

Joint Audit Committee:

Federated City Employees Retirement System Police & Fire Retirement Plan February 16, 2023

Presentation:

2022 Internal Staff Survey



Houman Boussina, MS, CIA, CISA, CFE | Senior Auditor

City of San Jose – Office of Retirement Services – Internal Audit Division

2022 Internal Staff Survey

Purpose & Mandate:

- ✓ ORS's Internal Auditor Charter & Auditing Standards
 - ❖ Ethics-related objectives, programs, and activities
 - ❖ Information technology governance
 - ❖ System of risk management and internal controls
 - ❖ Coordination and communication
 - ❖ Risk management and control processes
 - ❖ Policies, standards, procedures, and controls

2022 Internal Staff Survey

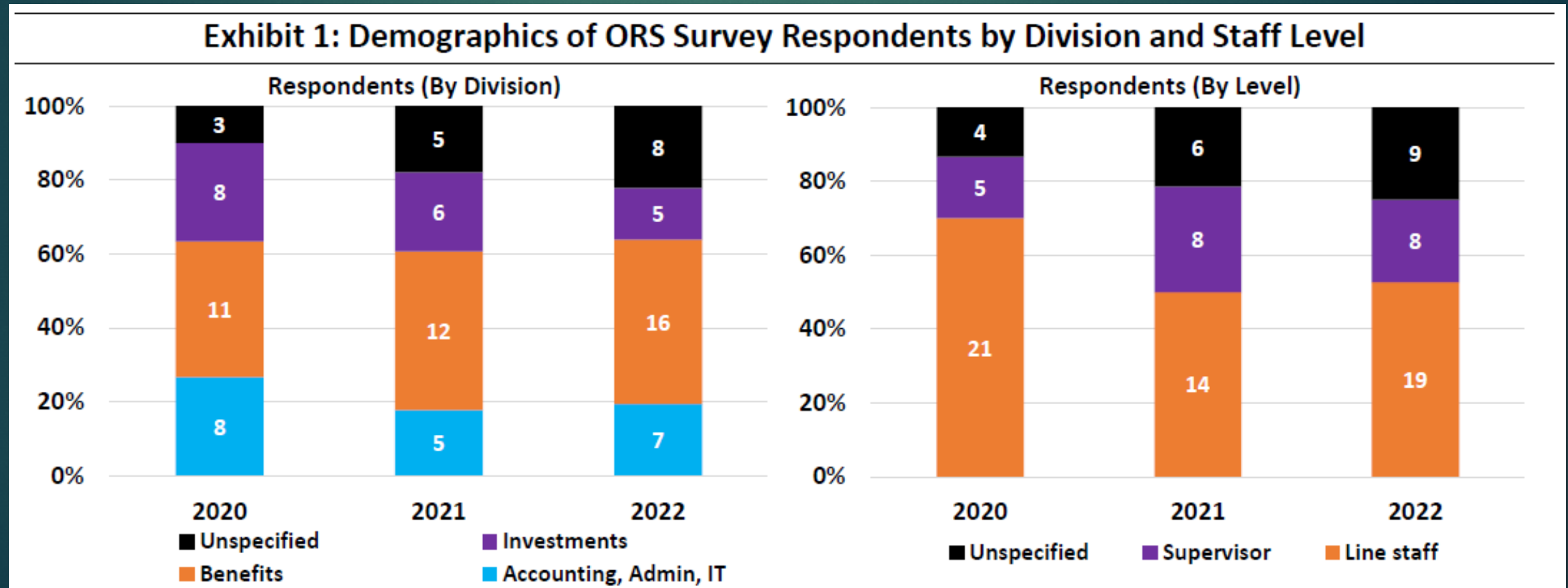
Background:

- ✓ Anonymous ORS Staff Survey in December 2022
 - ❖ Culture
 - ❖ Goals and Obstacles
 - ❖ Policies, procedures, and other safeguards
 - ❖ Information and communication
 - ❖ Information technology and security
 - ❖ Workplace concerns (e.g., health, safety, preferences)

2022 Internal Staff Survey

Response Rate:

✓ 36 responses, a 75 percent response rate



2022 Internal Staff Survey

Results – Strengths and Concerns:

✓ Strengths:

- ❖ Information security awareness increased

✓ Concerns:

- ❖ Workplace safety
- ❖ Workplace arrangements
- ❖ Turnover
- ❖ Information and Communication
- ❖ Fraud

2022 Internal Staff Survey

Results – Action Plan:

- ✓ Plan and focus 2023 audit work
- ✓ Repeat the survey in December 2023 & assess trends
- ✓ Communicate concerns to management

2022 Internal Staff Survey

Final Slide:

Questions or Comments?