

Department: Nondepartmental **Program Contact:** Jennifer McGuirk

Program Offer Type: Innovative/New Program **Program Offer Stage:** As Requested

Related Programs:
Program Characteristics: One-Time-Only Request, Out of Target

Executive Summary

With this program offer, the Auditor's Office plans to participate in the College to County Program to support the Workforce Equity Strategic Plan goal to create school-to-work and community-to-work pipelines from racially and economically disadvantaged communities. We also support the WESP goal to develop a comprehensive equity toolkit to help create work environments that are safe, equitable, and fair, and we seek to complement this by shifting our practices.

Program Summary

College to County Participation: The Auditor's Office has been learning from county equity and inclusion professionals about ways we could support the WESP goal to create school-to-work and community-to-work pathways for people from racially and economically disadvantaged communities. Based on these conversations, we have started reaching out to college classes and launched an internship program that we plan to expand to include a College to County participant.

The College to County participant will work with audit staff on a specific piece of an audit that is of interest to them. They will conduct research and/or analysis that will be critical to the audit, and this work will provide them with professional development, such as the opportunity to present to the Board of County Commissioners. We will offer each College to County participant an in-office mentor, the chance to connect with a county mentor outside our office, a curriculum about government auditing and related fields, and, through their audit work, exposure to how government provides critical services, as well as the chance to build professional networks.

County Ethical Culture Survey Enhancement: Every even year, we send the county ethical culture survey to all county employees. We send it out next near the end of 2020. Our survey complements the countywide employee survey that the Department of County Management's Evaluation and Research Unit (ERU) issues each odd-numbered year. For the most recent survey, the ERU contracted with a local professional with expertise in decolonizing, community-based, and culturally responsive methods. We recognize the benefit this partnership provided to survey participants and the county overall. We anticipate that similar work with a consultant for the ethical culture survey would provide benefits including a survey tool and resulting report that are more responsive to the needs, conditions, and other complexities of the diverse county employee population – and therefore will be even more meaningful and useful to county employees and county leaders. We also intend to develop tools with the selected contractor to shift our audit practices by making them more culturally responsive and to further integrate equity-focused practices into our work.

Performance Measures

Measure Type	Primary Measure	FY19 Actual	FY20 Budgeted	FY20 Estimate	FY21 Offer
Output	Recruit and hire College to County intern	N/A	N/A	N/A	1
Outcome	Culturally responsive county ethical culture survey	N/A	N/A	N/A	1

Performance Measures Descriptions

The output measures directly relate to participation in the College to County program, and to offering a culturally responsive county ethical culture survey, based on guidance from an expert in culturally responsive survey design, execution, and analysis.

Legal / Contractual Obligation

County Charter 8.10 states, "The auditor shall conduct performance audits of all county operations and financial affairs and make reports thereof to the board of county commissioners according to generally accepted government auditing standards. The auditor may also conduct studies intended to measure or improve the performance of county efforts." Charter requires the Auditor to adhere to generally accepted government auditing standards including ongoing education requirements & an external review every 3 years. Charter requires the Auditor to appoint the Salary Commission & apportion Commission districts. County Code established the Auditor's role to support the Audit Committee.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2020	2020	2021	2021
Personnel	\$0	\$0	\$8,000	\$0
Contractual Services	\$0	\$0	\$25,000	\$0
Total GF/non-GF	\$0	\$0	\$33,000	\$0
Program Total:	\$0		\$33,000	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: