



ITEM ID: 2023-252-0

TRANSMITTAL DATE: July 7, 2023

MEETING DATE: July 14, 2023

TO: Audit and Finance Committee

FROM: Elisabeth Lazuardi, Senior Manager, Audit

SUBJECT: Performance Audit: HR Recruitment and Selection Process (2023-05-IA)

Issue

The Internal Audit Department (Internal Audit) completed the Performance Audit: *HR Recruitment and Selection Process (2023-05-IA)*.

Recommendation

Receive and file.

Strategic Commitment

This report aligns with the Strategic Business Plan commitment of:

- **Modernizing Business Practices:** We will improve our operational efficiency through transparency, objective metrics and streamlined governance, reducing over-reliance on subsidy while bringing our system into a state of good repair and investing in the development of our employees. Through the audit of recruitment and selection process, improvement will be implemented through corrective actions addressing areas of deficiencies.

Background

This audit was included in the FY 2023 Internal Audit Annual Plan approved by the Board of Directors on July 22, 2022. The Internal Audit Department engaged Crowe LLP (Crowe) to perform the audit. The audit report is attached.

Crowe is a public accounting, consulting, and technology firm with offices around the world. Its vision is built on deep specialization and a focus on its clients, its people, and the hallmarks of the profession: integrity, objectivity, and independence. Crowe's Government group works with municipalities, counties, states, and federal governmental entities, special purpose districts, school districts, and colleges and universities.

Crowe has in-depth knowledge of performance auditing, as well as the industry best practices, implementation methods, and governance/standard disciplines required to be successful. For Human Capital Experience, Crowe's team brings together the Performance Auditing and Human Capital expertise. Crowe's Human Capital team has worked with some of the largest companies and governments in the United States in assisting with issues such as employment law regulatory compliance, procedure development, policy and practice benchmarking, and employee retention and separation consulting.

Discussion

The objectives of the audit were to evaluate the effectiveness of the recruitment and selection process of qualified candidates for compliance to SCRRA policies and procedures and applicable labor laws & regulations, to compare applicable SCRRA HR policies and current processes to best practices and other benchmark, and to identify best practices recommendations to the policies.

There were six (6) findings and the respective recommendations in the audit report. Management agreed with the findings and developed corrective actions.

Next Steps

Internal Audit will track the progress of the corrective actions developed by management.

Prepared by: Claudia Casasola, Auditor II

Approved by: Elisabeth Lazuardi, Senior Manager, Audit

Attachment(s)

[Attachment A - SCRRA HR Recruiting and Selection Process Audit Report](#)