



# JOHNSON COUNTY, KS

INVITES YOUR INTEREST IN THE POSITION OF  
COUNTY AUDITOR

# THE COMMUNITY

Ideally located in northeast Kansas, Johnson County was founded in 1855, six years before Kansas became the 34th state to enter the Union. The County is a large, vibrant community with a national reputation for excellence, including nationally ranked schools, a low crime rate, high-quality neighborhoods, low cost of living, and various cultural, entertainment, and recreational opportunities.

The Johnson County community is nestled in the southwestern quadrant of the Kansas City metropolitan area and exhibits all of the hallmarks of a great community: a thriving and growing business sector, nationally-recognized public schools, first-class cultural and recreational amenities, and distinctive and welcoming neighborhoods. Johnson County is a growing and diverse community of approximately 604,000 residents spanning 477 square miles.

The County works continuously to maintain and improve infrastructure and remains focused on providing exceptional services to all residents. The Johnson County Park and Recreation District provides high-quality parks, park services, and recreational programs in more than 6,400 acres of parkland and open green space. The District recorded more than 7.5 million park visitors and over 2.5 million recreation participants. The Johnson County Library serves over 2.5 million people annually. Other amenities in the nearby area include the NFL's Kansas City Chiefs, MLB's Kansas City Royals, and MLS's Sporting KC. Additional entertainment options include One Block South, historic Westport, Power and Light District, Country Club Plaza, and Crown Center. Cultural attractions include the Kauffman Center for Performing Arts, Liberty Memorial, Nelson Atkins Museum, Union Station, and numerous museums, concert venues, and area landmarks in Johnson County and the greater Kansas City metropolitan area.

Johnson County, its municipalities, and the Greater Kansas City Metropolitan Area are consistently ranked among the best places to live and work in the country. USA Today ranked Johnson County among the top 25 counties to live in based upon education, poverty, and life expectancy. It was the only county to make the list from Kansas and Missouri. One in five employed Kansans live in Johnson County. Niche, an Internet site ranking the best places to live in the United States, ranked Johnson County as the fourth-best county to live based upon low crime rates, public schools, cost of living, job opportunities, and local amenities. Niche also ranked the county the 11th best location in the country to raise a family and the 12th best



location for public schools. The career development website, Zippia, ranked Olathe and Overland Park, the county's two largest cities, among the Happiest Cities in America based upon education level, low poverty rate, commute time, homeownership, family status, cost of living, and employment rate. Johnson County was recently ranked 18th in USA Today's "best county to live in" and was named the healthiest county in Kansas. The County's population increased by approximately 8% in the last decade. Continued growth is expected due to the high quality of life and excellent amenities provided throughout the County.

Johnson County serves as an economic engine for Kansas and the Kansas City metropolitan area. In the last decade, Johnson County's economy accounted for over 128% of the total net job growth in Kansas, and, since 1995, Johnson County has been the state's largest provider of employment. During the same time period, Johnson County accounted for 41% of the Kansas City Metropolitan Statistical Area job growth. The county's unemployment rate has been decreasing since 2010 and remains lower than both the state and national rates.

There are 32 educational institutions of higher learning in the Greater Kansas City Metropolitan Area offering 276 degrees and credentials. The county has 157 public schools and six school districts (K-12) serving over 95,000 students. Approximately 56% of the county's population has a bachelor's degree or higher.

In 2019, the county had a median home value of \$259,600, with a median household income of \$89,097 (Source: U.S. Census, 2019 American Community Survey).

## THE ORGANIZATION

Johnson County Government is a modern and progressive organization that empowers its employees, regardless of title or position, to exercise leadership and be committed to making Johnson County a great place to work, to live, and to be. The current organizational structure was established in 2000 with the adoption by the voters of a Johnson County Home Rule Charter. Under the Home Rule Charter, Johnson County is governed by a seven-member, nonpartisan Board of County Commissioners (BoCC). The Chairman of the Board is elected on a countywide basis and serves as a full-time County official. District commissioners are elected by residents in specific geographical areas or districts of the County, and serve as part-time County officials. The Chairman and the district commissioners serve four-year terms with no term

limitations. In addition to the Board of County Commissioners, Johnson County residents elect the District Attorney and the Sheriff. These positions are elected at-large and serve four-year terms with no term limitations.

In 1984, Johnson County was designated by the International City-County Management Association (ICMA) as a Council-Manager form of government. That form was retained through the Home Rule Charter. As a result, the Board appoints a professional County Manager to administer a variety of County functions. The County Manager is responsible for policy implementation, budget development and implementation, and the appointment and direction of certain department directors. In addition to the County Manager, the Board also appoints the County Auditor, Chief Legal Counsel, and County Appraiser.

The County's mission is to provide exemplary government functions and services to keep the community healthy and safe, promote sustainable growth, support people with life's challenges, and contribute to a high quality of life. Balancing the provision of excellent and innovative services with sound stewardship principles on citizens' behalf is fundamental to the mission.

The County is one of the nation's premier counties, providing comprehensive services to its citizens in its role as a leading organization in the state. The County serves an expanding population through 34 county departments, including four separate agencies. The County has approximately 4,000 FTE's and an FY2021 total budget of \$1.24 billion, which includes a general fund of \$477 million and reserves. The County is financially stable and has a Aaa/AAA bond rating.

The County has established the following Core Values for all employees:

- **Public Service:** A personal commitment to a higher calling, to serve the common good, guided by our democratic principles.
- **Public Trust:** We are entrusted with the care of the common interest. We shall, individually and collectively, honor, uphold and preserve this trust.
- **Public Leadership:** We hold ourselves to the highest principles, always seeking to do the right thing for the common good.

At Johnson County Government, staff challenges themselves to be a different kind of government because they care deeply about their community and each other. They are committed to shared values, provide excellent public service, and seek always to improve themselves and the organization. The County offers wonderful benefits, retirement plans, wellness incentives, a great organizational culture, and much more.

## THE POSITION

The County Auditor is appointed by the Board of County Commissioners and operates with a high level of independence.

The County Auditor oversees and directs the Audit Services Office which has six (6) FTES. The

Office's primary function is providing the Board of County Commissioners with meaningful recommendations for improving County government.

The Audit Services Department objectively evaluates the effectiveness of all County activities, operations, and programs in terms of economy, efficiency, compliance with relevant laws, and regulations, and the accomplishment of desired program goals, which include identifying inefficiencies, waste, and other problems within the County government.

The County Auditor is responsible for developing, maintaining, and updating the County's internal audit program covering all offices and departments of the county at least once each year, including a review of each offices' or departments' responsibility and functions.

Additional responsibilities of the County Auditor include:

- Assures protection of the assets of the organization through internal control, internal auditing, and proper insurance coverage.
- Executes and supervises audits.
- Demonstrates up-to-date auditing methods, techniques, principles and standards as well as thorough knowledge of audit-related federal, state and local laws, rules, regulations, policies and procedures.
- Prepares and delivers effective presentations related to the County's internal audit program.
- Understands, develops, and articulates audit priorities in concert with the Board of County Commissioners and the County Manager; conducts operational analysis, modeling, asset management, risk vulnerability assessments, and program evaluation.
- Coordinates, facilitates, and partners with Departments/Agencies and programs to ensure timely execution of audit recommendations.



- Utilizes an advisory and consultative approach to auditing.
- Conducts benchmarking and comparative studies for progressive and innovative government organizations.
- Develops and defends annual Office budget for consideration by the Board of County Commissioners.
- Develops an understanding of the County, its vision, goals, and objectives, promoting same within the Audit Services Office.
- Attends and participates in all meetings of the Board of County Commissioners, as requested.
- Ensures compliance of all rules and policies as provided by the Board.



The County Auditor encourages employee learning and development within the department and the organization, including fostering an environment that supports a high performance/learning organization and promotes a productive and accountable Audit Services team through a positive working environment.

The next County Auditor will preferably have experience leading an audit function of a comparable-sized public sector organization, including comprehensive experience in performance auditing, management systems analysis, and financial management examination.

Requirements include a Bachelor's degree in Business, Finance, or a related field, along with 15 years of experience in auditing, accounting, financial management or a closely related field, five years of which must be in a supervisory capacity. Credentials as a Certified Public Accountant (CPA) or a Certified Internal Auditor (CIA) are required. A Master's degree in Business, Finance, or a related field, as well as a combination of public and private audit experience is preferred.

## COMPENSATION

Johnson County is an equal opportunity/equal access employer and offers a competitive salary and benefits package. The salary range is \$108,472 to \$162,697 annually, with a starting salary based on qualifications and experience.

## TO APPLY

If you are interested in this outstanding opportunity, please visit our website at [www.srnsearch.com](http://www.srnsearch.com) and apply online.

The first review of resumes will occur on August 9, 2021; position is open until filled.

Resumes will be screened according to the qualifications outlined above. Screening interviews with the most qualified applicants will be conducted by S. Renée Narloch & Associates to determine a select group of finalist candidates who will be asked to provide references. References will be contacted only following candidate consent. Final interviews will be held with the Board of Commissioners. Candidates will be advised of the status of the recruitment following the selection of the County Auditor.

Questions regarding recruitment may be directed to:

S. Renée Narloch, President

S. Renée Narloch & Associates

[info@srnsearch.com](mailto:info@srnsearch.com) | 850.391.0000

[www.srnsearch.com](http://www.srnsearch.com)

*Johnson County is an Equal Opportunity Employer.*



2910 Kerry Forest Pkwy D4-242, Tallahassee, FL 32309