



## Auditor General's comments on Department response

We appreciate the Department's response including its agreement with most of the audit findings and its plan to implement or implement in a different manner our recommendations. However, the Department's response includes a statement that necessitates the following clarification.

1. In the Department's explanation of its response to Recommendation 18, it makes the following statement related to its process for investigating and resolving allegations made in administrative incident reports (AIRs) (see Department's response, page 9):

"The report incorrectly concludes 'failure to document disposition and corrective actions may limit the Department's ability to appropriately consider these dispositions and corrective actions when determining progressive discipline...' (p. 28). Although ADJC agrees that the development of AIR policy and procedures is necessary, ADJC uses the performance management system, not the AIR system, when determining progressive discipline."

We disagree with the Department's statement regarding our conclusion. Specifically, as discussed in Sunset Factor 6 (see pages 27 through 28), for 1 of 4 AIRs we reviewed, which included allegations against 4 Department employees, the Department documented a disposition and corrective action for only 2 of the employees. The Department reported that it uses its performance management system when determining progressive discipline. However, despite repeated requests during the audit, the Department did not provide documentation of the dispositions and/or corrective actions for the other 2 employees either from its performance management or AIR system. Therefore, as we correctly concluded in our audit report, the Department's failure to document disposition and corrective actions may limit the Department's ability to appropriately consider these dispositions and corrective actions when determining progressive discipline.