



Risk and Audit Committee

Agenda Item 5b

June 17, 2025

Item Name: 2025-26 Office of Audit Services Plan

Program: Audit Services

Item Type: Action

Recommendation

Approve the proposed Office of Audit Services Plan for Fiscal Year 2025-26.

Executive Summary

In accordance with the Global Internal Audit Standards (Standards), the Office of Audit Services (OFAS) presents to the Risk and Audit Committee (RAC) the proposed audit plan for the RAC's review and approval. The proposed audit plan is attached to this agenda item as Attachment 1 and covers audits and activities to be performed in Fiscal Year 2025-26.

Strategic Plan

This item is not a specific product of the Strategic Plan but is required by the Standards and the OFAS Charter.

Background

The Standards require OFAS to establish a risk-based plan to determine the priorities of the internal audit projects that are consistent with the organization's goals. The Standards also require OFAS to consider the input of the CalPERS Board of Administration (Board) and management during an annual risk assessment.

The OFAS Charter states that at least annually, the Chief Auditor will submit an internal audit plan to the RAC and the Board for review and approval. The audit plan will be refreshed as needed.

Proposed modifications to the audit plan will be presented to the RAC during the year.

Analysis

The Standards require the internal audit activity to evaluate and improve the effectiveness of the organization's governance, risk management, and control processes using a systematic, disciplined, and risk-based approach. Specifically, the internal audit activity must evaluate risk

exposures and the effectiveness of controls responding to risks within the organization's governance, operations, and information systems regarding the:

- Achievement of the organization's strategic objectives.
- Reliability and integrity of financial and operational information.
- Effectiveness and efficiency of operations and programs.
- Safeguarding of assets; and
- Compliance with laws, regulations, policies, procedures, and contracts.

Annual Risk Assessment Process

OFAS conducts various risk assessment activities each year to develop its annual audit plan. To ensure that resources are used most efficiently and effectively, OFAS coordinates its risk assessment activities with Enterprise Compliance, Risk, and Governance to prevent duplication of work while still achieving our respective objectives. This approach ensures that the assurance process provided through the Three Lines Model is adequate to assess the organization's risks and provide proper coverage while minimizing duplication of efforts. OFAS conducts two types of assurance activities as described below:

a. Employer Compliance Reviews

OFAS performs reviews of contracting agencies (employers), including cities, counties, special purpose districts and authorities, schools, and state agencies, including California state universities and agricultural districts. The objective of these reviews is to assess whether the employers comply with applicable sections of the PERL and PEMHCA, and prescribed reporting and enrollment procedures related to employer retirement and health benefit contracts with CalPERS.

Through an ongoing risk assessment process, four high-risk compliance areas will be reviewed during Fiscal Year 2025-26. Using data analytics, OFAS will identify high-risk employers to audit for these compliance areas.

b. Internal Audits

OFAS performs internal audits of CalPERS' operations to evaluate the effectiveness of controls designed and implemented in response to the risks within the organization's governance, operations, and information systems noted above. To identify the audit priorities for Fiscal Year 2025-26, OFAS performed an annual enterprise risk assessment that took into account various factors, including:

- CalPERS' current strategic goals;
- Degree of Board, executive team, and senior team leader concerns;
- Recent audits and observations;
- Known risks and planned mitigations in progress;
- Logical sequencing of audits;
- Coverage provided by other assurance functions;
- Impact on business areas; and
- Available audit resources.

Additionally, to remain flexible and responsive to changes in the organization's business, risks, operations, programs, systems, and controls, we will review and adjust the Fiscal Year 2025-26 plan, as necessary. Modifications to the audit plan will be presented to the RAC in the quarterly status reports.

Budget and Fiscal Impacts

Not Applicable.

Benefits and Risks

The proposed audit plan will set the direction and priorities of the internal audit activities for the next fiscal year. Implementation of this audit plan will result in compliance with the Standards while providing the Board and team leaders a higher level of assurance that appropriate controls are in place and working as intended and contracting agencies comply with the PERL and prescribed procedures. Not implementing the audit plan would result in non-compliance with the Standards, decreased levels of assurance, and reduced ability to detect non-compliance with the PERL and prescribed procedures by contracting agencies.

Attachments

Attachment 1 – Office of Audit Services Audit Plan FY 2025-26

Beliz Chappuie
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