

October 28, 2019

Alexander Nguyen
City Manager
300 West Third Street
Oxnard, CA 93030

Dear Mr. Nguyen,

I appreciate our time together last week to discuss the progress the City of Oxnard has made over the last five years and last year in particular.

My letter will focus on your progress acknowledged by the State Controller's Office (SCO) just over a year ago. The State Auditor's Office just released a review of all cities throughout California identifying the worst cities in each county. My experience is the State oversight bodies are extremely interested in positive progress, so my comments will be focused in that manner.

Transition in Leadership

- The City has made significant progress in building top level management with significant attraction of qualified talent in key positions.
- The City has now transitioned to a seven-member Council for better community representation.

Significant Progress on Studies Completed

- The Organizational analysis (started four years ago) provided 128 recommendations for improving City culture by retaining key employees and reducing turnover. This study per our discussion will be implemented this year.
- The City has completed a capital asset valuation to allow the removal of the City's qualification of the Independent Auditors Report and now has an unmodified opinion.
- Various other studies have been completed to assist the City with its recovery, maintenance districts, bond refunding, and development impact fees.
- The City has resolved its letters of credit issues.
- The most significant current event is the approval of the new ERP system.
- The Corrective Action Plan (CAP) from June 30, 2015 that had 111 findings is 91% addressed as of the date of this letter.



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Rebuilding, Recovering & Reconnecting

The City has amended its ordinance resolution to allow for twelve days instead of three days to publish meeting agendas and reports.

The City has streamlined its boards and commissions to reduce inefficiencies as well as improve transparency and reporting. Two of the most significant items are the Agreed Upon Procedures (AUP) reporting to the Council and the Measure O Citizens Oversight Committee and the periodic reporting of Internal Audit to the appropriate body.

In summary, we agree with the SCO that the City of Oxnard (Council and Top Management) is implementing its multiple year plan to restore what has been lost in prior administrations. Executive stability and Council support of initiatives has been key to resolving significant challenges that faced the City.

Sincerely,

Eadie and Payne LLP

A handwritten signature in black ink, appearing to be 'D. Ecker', written over a horizontal line.

Donald N. Ecker
Chairman