



*Presentation to the Audit Committee
April 14, 2021*

ANNUAL AUDIT PLAN FOR FISCAL YEAR 2022

*Prepared by Yong Ju No, CPA
Director of Internal Audit*

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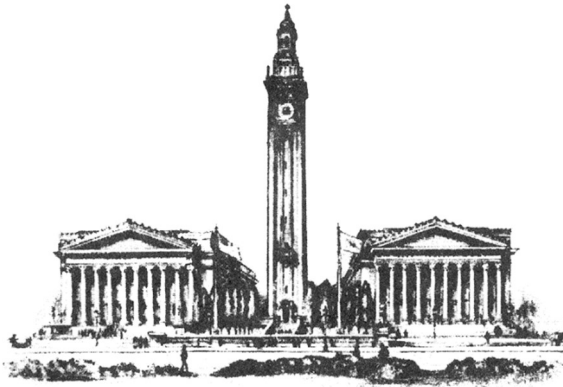
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THE CITY OF SPRINGFIELD, MASSACHUSETTS

April 14, 2021

Councilor Justin Hurst, Chairman
Councilor Timothy C. Allen
Councilor Melvin A. Edwards

Honorable Members of the Audit Committee:

In accordance with City Ordinance 67-14, attached is the Annual Audit Plan proposed for Fiscal Year 2022. If the plan meets with your approval, I respectfully request that you present the Annual Audit Plan to the City Council for review and acceptance.

The Annual Audit Plan was developed by considering the required audits mandated by the City Ordinance, Massachusetts General Laws, and the results of the Fiscal Year 2022 Citywide Risk Assessment. We designed the Annual Audit Plan to address what we considered to be risk areas, while limiting the scope of work to what we can realistically accomplish with the staff resources available.

Respectfully submitted,

A handwritten signature in black ink that reads "Yong Ju No" with a stylized flourish at the end.

Yong Ju No, CPA



Mission Statement

The mission of the Office of Internal Audit is to promote accountability and integrity in City government by providing independent and objective reviews and assessments of the City's departments, programs, and services to improve the efficiency of procedures and effectiveness of operations; and to prevent and detect waste, fraud, and abuse.

Powers and Duties

City Ordinance 67-14 among other things grants the Director of Internal Audit the following powers and duties:

The Director of Internal Audit shall examine or cause to be examined the financial and other records of the city and its departments including the city retirement system and any other audits or reviews as determined necessary by the Director of Internal Audit. The Director shall conduct or cause to be conducted both financial and performance audits to prevent and detect waste, fraud and abuse and to improve the efficiency, effectiveness and quality of public services provided in and by the City. Department heads are encouraged to use the resources of the Director of Internal Audit.

The Director of Internal Audit shall maintain a fraud hotline for the City of Springfield. This hotline should be made available to the public and to city employees to enable them to report fraud, waste, and abuse.

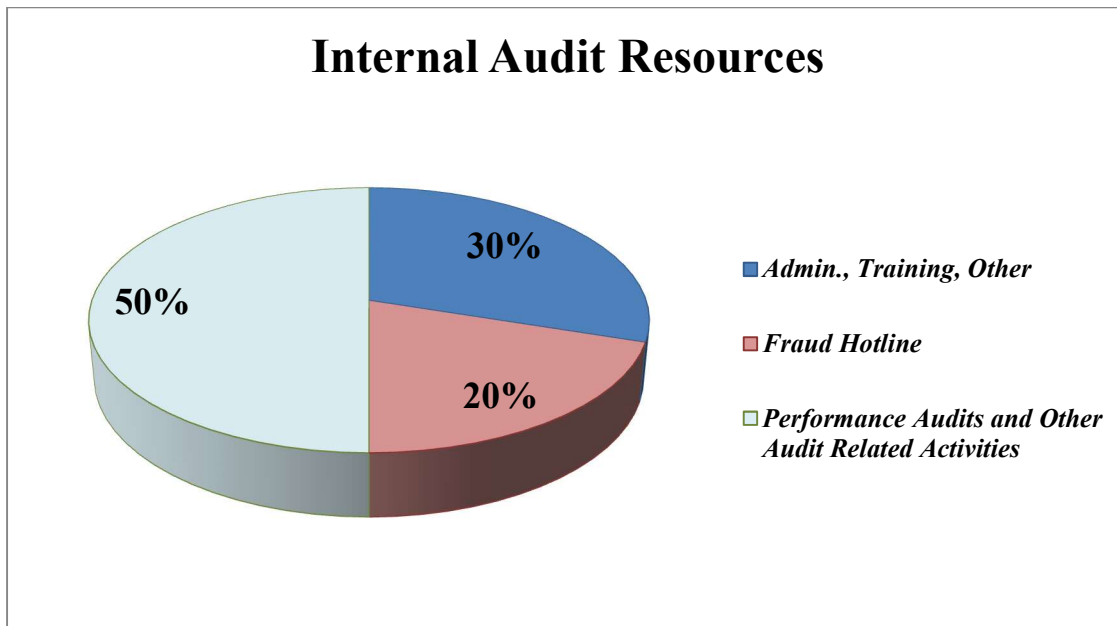
No employee, officer, board, commission, agency or other unit of the city government, including the school department, shall interfere with any audit or review conducted by the Director of Internal Audit or his/her staff.



Audit Resources

Yong Ju No, CPA, Director
Cecelia R. Goulet, CPA, CIA, CGA, Manager
Vacant position, Auditor (expected to be filled June 2021)

There are 5,270 staffing hours available for Fiscal Year 2022, of this amount 2,630 hours (50%) are planned for performance audits and other audit related activities; 1,050 hours (20%) are planned for the maintenance of the fraud hotline; and 1,590 hours (30%) are planned for administrative, training and other duties.



City Wide Risk Assessment Summary

Risk assessment is the process we used to identify and prioritize the City’s internal control practices and significant areas of operating risk. This process provides a tool for creating a roadmap ultimately used in developing the Annual Audit Plan for Fiscal Year 2022. We designed the annual audit plan to address what we considered to be the highest priority areas while limiting the scope of work to what we can realistically accomplish with the staff resources available.

City Wide Risk Assessment Model

In developing a risk assessment model, we first had to define the audit universe. The audit universe is a listing of all the City’s significant auditable units. To accomplish this, we used the City’s Fiscal Year 2021 Adopted Budget. The next step in creating the risk assessment model was to identify the major risks factors associated with of the City’s auditable units. We then we assigned weights to each risk factor based on relative importance. These measurable risk factors and assigned weights included the following:



Risk Factors	Weight
Financial Exposure	25%
Internal Control System	20%
Liquidity – Cash Nature of Activities	18%
Complexity of Operations	12%
Regulatory Compliance	10%
Last Time Audited	8%
Public Impact	7%
Total	100%

We continued our prioritization process by assigning a value to all of the above risk factors for each of the auditable units. Based on the results from interviews with City management, knowledge of past problematic areas, and reviews of the Comprehensive Annual Financial Statements and other sources of information, we assigned a point value of zero to five (0-5) with zero representing the lowest level of risk and five the highest for each risk factor evaluated. We then added the weighted factors together to obtain the representative risk score for each auditable entity, tabulated, and ranked the results from highest to lowest risk scores.

These rankings were taken into consideration when developing the Annual Audit Plan for the Fiscal Year 2022. We must emphasize that we must also give consideration to any unique situations that may arise as well as certain circumstances which might supersede our previously identified and scheduled top priority items.



Annual Audit Plan for Fiscal Year 2022

Auditable Unit	Project/Audit Name	Objective(s)	Hours
Required/Ongoing Projects			
School Department	Student Activity Funds Agreed Upon Procedures	Comply with Massachusetts General Laws. The Office of Internal Audit (OIA) performs the agreed upon procedures (AUP) for two years and the external auditors performs the AUP for the third year. Fiscal year 2022 represent the year in which the OIA will perform the AUP for the school year ended June 30, 2021.	40
Treasurer	City's Investment Quarterly Review	Comply with City Ordinance 42-35. Determine whether the City's investments are compliance with Massachusetts General Laws.	40
Citywide and School Department	Annual External Financial Audit	The City's Ordinance requires the Office of Internal Audit to contract with an independent certified public accounting firm to conduct the annual external audit of City's financial statements. The firm also conducts the federally required Single Audit.	30
Total Hours for Required/Ongoing Projects			110
Follow Up Reviews			
Department of Health and Human Services, TJ O'Connor Animal Control and Adoption Center, Department of Public Works, and the Springfield Police Department	Follow Up Reviews – Performance audits of the Health and Human Services and TJ O'Connor Animal Control and Adoption Center, Bulk Trash Sticker review at the Department of Public Works, and the Springfield Police Department Compensatory Overtime and Educational Incentive reviews.	Review, monitor, and test the implementation status of prior audit recommendations.	200



Auditable Unit	Project/Audit Name	Objective(s)	Hours
Follow Up Reviews (continued)			
Springfield Police Department	Information Technology <i>(Subject to funding. Work is performed by an independent consultant.)</i>	Reassess the Springfield Police department's vulnerability to cybersecurity and information theft. This assessment will build on the results of the 2018 and 2016 information technology reviews by examining additional areas of potential vulnerability.	30
Total Hours for Follow up Reviews			230
Performance Audits			
Citywide and School Department	Payroll Audit	Carryover from FY21 Audit Plan. Assess the controls over payroll process.	740
Citywide and School Department	Overtime Audit	Carryover from FY21 Audit Plan. Assess controls over the overtime process, including compliance with Federal regulations and equal opportunity for eligible employees.	420
Department of Public Works	Fleet Maintenance	Evaluate the effectiveness and efficiency of fleet maintenance operations and determine the adequacy of controls over the safeguarding of assets and the completeness and accuracy of inventory records.	490
Parks Department	Cyr Arena	Determine if cash collected for skating fees and skate rentals are properly accounted for and safeguarded.	120
School Department	Athletic Fees	Determine if cash collected from gate ticket sales from high school athletic venues are properly accounted for and safeguarded.	140



Auditable Unit	Project/Audit Name	Objective(s)	Hours
Performance Audits (continued)			
Office of Housing and Code Enforcement Department	Inventory Management Audit <i>(Work is co-sourced with the City's external auditors.)</i>	Determine if the Office of Housing and Code Enforcement department have adequate controls to ensure accuracy and completeness of inventory records, accountability for inventory transactions, and safeguarding of inventory.	20
Citywide	Unscheduled Audits	Hours set aside to perform audits of unforeseen issues and requests by management, Mayor, and/or Audit Committee.	360
Total Hours for Performance Audits			2,290
Total Hours for Audits and Related Activities			2,630
Total Hours for Maintenance of Fraud Hotline			1,050
Total Hours for Administration, Training, and Other			1,590
Total Available 2022 Hours for Office of Internal Audit			5, 270