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Recruitment and Employment Audit

The Internal Audit Department has completed an audit of recruitment and employment operations at the Orange County Transportation Authority. Based on the audit, controls to ensure compliance with recruitment policies are generally adequate and functioning; however, a few instances of non-compliance with requirements for review of applications and written job offers were identified. The Internal Audit Department also identified situations that should be addressed in policies and procedures, including the employment of coach operator applicants with pending license suspensions, pending criminal cases, and unfavorable or missing references from past employers. In addition, the Internal Audit Department identified policy violations related to the payment of relocation costs and subsequent waiver of the repayment requirement. Finally, the Internal Audit Department identified concerns related to removal of the requirement for bus service workers to hold a commercial driver license.

Direct staff to implement three recommendations provided in Recruitment and Employment, Internal Audit Report No. 19-503.