharon and David meet to discuss and target City staff, Elected Officials, and contractors who they disliked or felt were not following their agenda and develop strategy to oust or handle these personnel.

When the harassment, bullying and retaliation continued and went unaddressed, I went to talk with Mr. Artie Fields, (Artie) City Manager. I told Artie that I would be tendering my resignation because I was unable to perform my job because of Sharon's actions and David's failure to address her actions and behavior. Artie asked me to hold off and asked for time to resolve this issue. David later called me in his office to inform me that he was brought in by Artie and the Mayor because I complained. David asked what I thought would happen, to which I replied, I thought that someone would listen to me and address the bullying and harassment.

David admitted that everything that I stated to Artie was factual and correct, but I was NEVER to circumvent the chain of command and speak with Artie, the Mayor or anyone else. David told me that I created a problem for him and that I needed to solve the problem that I created. I was also told by David that he brought me in and warned me not to have him regret that he made a mistake by bringing me in at the same level as Sharon. David tacitly implied that I either comply with his actions and what he wanted to do or I would not have a job.

When the workplace harassment, bullying and retaliation continued and I copied Artie to notify him that I still did not have access to do my job, I was yelled at by David that I needed to understand the chain of command and protocol and that I was NEVER to contact the Mayor. I told David that before he accused me, he should have his facts straight. I never talked with the Mayor other than pleasantries.

David also told that the Mayor and Council would be considering him as the next City Manager and when promoted, he would be promoting Sharon as the Finance Director so it was imperative that his immediate team gets along and work together to accomplish his agenda.

Just this past week, I was again called in and told by David that the Mayor told him that he was hearing rumors that I was undercutting him and that I didn't get along with Sharon. I told David that I found this to be very disturbing because I have done nothing to undermine his authority. I also told him that Marla and Sharon continue to make my life a living hell and that I'm not receiving documents that I need to do my job. David told me that he told the Mayor that he supported me and then said "we don't have a problem, do we?" and told me that if I wanted to keep my job, I should not say anything about Sharon nor make any waves.

I have had separate meetings with both Maria and Sharon in which I told them that I felt that their conduct was reprehensible and unprofessional when they bad mouthed me, City staff, Elected City Officials, told City staff that they were stupid, punished employees that they didn't like by reducing employee's scope of authority, transferring them, and telling other employees to lie about what happened, and that I was not going to be a part of their actions. I discussed each of these instances with David and was told by David that I needed to get along and be a part of the team. It was implied that if I wasn't part of the team, I would no longer have a job.

David and Sharon continue to have disparate treatment within the Finance department, where everyone that reports to me has a degree but Maria Heaney, Tina DiPadua, and Peggy Velasquez, all of who do not have degrees, and report under Sharon are compensated more than degreed professionals and rewarded for their loyalty to Sharon and David. I brought this up to David who did not comment. My staff is also required to pursue continuing education while Sharon is an inactive CPA who fails to maintain the continuing education necessary to keep her license current.

David asked me to review Ms. Angie Pacheco (Angie), Housing Manager's performance appraisal in which he places her on probation. I told David that I didn't understand why Sharon wasn't written up as well because Sharon had the same issues as Angie – lying about factual circumstances, failure to properly supervise or review staff's work, failure to address critical issues in a timely manner, lack of ability to perform their basic job function.

David asked me to prepare paperwork to promote Serena Martinez to an administrative assistant position in the Residential Sound Insulation (RSI). When I prepared the paperwork and asked David if he would like me to have Bettye Griffith (Bettye), RSI manager sign off on the paperwork, I was told that he was the director and that Bettye's signature was not necessary. Bettye was unaware of when Serena would be transitioning to her new position, and what her compensation would be.

David continues to operate outside of civil service rules and City protocol, telling me that he has the Mayor and City Councilmembers backing. He has told me that while there were employee complaints that were filed against both Sharon and him, none of these complaints were found to be with any merit. Both Sharon and David have told me what happens to personnel who go against them. I continue not to be included or copied on critical staff reports necessary for budgetary and financial purposes and have found such staff reports prepared by Sharon and submitted to Mayor and Council to be incorrect and misleading.

I have told David that Sharon's intentional misrepresentation of facts to the auditors upon which the auditors placed reliance to their detriment, resulted in prior year financial statements that do not reflect what is in the City's financial system and have resulted in so far, 17 prior year corrections. When I am asked for assistance by Sharon's staff to understand or improve City's operations, I am brought in by David and Sharon and reprimanded not to tell Sharon's staff what to do. When I tell David that Sharon is lying and that he should check to make sure that he has his facts straight first, before accusing me or anyone else, he tells me that I'm mistaken and I need to train Sharon train on various accounting

procedures so that she understands. Two other City Directors have also commented to me that they have told David that Sharon lies and they were both falsely accused by David of having done something based upon what Sharon said.

I told David that Sharon's actions and his continued belief in what she tells him has created a divisive City government that lacks cooperation between departments. When I was successful in bridging relationships with Public Works, Parks & Recs, Economic & Community Development, Parking and Enterprise Services, Treasury, City Clerk, and the Police, I was criticized by both David and Sharon, I was called in on numerous meetings to explain these issues and David then told me that he would discuss issues directly with the directors and it was not necessary for me to provide them with the analysis that I provided to him. Sharon also told me that I would not be successful in getting any process to change, and it would just be a matter of time before I would be pushed into the ground and forced to be just like everyone else.

The City is fortunate to have many dedicated, hardworking and talented employees, elected officials and contractors. I have enjoyed my interaction with all. I find disturbing that Sharon and David have brought consultants, at additional cost, such as the banking consultant, who lack experience and require significant investment of City staff and elected officials time when such work should be performed by existing staff, including her and David. I also find disturbing that the City has paid for financial services not performed (audits for non profits for two years) and for unnecessary services (audit of AQMD performed by both Mayer Hoffman and Simpson and Simpson, audit of Housing Authority, annual valuations of OPEB (other post employment benefits) which are required every two years, etc).

Attached is an exhibit which lists sections with dates, attendees, and summaries of events that occurred. I can also provide e-mails and contacts that can support and support my assertions.

I thank you very much for your assistance in looking into this issue.

Sincerely,

Barbara Ohno

Barbara Ohno
Complaint Index

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Barbara Ohno Complaint
Systems Access

Date	Attendees	Format	Discussion
8/27/2014	Sharon Koike, David Esparza	e-mail, meetings	request electronic bank statements for joint parking accounts and access to banking information. Sharon replies you don't need access.
12/16/2014	David Esparza	e-mail	I don't have EDEN access to do my job
1/8/2015	David Esparza, Sharon Koike, Debra Crenshaw	e-mail	Authorizing electronic bank statements and my access to banking information
1/14/2015	David Esparza, Sharon Koike, Maria Heaney	e-mail, meeting	My EDEN access since I can't access what I need to do my job
1/28/2015	Maria Heaney, Charles Kindred	e-mails (5)	systems access - why should Charles Kindred have access to budget; who gave him the authority to request this? Maria misunderstood the systems access form.
2/9/2015	David Esparza, Sharon Koike, Maria Heaney	e-mail (7 e-mails)	I still don't have EDEN access to approve budget amendments. Sharon and Maria told Rahman Kafele that I didn't need it. There are seven e-mails from Sharon and Maria telling me that I need to fill out documentation, that I don't need access, what makes me so special, I need to comply to their requirements.
2/23/2015 10:07	Maria Heaney, Sharon Koike, David Esparza, Rahman Kafele	e-mail	payroll security rights
2/23/2015 9:52	Maria Heaney, Sharon Koike, David Esparza, Rahman Kafele	e-mail	payroll security rights
2/23/2015 7:22	Maria Heaney, Sharon Koike, David Esparza, Rahman Kafele	e-mail	payroll security rights
2/20/2015 16:40	Maria Heaney, Sharon Koike, David Esparza, Rahman Kafele	e-mail	payroll security rights
3/4/2015	Maria Heaney, Sharon Koike, David Esparza, Rahman Kafele	meeting	Discuss EDEN system access

Barbara Ohno Complaint
Systems Access

Date	Attendees	Format	Discussion
			I said that there were internal control issues where payroll personnel had ability to add employees, Moises Godinez, HR, had ability to make changes to the payroll record, Mark Fried and Yolanda Douglas had ability to make changes to payroll records, outside consultant had access to bill, pay and change records in the books.
			I also said that I didn't have the access that I needed to do my work.
			Maria and Sharon told me that I didn't need that access.
			David told Rahman to get me the access that I need.
			Sharon told Maria to have Rahman remove payroll access from Moises.
			David asked Maria and Sharon why changes shouldn't be made to Mark Fried, Yolanda Douglas and why consultant and employees no longer working here should have access to payroll.
			Sharon and Maria did not reply.
			David told Rahman to work with me to correct so that the EDEN system access would be clean for the financial audit with Mayer Hoffman and the Simpson audit of AQMD Fund.

Barbara Ohno Complaint
Document Access

Dates	Attendees	Format	Discussion
12/16/2014	Sharon Kolke	e-mail	HP Contracts - missing documents and support
			Sharon states that she hasn't been in on the loop but will be in during the holiday shut down and get me documents
12/22/2014	Sharon Koike, Royce Jones, Wanda Brown, Maria Heaney, Billy Chau, Debbie Crenshaw, David Esparza	e-mail	Department of Finance repayment of \$13,948,000 for Regency Square; I request documents to support the payment made;
1/7/2015	Sharon Kolke, David Esparza	e-mail	Sharon refuses to provide me with contract and tells me to get them from Linda Tatum.
1/13/2015	David Esparza	e-mail, meetings	I complain to David and David tells me to go around Sharon.
1/8/2015	David Esparza	e-mail	I forward to David an e-mail that I received from Linda Tatum which Linda received from Sharon. This is in response to documents that I requested earlier that Sharon said that she didn't have.
1/12/2015	David Esparza	e-mail	I forward to David another example of an e-mail that I receive from Linda Tatum which Linda receives information from Sharon. This is in response to documents that I requested from Sharon and she said that she didn't have.
1/13/2015	David Esparza	e-mail, meetings	no documents received from Sharon on Department of Finance repayment. Accounting cannot record without the documents. David tells me that he will ask Royce for documents.

Bribery Oligo Complaint
Targeting Employees and Plan

Date	Attendees	Format	Discussion
9/19/2014	Sharon Kolke, Maria Heaney, David Esparza	meeting - Debriefing	meet offsite quarterly to discuss targeted employees and plan of action Angie Pacheco - DE & SX - need to get rid of her Michael Falton, Ron Robine - Parking & Enterprise contracts - there is purported fraud Arnie Field - hired Gordon Anderson, his friend who doesn't do any work Mayor - be nice to Royle Jones, he is the Mayor's family friend; his wife works in ITC Linda Tatum - stupid but related to Arnie Field
	Sharon Kolke, David Esparza	meeting	David is Batman, Sharon is Alfred, and Angie Pacheco is Penguin. They get rid of Kouzann and lose. They will get rid of Yolanda and Aleahla. I am now part of a team and if I want to continue to be part of their team I need to know who is against us.
early September 2014	Sharon Kolke	meeting	Sharon tells me that she is going to get rid of Yolanda Douglas so that she can bring in her friend who is a consultant with the City of Manhattan Beach. Sharon is also going to bring in another friend as a senior accountant, even though her friend didn't pass the senior accountant test.
1/5/2015	Sharon Kolke, David Esparza	e-mail (2)	Sharon tells me that she is handling Yolanda's paperwork so I'm to give everything to her and let her know when Yolanda is transferring. I reply that all departments - Police, IT, HR have been informed, all paperwork has been completed. Background persists - tell me when she is transferring.
9/11/2014	Sharon Kolke	meeting	Sharon tells me that David and she want to get rid of Angie Pacheco but need me to analyze Section B operations and reserves because she doesn't know how.
9/24/2014	Sharon Kolke	meeting	Sharon tells me that Louis is trying to pass off responsibility to finance. Louis wasn't able to handle custodial operations which is why David picked it up and it is under finance. David and Louis use to be tight and go to lunch but not any more. I shouldn't trust Louis because he isn't part of their team.
10/9/2014	Sharon Kolke, David Esparza	meeting, e-mail	Section B operations and reserve analysis. Sharon & David said that they want to get rid of Angie Pacheco but don't know how to analyze Section B HCV program. David tells me that he tells Teresa Sanford that she needs to either be part of his team or she won't have a job. David tells me that Teresa cried saying that she needed her job.
10/17/2014	Sharon Kolke, David Esparza	e-mail, meeting	David gave me a listing of employees to be laid off from Section B program. Angie is one of them because it will take care of his problem and he won't have to deal with her anymore.

Barbara Ohno Complaint
SERCO/Parking contracts

Date	Attendees	Format	Discussion
11/20/2014	Artie Fields, Sharon Koike, David Esparza, Ron Rubino, Esmeralda Navarro,	meeting	discuss SERCO contract; why Finance wasn't paying on the contract. David and Sharon were both rude and dismissive toward Ron Rubino.
			David and Sharon told me that there was fraud perpetrated by Michael Falkow and Ron Rubino and we were never going to pay their invoices.
			I asked why they signed off on the staff report and why David signed off on the contract. David told me that they were pressured to do so.
			Sharon and David told me that the contracts were to enrich former employees and that Falkow was receiving free lunches and possibly kick backs.
1/5/2015, 1/8/2015, 1/27/2015	Esmeralda Navarro, Sharon Koike	e-mail	following up on setting up accounts so that Court fees and collection invoices can be processed. Esmeralda still has six months of invoices to pay that have been held up.
1/20/2015	Charles Kindred, David Esparza, Sharon Koike	meeting	SERCO/Duncan contract. David said that he wouldn't pay any of SERCO's vehicle invoices.
			Sharon said that there were two contracts - one that they presented to Mayor & Council was different from the one filed with City Clerk.
			Charles said that he would follow up with Duncan/SERCO and City Attorney to clarify.

Barbara Ohno Complaint
 SERCO/Parking contracts

Date	Attendees	Format	Discussion
		e-mail	Sharon accuses me of stating during this meeting that I said that David doesn't have any authority.
			I told Sharon and David that I stated that the City's Parking and Enterprise Services Manager was the administrator of the contract on behalf of the City.
			Charles Kindred asked that parking revenue be recorded in the parking fund. Sharon told me that she wanted me to write her a memo to tell her to do that. David told Sharon to write the memo to the cashling staff.
1/28/2015	Sharon Koike, David Esparza	meeting	discuss background of the parking contract. There is fraud and kickbacks involved. I don't understand. David tells me that I am not to process any Duncan/SERCO invoices.
			I tell David and Sharon that the services were performed. For the Forum events, we have billed and received funds but have not paid SERCO and there is no reason not to pay SERCO.
			I tell David and Sharon that for the traffic control events, there were no changes to the invoices. Sharon made SERCO change the formatting and presentation of the invoices three times but the amounts never changed.
			I tell them both that the hours are verified by two City parking employees. We need to pay SERCO.

Barbara Ohno Complaint
 SERCO/Parking contracts

Date	Attendees	Format	Discussion
			I show them on the contract the provision for the vehicle maintenance. Sharon tells me that its not in an exhibit in the contract. I tell Sharon that the amount in the contract agrees with the detail on the staff report.
			David tells me that he doesn't care if the City Attorney has said that the contract is valid; he is the CFO and he is directing me NOT to pay SERCO invoices.
2/25/2015	Sharon Koike, David Esparza	meeting	discuss accounting for Parking.
			Sharon told David that I was undermining his authority and pulling money away from the general fund.
			I explained to David that this was not true. Parking Fund is an enterprise fund, similar to the sanitation fund that is outsourced.
			All income and expenses need to be recorded in this fund.
			David said I want to make sure that I get my \$1,000,000 (commissions paid by PAM and LES).
			I told him that that income is parking income and needs to be recorded there.
			If you want to transfer \$1,000,000 over three years from the parking fund to the general fund, I will put through the entry to show an operating transfer out.
			I explained that there needs to be transparency in accounting.

Barbara Ohno Complaint
SERCO/Parking contracts

Date	Attendees	Format	Discussion
			What Sharon is proposing is not generally accepted accounting and it is not up to management's discretion as to how to account for things.
			David said I want to make sure that I have my \$1,000,000.
3/4/2015	Sharon Kolke, Marla Heaney, Charles M., Debbie Le, Esmeralda Navarro, David Esparza	meeting	discuss clean up cashiering operations to properly record parking revenue.
			I had discussion with David because nothing was ever received from Sharon to correct parking revenue. Charles M had been correcting cashiering parking revenue and talked with Maria Heaney.
			Maria refused to make any corrections and told Charles M, to tell Barbara to write Sharon a memo to tell us what we need to do.
			Meeting was held to explain to Sharon and Maria how to properly record parking revenue.
1/12/2015	David Esparza, Michael Tate	e-mail	process to improve and address paying outstanding SERCO invoices.
			David tells me that Finance differs from interpretation of contract and we will not pay until SERCO provides actual invoices of costs.
			I ask whether he wants me to return these invoices to Charles K?

Barbara Ohno Complaint
 SERCO/Parking contracts

Date	Attendees	Format	Discussion
	David Esparza	meeting	David tells me that he will talk with Charles K. I should not undermine his authority. Finance will not pay SERCO vehicle invoices. He doesn't care what Ken Campos, City Attorney says.
			He is the CFO and he will determine which invoices are paid. I am not to question his authority. If he tells me not to pay an invoice, I should not pay the invoice.

**Barbara Ohno Complaint
Payroll**

Date	Attendees	Format	Discussion
on-going	David Esparza	meeting	on-going problems in which Maria accuses me of not doing my job. David was in my office, when Maria came by to ask why I didn't respond when she sent me an e-mail and left me a voice mail. Maria also let me know what payroll couldn't move forward because of me. I had asked Maria and Sharon for timing as to when payroll is processing because whenever they ran into problems, I needed to be chained to my desk.
mid October 2014	Maria Heaney	meeting	David called me in to let me know that someone came in to file a complaint stating that Bianca Plascencia was being mistreated and bullied and Charles M and I did nothing. I spoke with Charles, we brought in Bianca and she told us that she told Maria Heaney that Annie wasn't polite to her.
			What Maria told David was a lie and I talked to Maria to let her know what she communicated to David was a lie and defamation of both me and Charles. I also told Maria that I thought that she was unprofessional and did not appreciate her stating that people were stupid and she should keep her personnel comments to herself.
			I told her that she should act as a professional and if she has any issues or concerns she should bring it up to the appropriate person. Maria apologized and said that she would apologize to Charles. She said that David got it wrong.
			David was embarrassed by how Maria conducted herself and Maria didn't realize that David was in my office. David spoke to her about it. Sharon later said in another meeting that this never happened.
2/11/2015	Maria Heaney, David Esparza	e-mail	Problems with processing payroll
			Rahman Kafele - I did not receive or sign off on action status, Sharon assigned position number formerly used by Agnes, this creates problems. Internal control circumvented - no budgetary sign off. Also Charles Kindred was not informed of transfer timing

Barbara Ohno Complaint
Payroll

Date	Attendees	Format	Discussion
2/11/2015 16:00	Maria Heaney	e-mail	problems with Rahman Kafele payroll
2/11/2015 16:15	Maria Heaney, Jose Cortes, David Esparza, Sylvia Fernandez	e-mail	problems with Rahman Kafele payroll
2/11/2015 16:22	Raul Canas, Sylvia Fernandez, Jose Cortes, Maria Heaney, David Esparza	e-mail	problems with Rahman Kafele payroll
2/11/2015 16:26	Raul Canas, Sylvia Fernandez, Jose Cortes, Maria Heaney, David Esparza	e-mail	problems with Rahman Kafele payroll
11/24/2014	Maria Heaney, Sharon Kolke	e-mail	problems with payroll insinuating that Yolanda Douglas wasn't doing her job properly.

Barbara Ohno Complaint
Meetings with David

Date		Format	Discussion
daily		meeting	I tell David that I'm running into problems with Sharon and Sharon and Maria are forming a bullying club. David tells me that he thinks that Sharon is intimidated because I have a higher skill set than Sharon which is why Sharon uses consultants. Also, Sharon is upset because I have displaced her as the "go to" person in the City. I ask David how this is my problem, its Sharon's problem. David said that I don't understand "plantation mentality" in Inglewood.
mid October 2014		meeting	David called me in his office to tell me that someone had reported that Bianca Plascencia was being bullied and Charles M and I did nothing. I asked him who it was but he wouldn't say. I followed up - see payroll tab.
Mid October 2014		meeting	I told David about mean girls club and how inappropriate and unprofessional Maria and Sharon were and how I called them both on it. I also told David about Sharon's comment to Serena about her being stupid and Maria's comment to Serena about her not having enough money to dress nicely for an interview, how Maria didn't like Serena so had Sharon transfer Serena to report to Harjinder because both Maria and Sharon didn't like Harjinder. I told David about Sharon bad mouthing me. David said that he heard it from others as well. David did nothing.
10/17/2014	Ken Campos, Sharon Koike, Cynthia Stuart, Michael Tate	e-mail	Mistake made on Adminsure payment coding. Sharon complains to David that Ken is rude and obnoxious in e-mail which is not true. David goes to tell Ken not to badger Sharon/Barbara. In fact, Ken's assertion is correct.
11/14/2014, 11/18/2014, 11/19/2014, 11/20/2014		e-mails and meetings	I tell David that Sharon overpaid MHM for audits not performed - \$9,450 for the non-profits, Sharon contracted for services not approved by short form or Mayor & Council for the past two years - \$10,000; we overpaid MHM for Housing audit not needed - \$10,950; RDA audit for which no audit report was issued - \$12,500; SCAQMD audit for \$2,790; overall \$36K annual overpayment. Also SCAQMD audit and non-profit audit and housing audit are unnecessary expenses. SCAQMD is already paid - duplicate pay. Housing audit and non-profit audits are not required.
11/12/2014		e-mail, meeting	see same date under Sharon tab
12/3/2014		e-mail, meeting	follow up on harassment, bullying - titled transition Issues. I ask for meetings to be scheduled every two weeks. We only met twice.

Barbara Ghno Complaint
Meetings with David

Date		Format	Discussion
12/4/2014		e-mail, meeting	Adminsure - Sharon directs me to handle what she said that she took care of. I ask David to have a meeting so that we are perfectly clear about who is responsible for what.
12/17/2014		e-mail	David asks me if I authorized Angie Pacheco to Increase Affordable Housing Budget. I replied and stated that Sharon sent Angie information on Affordable Housing budget which perhaps Angie misinterpreted and also confused me with Sharon.
12/17/2014	Ken Campos, Artie Fields, David Esparza, Sharon Koike		David asks me what Angie is talking about. I explained to him letting him know that she was confusing a couple of issues.
1/6/2015		e-mail	open items that I have not received from Sharon - electronic statements from joint parking bank accounts, bank access, OPEB valuation, Hollywood park documents, etc.
1/8/2015		e-mail	David needs to have Sharon draft staff report for Bartel to perform OPEB valuation since last valuation was 2011. This is necessary so that audit report can be issued in May 2015 to be filed with HUD by June 30, 2015.
1/9/2015		e-mail, meeting	David counsels me and tells me that he understands that Sharon is not as capable but I need to work around her. I also need to suck up Sharon's bullying, harassment. I need to explain to Sharon since she doesn't understand and won't ask any questions. David will follow up on outstanding issues/access/documents that I don't receive.
1/12/2015		e-mail, meeting	I provide and explain problems that Sharon is causing - fire contract, animal control contract, SERCO Invoices - all with same genesis. Sharon has need to insert herself into the process. Her procedures are flawed. She does not follow up but blames others - Michael Falkow, Ron Rubino
1/13/2015		meeting	David calls me in his office and tells me that he was called in by Artie with the Mayor present. Artie went through 4.5 pages of issues that I discussed with Artie. David asks me that I thought was going to happen? I tell David that I thought that someone would listen to me and work on the harassment, bullying that I've been experiencing with Sharon.
			David tells me that under no circumstances am I to talk with Artie, Mayor, City Attorney, or HR on this issue. I created the problem so I need to fix the problem. He said don't make me regret that I brought you in at essentially the same pay as Sharon and reporting to me.

Barbara Ohno Complaint
Meetings with David

Date		Format	Discussion
			David admits that everything that I told Artie was true. Tells me that I don't understand "plantation mentality" in Inglewood and in government, in general.
			David tells me to work around Sharon and if she and Maria continue to bully and harass me, he will intercede.
			David tells me that we need to work as a team because he is going to be the next City Manager and when he is promoted, he will promote Sharon and we need to work on his agenda.
1/14/2015		e-mail	I ask David to clarify what he said to me last night because I was troubled by what he said.
1/14/2015		e-mail	I forward e-mail from 11/3/2014, 11/20/2014 (I was copied but didn't receive) and 1/13/2015 in which MHM Partner brings up PARS valuation issue but Sharon doesn't follow up. Unless this issue is resolved, this will hold up the audit report and cost the City more money and City will not be compliant with HUD's REAC filing on 6/30/2015 which requires annual audit report.
first week in Feb 2015		meeting	I discuss accountants concern with David and tell him the issues: Sharon and Maria gave Tina a 10% increase and Tina doesn't have a degree and makes more money than them, there were no performance appraisals and Billy hasn't gotten his retro increase.
2/11/2015		e-mail	David sends me an e-mail to schedule a meeting to discuss organizational chain of command and taking internal organizational issues to City Manager and Mayor.
2/11/2015		e-mail	I forward to David an example of Maria/Sharon bullying and harassment and ask why he can't address this issue. This was on employee evaluations.
2/12/2015		meeting	I schedule meeting. David tells me that he was called in by the Mayor because I went and undermined his authority and went to complain to the Mayor. I told David that I never went to see the Mayor.
			David tells me that I am under NO circumstances to discuss issues or concerns that I have with Artie, Falkow, HR, City Attorney or the Mayor.
			I am told that I need to understand organizational chain of command - that David is the CFO/Assistant City Manager and whatever he says goes. I am not to listen to what Artie says or what the City Attorney says or what anyone else says. His word is final and I should know my place.

Barbara Ohno Complaint
Meetings with David

Date		Format	Discussion
2/23/2015		e-mail	I forward to David what is an unacceptable response from Sharon which basically tells me to tell my staff to pull information for her for the audit. She doesn't have to give me anything.
2/25/2015, 3/9/2015		e-mail	David asks what he should do to help HUD issue that Sharon created when she provided HUD with 2012 cost allocation without certifications for 2012, 2013, 2014.
3/23/2015		meeting	I told David that the Mayer Hoffman partner, Ken Al-Imam wanted to talk with me. I also told David the problems that the auditors were encountering during the audit were as follows:
			There was a material misrepresentation of fact by Sharon to the auditors - she stated that balances existed in accounts and accounts were never set up, she provided schedules that did not agree with our books, so last years audit report was materially misstated.
			I told David that Matt Lenton, consultant, that Sharon brought on board, prepared theoretical journal entries and never talked with the accountants or looked at the books.
			I also told David that Sharon told Charles M, Debbie L, Debbie C that it doesn't matter if the City's books don't agree with the audit report.
			David asked me what he should do.
			I told him that he needed to talk to Sharon to tell her not to lie.
			I spoke with the auditors and told them that we will work together to make sure that the books agree with the audit report. I also told him that we can't lie to the auditors and need to disclose everything to the auditors so that the audit report is transparent and reflects the City's operations and balances.
3/2/2015		text	letting him know that I became aware of staff report going to Mayor and Council tomorrow. This will increase general fund deficit by \$1.7 million because funds were not budgeted until 2015-16/2016-17 and 2017-18. I told him that I hadn't seen nor had I signed off on them.
			I never received staff report to review finance. Sharon assigned project numbers and never communicated this to me.

Barbara Ohno Complaint
Personnel Issues

Date	Attendee	Format	Discussion
9/22/2014	David Esparza, Sharon Koike	e-mail	prepare analysis of Section 8 operations and reserves
		meeting	want to get rid of Angie Pacheco; tells me that he had a meeting with Teresa Sanford to let her know that she was either with him or she needed to find another job. He tells me that Teresa begged to keep her job because she needed it.
9/25/2014	David Esparza, Sharon Koike	e-mail	include layoff listing with analysis of Section 8
		meeting	be sure to include Angie Pacheco
10/14/2014	David Esparza, Sharon Koike, Angie Pacheco, Teresa Sanford	meeting	discuss Section 8 budgeting shortfalls; David calls Angie to explain herself and prepare a layoff listing
12/16/2014	Sharon Koike, David Esparza	meeting	Sr. ERP Analyst - David asked me to schedule interviews and pull questions together because he wants to do this before holidays. Sharon gets upset because she said that this is "her" person and should report to her. She said that way she could control which departments could use this person. Sharon refuses to give me applications, paperwork so I have to request disposition form and related paperwork from her. Sharon also completes the personnel action status form but fails to inform Charles Kindred or have this form approved by budget.
1/6/2015	Artie Fields, Michael Falkow, Ron Rubino, Sharon Koike, David Esparza, Margarita Cruz, Charles Kindred	meeting	parking structure staffing contract
			Sharon was upset because I had discussed performing the overhead allocation and analysis in-house. Sharon told David that I was consorting with the enemy because I was talking with Ron Rubino and Charles Kindred. David told me that I needed to understand which side I should be on. Reiterated that there was fraud and we would not pay any Duncan/SERCO invoices.
1/20/2015	Louis Atwell, David Esparza	meeting	request to hire and personnel action status; David wants me to analyze each position within public works - open, unbudgeted, unauthorized.
			David requests that Louis justify to him why he needs the positions even though Mayor and Council have approved these positions.

Barbara Ohno Complaint
Personnel Issues

Date	Attendee	Format	Discussion
			Louis tells David that Elsa has cried to him that she is working out of class as a GIS Analyst but being paid as a GIS Technician. David signs off on Elsa's paperwork but does not sign off on any admin position paperwork because he feels that Louis has too many admin personnel.
1/26/2015	David Esparza	meeting	Public Works open positions. I follow up on open positions and explain to David how Louis has the funds, the positions are budgeted. David refuses to sign off.
1/28/2015	David Esparza	e-mail	Charles and Debbie to attend AQMD training but David sends e-mail that tells me that there is a banking meeting so they cannot go. Banking meeting was set up at the last minute. David tells me that staff does not have the right to decide what they should do.
1/29/2015	David Esparza, Louis Atwell	meeting	follow up meeting to discuss open Public Works positions I complete analysis and I sit down with David twice before meeting with Louis to go over (this would be the third time that David has seen this analysis). David refuses to sign off on administrative positions.
1/29/2015	David Esparza, Jose Cortes, Leonca Cahee	meeting	position control - HR/Budget responsibilities. David has changed the procedure. HR wants to know new procedure and have a transition plan in place. David told me that he will work with Mayor so that HR will report to him so that he can control all processes; states Michael Falkow is incompetent.
2/3/2015	David Esparza	meeting	discuss Parks, Recs & Library services open positions. David wants me to analyze all open, unbudgeted, unauthorized positions. I tell him that due to other issues that I'm dealing with, this would be at a minimum an 8 hour exercise. David said that he will tell Sabrina that she needs to prepare an analysis of all her positions. He will handle. I tell him that I can analyze just the positions that she is requesting. David tells me no.
first week in Feb 2015	Charles M, Billy Chau, Dee W, Debbie Crenshaw	meeting	come in to discuss senior accountant/accountant position. Tell me that they had similar discussion with David/Sharon about disparate treatment - why Tina doesn't have a degree but makes more money, why they haven't had performance appraisals, why they are treated differently.

Barbara Ohno Complaint
Personnel Issues

Date	Attendee	Format	Discussion
3/18/2015	David Esparza, Christopher Jackson, Mindala Wilcox, Mandhir Singh	meeting	to discuss Building & Planning personnel requests.
			David called meeting to discuss requests for sr. building inspector, permit technician and planning technician.
			David told me that he doesn't care what the City attorney said. David told them to put together a budget amendment to request these positions because Mayor and Council only approved funds for consultants.
			I said that I would check on the planning technician but the other two positions were approved as consultants only.
2/11/2015	Jose Cortes, Maria Heaney, David Esparza	e-mail (4)	performance appraisal - Billy Chau
			I tell Jose that I discussed this with David who is requesting that Sharon handle. Maria forwards e-mail to Sharon stating that I'm keeping Sharon out of the loop.

Barbara Ohno Complaint
Consultants

Date	Attendees	Format	Discussion
9/29/2014	Sharon Kolke, Matt Lenton (consultant), Aleathia Scott, Billy Chau, Charles Meremikwu (sp?), Dee W, Debbie Crenshaw, Debbie Le, Laurie Housman, Aron Riley	training	complaint made by Aleathia Scott that Matt Lenton, consultant, was targeting accountants by being disrespectful and dismissive
			I followed up and interviewed accountants - Dee W, Debbie C, Debbie L all felt insulted and targeted.
			I spoke with Sharon Kolke who called Matt Lenton and asked him to be more professional and respectful when conducting training
10/27/2014	Sharon Kolke, Erica Payton (MGT)	e-mails (6)	arranging for MGT to perform the overhead allocation. This was not discussed with Mayor and Council. Sharon became upset when I said that I was going to do this in house. I also discussed with David and noted follow up with departments indicated that they did not consult departments and there was lack of support for methodology.
11/14/2014	Sharon Kolke, Marla Heaney, Maria DiPadua, Harjinder Singh, Debra Le, Melissa Hebert	meeting	discuss NSF procedure. NSF procedure which Sal Fernandez, consultant, drafted had not been vetted or circulated to all staff. None of it was usable. NSF procedure was re-outlined and Harjinder Singh re-wrote the procedure.
11/19/2014	Sharon Kolke, Sharon Rahban (consultant), Maria Heaney, Debbie Crenshaw, Wanda Brown	meeting	banking RFP - Interviews with banks - website presentation; poorly organized, purpose of the consultant wasn't explained.

Barbara Ohno Complaint
Consultants

Date	Attendees	Format	Discussion
			Wanda asked what the consultant's role was and her experience. We were consultant's first client and consultant had no prior experience with banking RFP other than when she worked at the City of Beverly Hills.
			I apologized to Wanda Brown on behalf of Finance. I discussed with David and he instructed Sharon to apologize and ensure that future banking presentations were better organized, team received advance notification.
	David Esparza	meeting	Do not pay Robert Braden's invoices.
			I relay this information to Charles M.
	David Esparza, Sharon Koike	meeting	do not pay Gordon Anderson invoices. He doesn't do any work. He is Artie's friend.
			I tell Sharon that the analysis that Ed Johnson prepared is faulty and there are funds available.
			There is no need for this to go to Mayor and Council for approval or to claims review.
			Sharon tells David that I'm paying Gordon's invoices. I tell David that if the department approves the invoices and states that services were provided and funds are available, why are we not paying?
			David tells me that his next project is to get rid of Gordon Anderson

Barbara Ohno Complaint
Consultants

Date	Attendees	Format	Discussion
1/8/2015	Danita Meshak, Sang Yeung	e-mail	\$35K reimbursement check from Playa Capital which Robert Braden e-mailed Sharon back in August 2014 magically appears on Sang's desk.
			I talk with David about this because Sharon is disorganized and also found documents on my desk that I had seen on Sharon's desk months earlier, without a note or explanation.
			David tells me that he talked with Sharon and he believes her. Robert Braden is a liar. I told him that is not true. If anything, I would be more inclined to believe that Sharon was cleaning out her in basket and found the check and asked someone to return it to Public Works.

Barbara Ohno Complaint
Interactions with Sharon Koike

Date	Attendees	Format	Discussion
late August 2014/early September 2014	Sharon Koike	meetings - multiple	Sharon tells me that Keauonna is ghetto and not to wear good jewelry because after all, its only Inglewood
9/30/2014	Sharon Koike, Yolanda Douglas, Louis Atwell, Robert Braden, David Esparza, Artie Fields	meeting	CIP Update. Sharon Koike was rude and condescending to Louis Atwell. Sharon later lies and complains to David that Louis was unprofessional; David brings Louis in to counsel him
10/3/2014	Sharon Koike, Jack Hoffman, Jose Cortes	meeting	discuss Aleathia Scott performance appraisal. Sharon Koike is rude, condescending to Jack Hoffman, calls him a doddering old fool. Tells me that she wanted Jose Cortes out of Accounting because he was stupid and didn't know what he was doing
mid October 2014		meeting	I tell Sharon off. Don't speak to me about others if you can't say what you are telling me to their face. I don't want to be a part of your mean girls club. You targeted Annie Weir when she did nothing wrong and I'm putting her back on printing payroll checks. You talked smack about me. If you have anything to say, say it to my face.
			Sharon denies It even though I told her that I heard it from HR that you told them that I forced you to fire Aron Riley and that Laurie Housman was let go because of personality conflict.
			I told Sharon - let me make it perfectly clear - I gave Laurie three specific assignments which a staff accountant could complete and she couldn't, and we held performance evaluations and meetings with Laurie. You complained about Aron and let him go.

Barbara Ohno Complaint
Interactions with Sharon Kolke

Date	Attendees	Format	Discussion
			Sharon denied telling Charles to remove Annie from payroll processing and telling Bianca not to tell Annie. I told Sharon that both Bianca and Charles came to me because they didn't like having to lie to Annie. I told them they shouldn't and no one should ask them to do so.
10/29/2014	Ed Johnson, Charles Meremikwu, Michael Tate	meeting	discuss PO, AP invoice process - vehicle acquisition - how can we improve process with Public Works. Sharon tells me good luck, what makes you think that you can change anything when I couldn't. You'll get pushed into the ground and become just like us.
10/31/2014	Albert Mendoza	meeting	finance review of public works invoices turned over to Barbara
11/3/2014	Annie Welr, Bianca Plascencia, Charles Meremikwu, Sharon Kolke	meeting	Improving AP process. Sharon tells me that Annie is not to be trusted. Annie, Yolanda, Keavonna, Olisa and Aleathia were part of a group that filed a complaint against David and her.
			She got back at Keavonna and she was laid off but Police picked her up. She wrote up Aleathia. She took away Annie's ability to run payroll checks.
11/12/2014	Sharon Kolke, David Esparza	meeting	to discuss harassment- transition after I complained to David that I wasn't receiving information from Sharon, Sharon and Maria refused to give me system access, etc.
			David said that he needed us to get along because he was going to be the next City Manager and he needed his team to advance his agenda.

Barbara Ohno Complaint
Interactions with Sharon Kolke

Date	Attendees	Format	Discussion
12/4/2014	Sharon Kolke, Ken Campos, Cynthia Stuart, Michael Tate	e-mail	Adminsure workers comp account. HR inadvertently charged incorrect account. Rather than explaining properly or responding to Ken Campos email on 10/17/2014, Sharon complains to David who goes to tell Ken Campos that his e-mail is inappropriate. Cynthia Stewart follows up on 12/4/2014 stating that it has not been corrected. Sharon tells them that Barbara will correct.
12/4/2014	Sharon Kolke, David Esparza	e-mail	informing her not to approve budget adjustments because there is a process in place and she is not Yolanda's manager.
12/15/2014	Sharon Kolke, David Esparza	e-mail	Sharon tells me that I need to let her know about cost allocation, hiring of senior accountant, etc because she is in charge and manages resources for the Finance department.
12/16/2014	Sharon Kolke, David Esparza	e-mail	DPEB census data; Sharon doesn't know what it is and wants me to give her an example. She has told David that it was already taken care of. David isn't aware until 1/7/2015 (audit opening meeting) that Sharon had not handled.
1/7/2015	Sharon Kolke, David Esparza, Ken Al-Innam, Terry Coontz, Harjinder Singh, Maria Heaney, Debra le, Debbie Crenshaw, Billy Chau, Dee W, Charles M, Blanca Plascencia, Annie Weir	meeting	audit planning meeting - Audit partner (Ken Al-Innam) tells Sharon that he never received copy of the contract for the audit. Sharon says that she sent them a copy but will re-send. Auditors said that they received copy of 9/16/2014 staff report with unsigned contract.

Barbara Ohno Complaint
Interactions with Sharon Koike

Date	Attendees	Format	Discussion
			Ken also states that we need OPEB valuation performed because last one was in 2011 and needs to be performed every two years. Sharon tells them that this is in process. Staff report presented on 2/24/2015 states annual valuation.
			Ken also asks about PARS assessment as to whether a pension valuation will be necessary. This is a follow up from 11/4/2014. Sharon said that she would ask actuary. She never has to this date.
			When I ask David about it the week of 3/31 - David tells me that Sharon said that HR screwed it up and she is asking Legal to look into it. According to Sharon, the City owes part time employees double what they contributed.
			This was not discussed with HR and highly unlikely that this was discussed with Ken Campos. This was also not discussed with Bartel, actuary.
1/13/2015	David Esparza	e-mail	document open issues to discuss with Sharon - lack of access, lack of supporting documentation requested; continual follow up with no response.
1/15/2015	Sharon Koike, David Esparza	meeting	discuss open issues. Sharon accuses me of not informing her of changes to fire contract and procedure. She had received the revised procedure on 11/20/2014 (e-mail) and resent on 1/7/2015. She was upset because I told her staff, Michael Tate, what to do.

Barbara Ohno Complaint
Interactions with Sharon Koike

Date	Attendees	Format	Discussion
			I told Sharon that Michael came to me because he asked for my help. I went to Michael Falkow and made a copy of the fire contract and gave that to Michael Tate. I helped Michael with outstanding purchase order and correcting values. I also met with Tunisia and Michael Falkow, streamlined and documented procedure on which she was copied.
			I was told not to tell Sharon's staff what to do.
			Sharon also said that I wouldn't give her five minutes of my time.
			I told David that Sharon was unprofessional and barged in and expected me to drop everything to attend to her needs but her requests were never urgent and it was a power play to assert her authority. I asked that Sharon conduct herself professionally.
			David told me that I needed to drop everything to attend to Sharon's needs.
			David would be issuing directives.
2/11/2015	Sharon Koike, Albert Mendoza, Louis Atwell, David Esparza, Debbie Crenshaw, Maria Heaney, Eloy Castillo	e-mail	Sharon accuses Public Works of holding a check; Sharon accuses me of changing procedure; she forgets that we met with Albert Mendoza on 10/31/2014 and she turned over process to me. Sharon complains to David. David tells me that I need to meet with Sharon to explain. I tell David that Sharon doesn't remember meeting that was held.
		e-mail	David tells me not to air dirty laundry outside department.
		e-mail	David tells me that I should go and explain to her again and if she bites me, then use e-mails.

Barbara Ohno Complaint
Interactions with Sharon Koike

Date	Attendees	Format	Discussion
3/2/2015	Sharon Koike, Maria Heaney, David Esparza	meeting	discuss request for audit- given to all on 1/7/2015. Maria and Sharon did not provide their piece.
			Sharon told me to go get information from accountants.
			Maria told me that it was never required of her before so it must be something that I made up.
			I showed them all that it was an audit request from the auditors and explained why it was necessary.
3/11/2015	Sharon Koike, David Esparza	e-mail, meeting	I'm asked to retroactively restate cash as of 10/1/2013 to support what Sharon provided to the Department of Finance. Sharon sends me e-mail dated 3/3/2015 that requests trial balance information as of 3/10/2015. \$2.2 million of the money was from HUD - CDBG grant. David tells me not to disclose to the auditors. I tell David that we need to. Sharon also has spreadsheet in which she creates cash out of equity.
			I tell David that Sharon's analysis is lacking; we can't create cash out of equity. She is also missing \$190K in transactions and I need to locate documentation regarding CDBG-HUD to ensure that we are not using HUD funds to repay the Department of Finance.
4/6/2015	Sharon Koike, David Esparza	e-mail	Alicia Howard requested a copy of the FY2013-14 engagement letter with Mayer Hoffman. Sharon said that she doesn't have it, I need to get it from Ken Al-Imam, Mayer Hoffman Partner.
			Ken Al-Imam, MHM, told me that he sent engagement letter on 7/25/2014 but it was never signed.

Barbara Ohno Complaint
Interactions with Sharon Koike

Date	Attendees	Format	Discussion
			Terry Coonz, MHM, told me that he and Ken never received a signed copy of the contract.
			Sharon sent a 9/16/2014 staff report with an unsigned contract.
			Alicia Howard e-mails me notification from grantor that requires engagement letter be sent to them by 3/31/2015 or funding will be suspended.
			Ken Al-Imam sends me signed letter dated 7/25/2014 but I ask him to send me new letter dated 9/17/2014 because we can't have a signed engagement letter that pre-dates by almost two months, staff report and contract on 9/16/2014.
3/12/2015	Sharon Koike, David Esparza, Michael Tate	e-mail	Purchasing can't process invoice because you haven't put in budget amendment; when are you going to do your job?
			I reply that I received agreement dated 3/4/2015 on 3/11/2015 and Yolanda Douglas received invoice 3/12/2015 dated 3/11/2015 which is net 30.