



2021 Budget Presentation

Office of Audit and Performance
(OAP)



Office of Audit and Performance:

Overview

- Established in Title I, Chapter 202, Article III of City-County Code
- Established for the purpose of auditing and enhancing the performance of City-County operations
- Authority to audit any department, office, or agency of the city or county and 7 municipal corporations (internal staff or external vendors)
- Review and audit financial controls and expenditures
- Manage the external audit contract
- Conduct efficiency and effectiveness reviews
- Establish financial and operational performance metrics
- Projects may be conducted internally or under contract with independent auditors or consultants.

Office of Audit and Performance: Mission, Vision, and Values

MISSION



OAP evaluates City-County operations to promote accountability and high performing government for the residents of Indianapolis-Marion County.

VISION



OAP is a highly sought advisor and valued partner for inspired change.

VALUES



Leadership | Objectivity | Competence | Innovation | Analytics | Integrity

Office of Audit and Performance: Principles

People First:

We establish relationships through supporting success of people

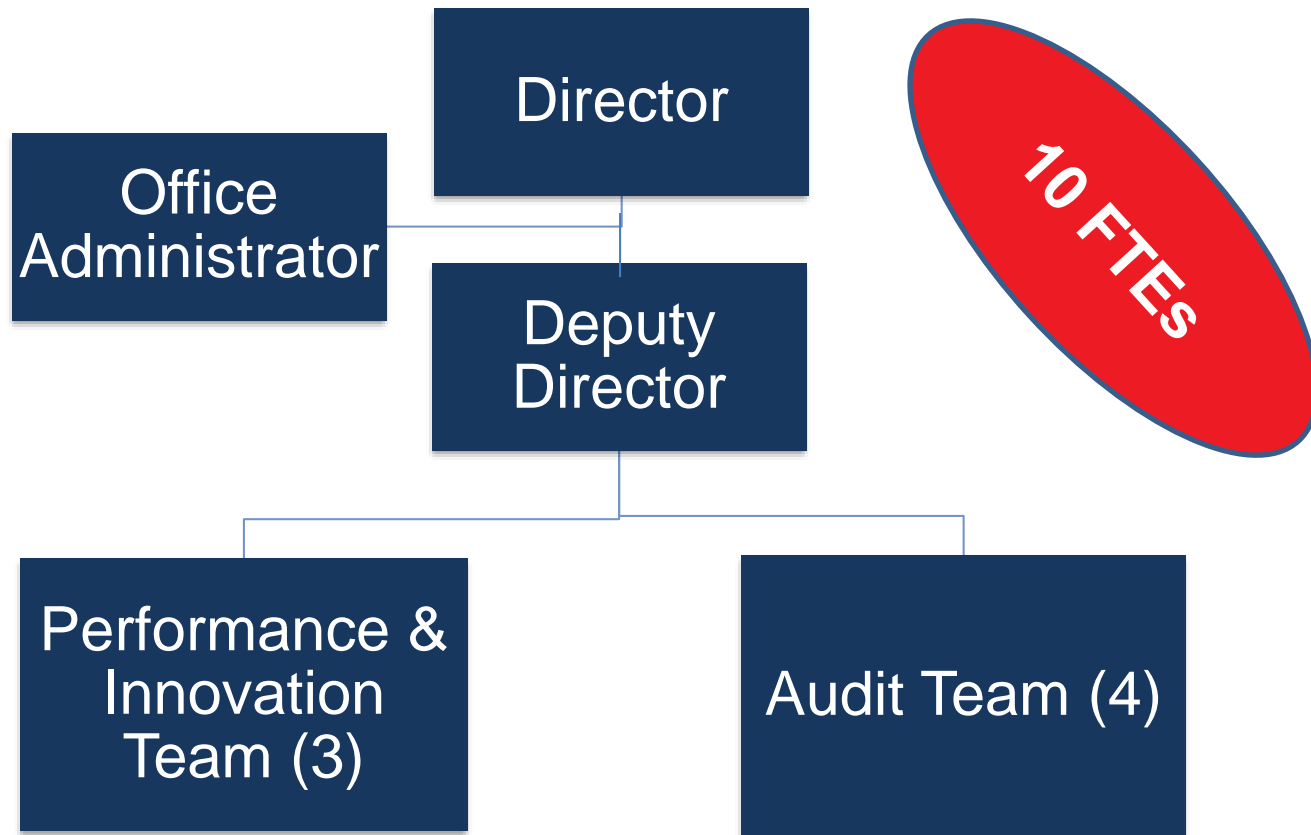
Shared Language:

We cultivate and leverage relationships through shared understanding, perspective

Continuous Learning:

We create, evolve, and explore together

Office of Audit and Performance: Organization Chart



Office of Audit and Performance:

Budgeting for Equity—Staffing

- Racial makeup of overall staff:
 - *50% Black, 40% White, and 10% Hispanic/Latino*
 - *60% Male and 40% Female*
- Management team:
 - *50% Black, 25% White, and 25% Hispanic/Latino*
 - *75% Male and 25% Female*
- Educational attainment by the staff:
 - *All have acquired a bachelors degree, with multiple recipients of advanced degrees or professional certifications*
- Recruitment of diverse candidates for future vacancies:
 - *Continuing outreach beyond merely City-County job postings*
 - *Postings shared with public and private universities*

Office of Audit and Performance: Race / Ethnicity Statistics

Race / Ethnicity Statistics

June 30, 2020

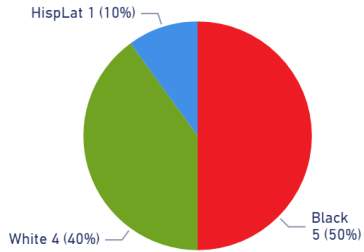
Office of Audit and Performance

Employees
10

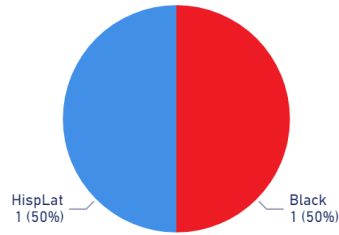
Managers
2

City of Indianapolis Demographics (U.S. Census Bureau Estimate 7/1/19) - White 61.4%; Black 28.3%; Asian 3.2%; American Indian 0.3%; Native Hawaiian/Other 0.1%; Hispanic/Latino 10.2%

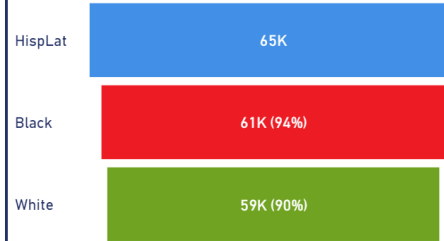
All Employees by Ethnic Group



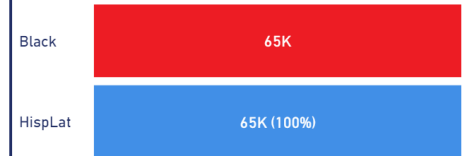
Managers by Ethnic Group



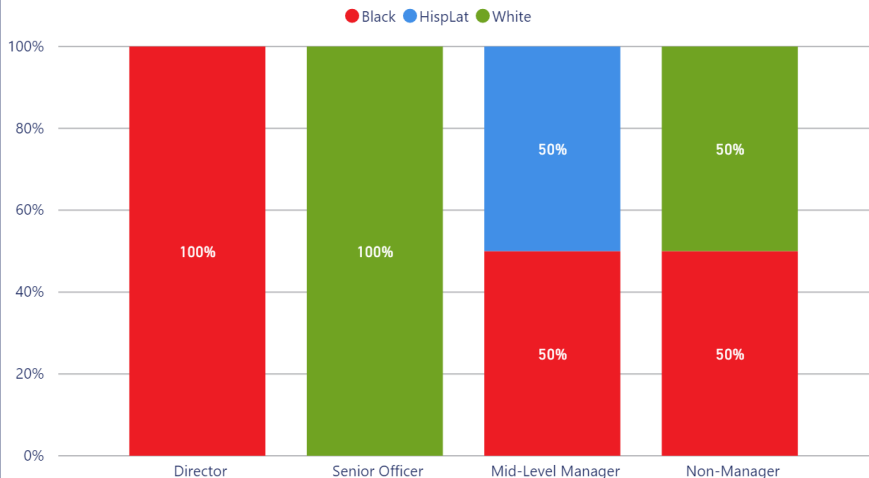
All Employee Avg. Annual Salary by Ethnic Group



Management Avg. Annual Salary by Ethnic Group



All Employees by Position and Ethnic Group



Avg. Annual Salary by Position, Ethnic Group, and Size of Ethnic Group



Office of Audit and Performance: Gender Statistics

Gender Statistics
June 30, 2020

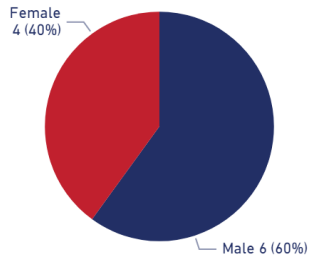
Office of Audit and Performance

Employees
10

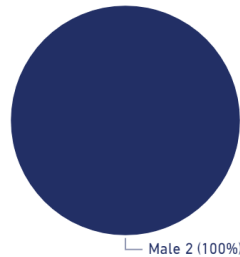
Managers
2

City of Indianapolis Demographics (U.S. Census Bureau Estimate 7/1/19) - Women 51.8%

All Employees by Gender



Managers by Gender



All Employee Avg. Annual Salary by Gender



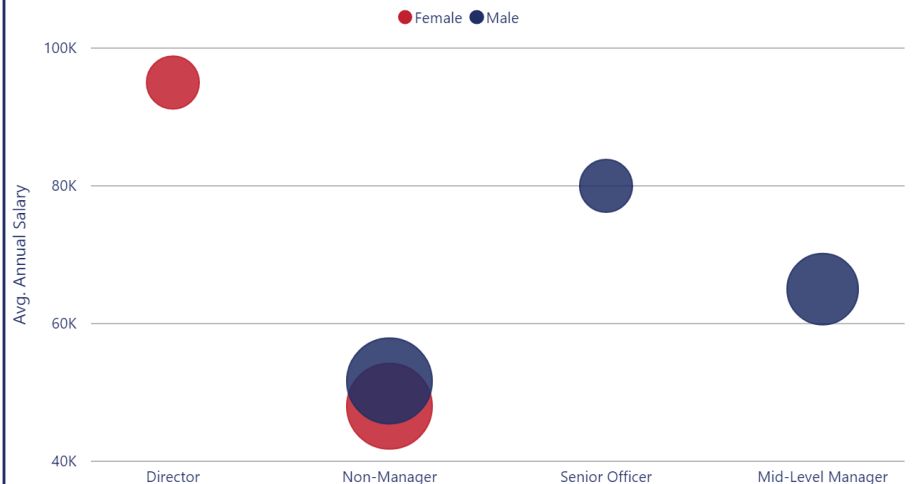
Management Avg. Annual Salary by Gender



All Employees by Position and Gender



Avg. Annual Salary by Position, Gender, and Size of Gender Group



Office of Audit and Performance:

Budget Breakdown - Total

	2020	2021	\$ Change	% Change
Total	\$ 1,830,552	\$ 1,831,921	\$ 1,370	0.1%
<i>Char 1 – Personnel Services</i>	\$ 873,273	\$ 873,273	\$ -	0.0%
<i>Char 2 – Supplies</i>	\$ 2,000	\$ 2,000	\$ -	0.0%
<i>Char 3 – Other Services & Charges</i>	\$ 928,356	\$ 933,194	\$ 4,838	0.5%
<i>Char 4 – Capital Outlays</i>	\$ 2,750	\$ 2,750	\$ -	0.0%
<i>Char 5 – Other Financing Uses</i>	\$ 24,173	\$ 20,704	\$ (3,469)	-14.4%

Office of Audit and Performance: Fiscal Achievements and Challenges

- \$480,000 in total savings, cost avoidance, and revenue generation for the City-County enterprise (2019)
- Systemic employee turnover and lack of competitive salaries
- Expected cost increase in City-County external audit expenses

Office of Audit and Performance:

Budgeting for Equity

In what ways does your proposed 2021 budget advance racial equity, both in the community and within your own department?

- *High Users of Multiple Systems (HUMS) Project*
- *Community Justice Campus (CJC) Construction Audit*
- *Establishing, consulting, tracking enterprise data and metrics on Racial Equity*
- *Continued Focus Equipt to Innovate[©] Model of Local Government Performance*
- *Race-informed approach to audit engagements and performance projects*

Office of Audit and Performance:

Budgeting for Equity

In the context of your Department, how would you define “success” in advancing racial equity?

- *Pay equity for OAP Team*
- *Contract Participation*
- *Enterprise wide Racial Equity Dashboard (Mayor’s Equity Plan and GARE)*
- *Race Informed perspective included in all projects*

Office of Audit and Performance:

Budgeting for Equity

What are the areas/programs where your Department has had some success or has significant potential to succeed in building racial equity? What are the areas/programs that present a challenge in terms of equity?

- *Successes have occurred (FY20)*
- *Challenge is the provision of adequate funding going forward (FY21 and beyond)*
- *Pay equity for OAP Team*
- *Six Sigma class diversity*

Office of Audit and Performance:

Budgeting for Equity—Using Data

- Specify the disaggregated demographic data will your Department collect, track, and evaluate to assess equity impacts and inform your future budget decisions
 - *OAP will work with City-County management to obtain access to all appropriate data sources for every agency, office and department*
- Specify the metrics you will use to measure progress.
 - *OAP will work with City-County management to identify and collect appropriate metrics for every agency, office and department*

Office of Audit and Performance:

Budgeting for Equity—Spending

- How does your current spending reflect efforts to address equity (procurement/contracting/etc.)?
 - *Use of XBE for Peer Review and external audit contract*
- If you have engaged the Office of Minority & Women’s Business Development to establish and meet contracting goals, please describe that effort and/or your progress.
 - *Worked with OMWBD on implementation of Racial Equity Workshops*
- If applicable, what steps will you take to build capacity of minority-owned firms to participate in procurement or contracting with your Department?
 - *XBEs playing larger role in external audit contract*

Office of Audit and Performance:

XBE Statistics

Office of Audit and Performance

2019 - June 2020

XBE Definitions - MBE: Minority-Owned Business; WBE: Women-Owned Business; VBE: Veteran-Owned Business; DOBE: Disability-Owned Business

City of Indianapolis Demographics (U.S. Census Bureau Estimate 7/1/19) - Minority 31.9%; Women 51.8%; Veteran 0.05%; Disability 10.3%

2019 Average XBE Spend % vs KPI Target

11%!

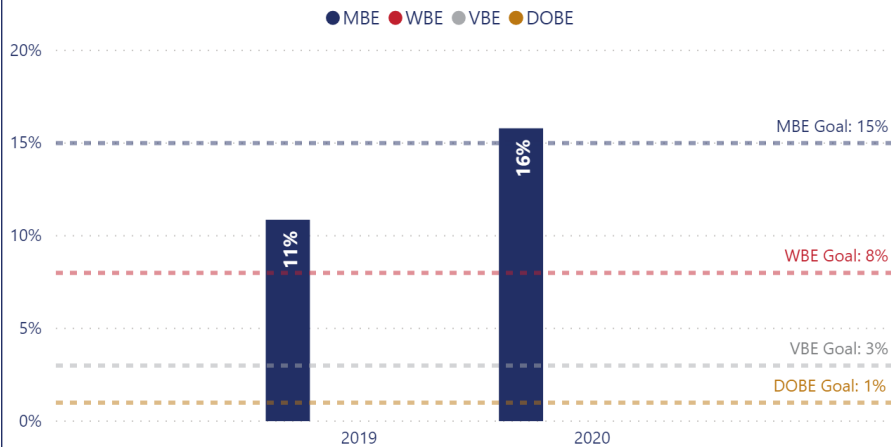
Goal: 27 % (-59.76%)

2020 Average XBE Spend % vs KPI Target

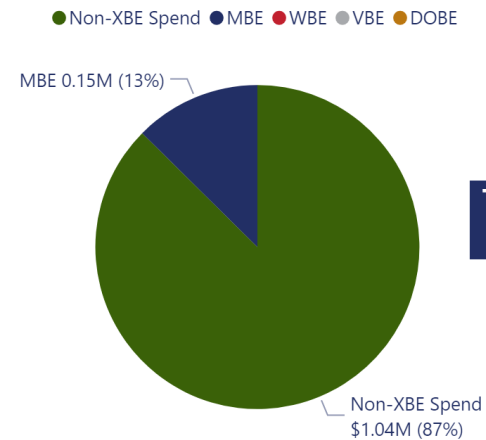
16%!

Goal: 27 % (-41.49%)

XBE % Spend by XBE Type, Year, and Goals



XBE Spend to Total Spend (2019 - June 2020)



Total XBE Spend
\$149.8K

Office of Audit and Performance:

Budgeting for Equity—Engagement

Describe how community members, including communities of color and low-income communities, will be engaged/consulted to identify programming and/or service needs for your Department.

- *HUMS Project*
- *Police Complaint Project*
- *As applicable in projects selected*
 - *Racial equity dashboard*
 - *Related race and equity metrics*
 - *OAP as a resource for external facing agencies*



Questions?