



Metro

Los Angeles County
Metropolitan Transportation Authority

One Gateway Plaza
Los Angeles, CA 90012-2952

213.922.2000 Tel
metro.net

MAY 19, 2021

TO: BOARD OF DIRECTORS

THROUGH: PHILLIP A. WASHINGTON *PAW*
CHIEF EXECUTIVE OFFICER

FROM: PATRICE MCELROY *Patrice McElroy*
INTERIM CHIEF HUMAN CAPITAL & DEVELOPMENT OFFICER
Karen Gorman
KAREN GORMAN, INSPECTOR GENERAL

**SUBJECT: RESPONSE TO MOTION BY DIRECTORS SOLIS,
NAJARIAN, BARGER AND GARCETTI – SUPPORTING
THE OFFICE OF THE INSPECTOR GENERAL**

ISSUE

Staff is providing an update to the motion below that was moved at the Executive Management Committee on April 15, 2021:

“WE THEREFORE MOVE that the Board of Directors direct the Chief Executive Officer or his designee to immediately begin the process of filling vacancies to support the auditing functions of the OIG, and to report back in May 2021 with the feasibility of establishing a bench contract to be utilized by OIG until all vacancies have been filled.” (Attachment A).

BACKGROUND

As outlined in the Motion, the Office of the Inspector General (OIG) is the investigative arm of Metro and reports directly to the Board of Directors. When fully staffed, OIG performs audits and investigations on various aspects of Metro’s programs, contracts, and operations, to detect, prevent and deter instances of fraud, waste, and abuse. As of April 15, 2021, there were seven vacancies within the OIG, four of which are in the auditing team. Those vacancies have been difficult to fill due to financial constraints created by the COVID-19 pandemic. The lack of staffing has created problems in addressing concerns raised by the Board of Directors about various issues such as the current multi-agency law enforcement contract. Additional staffing resources are

required in order to adequately carry out the mission of the OIG and to provide the Board of Directors and the Chief Executive Officer with independent, fair and objective evaluations and appraisals related to the use of Metro resources, the adequacy of internal controls, and contract performance. As such, pursuant to the Motion, Human Capital & Development (HC&D) and the OIG are actively working to address the staffing issues.

DISCUSSION

Recruitment Status

Human Capital and Development has partnered with the Office of the Inspector General to recruit and hire the best and the brightest employees for seven vacant positions. One position was offered, and the candidate is currently in the onboarding process. The remaining six positions are in various phases of the selection process, with five being extensively advertised due to the unique knowledge, skills, and abilities needed. We anticipate that these positions will be filled within three to five months.

Bench Contract Status

The Office of the Inspector General is currently working on securing a bench of contractors which will be utilized by OIG while vacancies are being filled and thereafter as needed. The Metro Chief of Administration/Audit has agreed that the OIG may use a bench of audit related firms that it has pending development of a separate OIG bench. Scopes of work have already been submitted to the Procurement Department and some have been posted for proposals utilizing that bench and or the certified small business set-aside community in general to facilitate performance of work for projects such as a CEQA process review and a SSLE budget review.

NEXT STEPS

The Human Capital & Development Department and the OIG will continue to partner with each other to ensure that the remaining recruitments will be filled in a timely manner.

ATTACHMENT A



Metro

Board Report

Los Angeles County
Metropolitan Transportation
Authority
One Gateway Plaza
3rd Floor Board Room
Los Angeles, CA

File #: 2021-0227, File Type: Motion / Motion Response

Agenda Number: 49.

**EXECUTIVE MANAGEMENT COMMITTEE
APRIL 15, 2021**

Motion by:

DIRECTORS SOLIS, NAJARIAN, BARGER, AND GARCETTI

Supporting the Office of the Inspector General

The Office of the Inspector General (OIG) is the investigative arm of Metro and reports directly to the Board of Directors. When fully staffed, OIG performs audits and investigations on various aspects of Metro's programs, contracts, and operations, to detect, prevent and deter instances of fraud, waste and abuse. Presently, there are seven vacancies within the OIG, four of which are in the auditing team. These vacancies have been difficult to fill due to financial constraints created by the COVID-19 pandemic. This lack of staffing has created problems in addressing concerns raised by the Board of Directors about various issues such as the current multi-agency law enforcement contract. Additional staffing resources are required in order to adequately carry out the mission of the OIG and to provide the Board of Directors and the Chief Executive Officer with independent, fair and objective evaluations and appraisals related to the use of Metro resources, the adequacy of internal controls, and contract performance.

SUBJECT: SUPPORTING THE OFFICE OF THE INSPECTOR GENERAL

RECOMMENDATION

APPROVE Motion by Directors Solis, Najarian, Barger, and Garcetti that the Board of Directors direct the Chief Executive Officer or his designee to immediately begin the process of filling vacancies to support the auditing functions of the OIG, and to report back in May 2021 with the feasibility of establishing a bench contract to be utilized by OIG until all vacancies have been filled.