

## 01144 - Internal Auditor

**Contact Information -- Person ID: 3327079**

Name: John M Cashmon Address: [REDACTED]  
US

Home Phone: [REDACTED] Alternate Phone:

Email: cashmonj@aol.com Notification Preference: Email

Former Last Name: Cashmon Month and Day of Birth: 05/27

**Personal Information**

Driver's License: Yes, Maryland , [REDACTED] Class C

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Master's Degree

**Preferences**

Minimum Compensation: \$130,000.00 per year

Are you willing to relocate? Yes

Types of positions you will accept: Regular

Types of work you will accept: Full Time

Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

**Objective**

Obtain the Director, Audit Services position.

**Education****Graduate School**

Clark University  
9/1974 - 7/1976  
Worcester, Massachusetts

Did you graduate: Yes  
College Major/Minor: Business Administration  
Units Completed: 40 Semester  
Degree Received: Master's

**College**

Worcester State College  
2/1972 - 6/1974  
Worcester, Massachusetts

Did you graduate: Yes  
College Major/Minor: Economics & Business Administration  
Units Completed: 68 Semester  
Degree Received: Bachelor's

**College**

Quinsigamond Community College  
7/1969 - 6/1973  
Worcester , Massachusetts

Did you graduate: Yes  
College Major/Minor: Business Administration  
Units Completed: 60 Quarter  
Degree Received: Associate's

**Work Experience****Director, Internal Audit**

11/2014 - 6/2017

San Diego Unified School District  
www.sandiegounified.org  
4100 Normal Street  
San Diego, California [REDACTED]  
[REDACTED]

Hours worked per week: 40  
Monthly Salary: \$11,008.00  
# of Employees Supervised: 4  
Name of Supervisor: Cindy Marten - Superintendent of Public Education  
May we contact this employer? Yes

**Duties**

Responsible for the management and revitalization of the San Diego Unified School District (SDUSD) Office of Internal Audit (Office). This Office provides internal audit office for the schools, support departments, facilities and is responsible for the auditing approximately \$1.5 billion in annual operating budget. The Office conducts a wide range of performance audits of SDUSD schools, offices, and contractors that range from single school audits to complex areas such as information technology audits on a SDUSD-wide basis.

Supervise the daily operations of an Office and a team of auditors. Review work papers, documentation and other supporting materials during the assignment and at its completion. Review all draft and final reports for compliance with audit standards and practices prior to the release of the documents. Develop annual and long-range audit plans of financial and performance audits that meet SDUSD concerns and which address a variety of high-risk areas. Supervise administrative audits and investigations, which examined whistleblower complaints and issues of fraud, waste, and abuse.

Conduct and supervise follow-up audits of both internal and external audits and reviews. Serve as the contact point for all external audits of SDUSD functions and programs. Assisted other offices and divisions in developing corrective action plans for external audits and program reviews.

### Reason for Leaving

This position was eliminated in June 2017 as part of a district budget cut. The Office of Internal Audit was eliminated in its entirety.

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#### Auditor

7/2008 - 9/2014

Office of the Chief Financial Officer - Office of Integrity and Oversight  
1100 Fourth Street, SW, E750  
Washington, [REDACTED]  
[REDACTED]

Hours worked per week: 40

Monthly Salary: \$8,917.00

# of Employees Supervised: 0

Name of Supervisor: Tisha Edwards - Director of Internal Audit

May we contact this employer? Yes

#### Duties

Responsible for conducting performance, including information systems, and financial audits in a large local government, with approximately \$12 billion in annual revenues. Takes responsibility for the audit assignment from the receipt of broad objectives from supervisor to the development of the draft report for review by the Director of Internal Audit and the Executive Director of Integrity and Oversight. Conducts these audits on an individual basis or as a team leader. Conduct exit conferences and briefings with the managers of the audited areas, prepare, and present briefings on audit results to senior managers and District Government officials. Provides technical assistance on various audit and financial management issues to other auditors and investigators from the Office of Integrity and Oversight in addition to managers and staff in the Office of the Chief Financial Officer.

Recently completed audits that identified an additional \$10.5 million of unrealized revenues for the District Government.

### Reason for Leaving

Career advancement

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#### Director of Compliance

9/2002 - 3/2008

District of Columbia Public Schools  
1200 First Street, NE  
Washington, [REDACTED]  
[REDACTED]

Hours worked per week: 40

Monthly Salary: \$8,775.00

# of Employees Supervised: 10

Name of Supervisor: Robert C. Rice, PhD (deceased) -  
Special Assistant to the Superintendent

May we contact this employer? No

#### Duties

Responsible for the start-up of the District of Columbia Public Schools (DCPS) Office of Compliance (Office). This Office functions as the internal audit office for the schools and is responsible for the auditing approximately \$1 billion in annual operating budget. The Office conducted a wide range of

financial and performance audits of DCPS offices, divisions, and contractors that range from single school audits to complex areas such as information technology audits on a DCPS-wide basis.

Supervised the daily operations of an Office that included up to ten auditors. Reviewed work papers, documentation and other supporting materials during the assignment and at its completion. Reviewed and edited all draft and final reports for compliance with audit standards and practices prior to the release of the documents. Developed annual and long-range audit plans of financial and performance audits that meet DCPS concerns and which address a variety of high-risk areas. Supervised administrative audits and investigations, which examined whistleblower complaints and issues of fraud, waste, and abuse.

Conducted and supervised follow-up audits of both internal and external audits and reviews. Served as the contact point for all external audits of DCPS functions and programs. Assisted other offices and divisions in developing corrective action plans for external audits and program reviews.

Directed audits that have resulted in the reporting of \$17 million in questioned costs; including contractor overpayments, funds fraudulently obtained by DCPS staff, and funds inappropriately spent by DCPS staff.

### Reason for Leaving

Discharged as the result of an administrative reorganization.

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### Audit Director

6/2000 - 9/2002

City of Waterbury Connecticut  
235 Grand Street  
Waterbury , [REDACTED]  
[REDACTED]

Hours worked per week: 40

Monthly Salary: \$5,417.00

# of Employees Supervised: 1

Name of Supervisor: Michael J. Jarjura - Mayor

May we contact this employer? Yes

### Duties

Responsible for the start-up of the internal audit function for the City government. Established, conducted and directed financial and performance audits of City departments, agencies, schools, and contractors. Managed the daily operations of the Audit Department (Department) and developed both annual and long-range audit plans.

Directed and conducted follow-up audits of external and internal audits to determine if corrective action had taken place. Served as the point of contact for all external audits and reviews of City operations, programs, and functions. Coordinated with the City's external auditors on the annual financial statement and single audit.

Served as a member of several task forces that addressed operational issues after the State of Connecticut established an oversight panel to control the City's finances and operations. Assisted City departments and agencies in developing corrective action plans to address weaknesses found in external audits.

Key audits conducted or directed resulted significant operational changes within City departments and agencies.

### Reason for Leaving

Career Advancement

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### Senior Internal Auditor

1/1999 - 6/2000

Mashantucket Pequot Tribal Nation  
2 Matts Path  
Mashantucket , Connecticut 06339  
[REDACTED]

Hours worked per week: 40

Monthly Salary: \$4,417.00

# of Employees Supervised: 0

Name of Supervisor: Dawn O'Sullivan - Director, Internal Audit

May we contact this employer? Yes

### Duties

Responsible for the development and execution of financial and performance audits for an Indian Tribal

Nation with annual revenues in excess of \$1 billion.

Conducted and directed a small team of auditors in performing various financial and performance audits. Directing this audit team included assignment of individual tasks, review of working papers and documentation to ensure compliance with auditing standards. Duties included the development of draft audit reports and conducting exit conferences with managers of the audited operations.

Responsible for multifaceted audits of a \$1 billion construction project that identified several million dollars of savings and monetary recoveries for the Tribal Nation, to include an audit of the contractor controlled insurance program managed by the general contractor for the construction project.

### Reason for Leaving

Career Advancement

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#### Director of Internal Audit

2/1994 - 1/1998

Connecticut State University System  
39 Woodland Street  
Hartford , Connecticut 06105  
[REDACTED]

Hours worked per week: 40

Monthly Salary: \$5,000.00

# of Employees Supervised: 1

Name of Supervisor: William Cibes, PhD (retired) -  
Chancellor

May we contact this employer? Yes

#### Duties

Established an internal audit function for a public university system of four universities with an annual operating budget of approximately \$400 million. Developed operating policies and procedures for the internal audit unit. Responsible for the development of the first University System wide financial audit.

Conducted and directed a wide range of financial and performance audits of the University System and individual university programs and functions, which resulted in changes in the university wide practices in a number of areas, which improved operations and revenue collections, e.g.; collection of revenues, accounts payable, and compliance with student loan regulations, etc.

Managed the daily operations of an audit staff which included the development both annual and long range audit plans which addressed high risk areas in the University System, e.g., information technology, travel, construction and implementation of financial systems, in addition to the individual universities. Reviewed working papers, supporting documentation, and draft and final reports for compliance with auditing standards prior to their release. Directed or conducted follow-up audits on both external and internal audit reports.

Acted as the principal point of contact for the independent public accountants and the Connecticut Auditors of Public Accounts. Assisted the University System staff and individual universities, with the development of corrective action plans for external audits. Provided the University System and individual university staffs with technical assistance on financial, accounting, and auditing matters. Served as the University System's tax advisor.

### Reason for Leaving

Professional differences with senior member of Chancellor's staff.

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#### Audit Manager

11/1992 - 2/1994

Commonwealth of Massachusetts -  
Department of Employment and Training  
19 Staniford Street  
Boston, Massachusetts 02114  
[REDACTED]

Hours worked per week: 37.5

Monthly Salary: \$3,750.00

# of Employees Supervised: 2

Name of Supervisor: Lisa Solitero - Director, Internal  
Control and Investigations

May we contact this employer? Yes

#### Duties

Assisted in the development of the internal audit function within a large State agency.

Responsible for the daily operations of the internal audit function, which reported to the Director.

Conducted and directed a range of financial and performance audits of the agency's functions and programs. Developed annual and long-range audit plans that were reviewed and approved by the Director and the agency's commissioner. Provided technical assistance to the agency's managers and staff on the development of corrective action plans and the resolution of external audit findings. Served as the principal contact for the agency's external auditors, and Federal and state audit organizations.

□ Conducted and provided assistance with the investigations of allegations of fraud within the agency's unemployment security program, which included audits and investigations within the agency's 60 outlying offices in addition to its headquarters.

**Reason for Leaving**

Career Advancement

**Assistant City Auditor**

5/1986 - 5/1992

City of Boston - Auditing Department  
www.boston.gov  
One City Hall Plaza  
Boston, Massachusetts 02201  
[REDACTED]

Hours worked per week: 37.5

Monthly Salary: \$4,583.00

# of Employees Supervised: 10

Name of Supervisor: Sally Glora - City Auditor

May we contact this employer? Yes

**Duties**

Established an internal audit function for the City, which performed financial, and performance audits of the City's agencies, departments, schools and contractors. These audits ranged from reviews of small impress funds to citywide audits of personnel and information technology. Developed policies and procedures for the internal audit unit's operations and the annual and long-range audit plans approved by the City Auditor and the Mayor.

Supervised the daily operations of the internal audit unit that reported to the City Auditor and the Mayor. Conducted and directed investigations of fraud, waste and abuse of City programs and operations. Coordinated with the City's external auditors the annual financial statement and single audit. Reviewed all working papers, documentation, and draft reports for compliance with auditing standards and internal policies and procedures. Performed final review of all reports prior to the signature of the City Auditor. Provided technical assistance to agencies and departments on the resolution of audit findings and development of corrective action plans.

Managed the daily operations of the City's accounting and financial reporting unit. Directed the preparation of quarterly and annual financial statements provided to the Mayor, key City officials, bond counsel, rating agencies, and the public.

Under my direction, the accounting and financial reporting unit was able to reduce the annual financial closing period from three months to six weeks.

**Reason for Leaving**

Laid off due to budget cuts

**Auditor in Charge**

1/1983 - 1/1986

European Stars and Stripes  
Kaiserslautern, Germany  
APO AE, Armed Forces  
Africa/Canada/Europe/Middle East 09211  
Not Available

Hours worked per week: 40

Monthly Salary: \$2,166.00

# of Employees Supervised: 3

Name of Supervisor: Horst F.E. Keller - Chief, Internal Review

May we contact this employer? Yes

**Duties**

Directed a small team of auditors that conducted and directed financial and performance audits of a large Department of Defense Non-appropriated Fund within the U.S. European Command. These audits included retail locations and administrative offices within the European Command and the United States. The audits and reviews ranged from cash and inventory controls at a single location to European

Command wide audits of program areas as transportation and logistics.

Responsible for the review of audit team's working papers, documentation and draft reports to ensure compliance with audit standards and practices. Self-initiated financial and performance audits of selected organization's functions.

Several of these audits resulted in recommendations that yielded cost savings for the organization's operations I was promoted to this position from a staff auditor's position. In 1985, nominated by the European Stars and Stripes Newspaper for the U.S. Army – Europe Auditor of the Year competition.

### Reason for Leaving

Return to the United States at completion of my contract.

### Certificates and Licenses

Type: Certified Internal Auditor

Number: 18933

Issued by: Institute of Internal Auditors

Date Issued: 5 /1992    Date Expires: 12 /2018

Type: Certified Government Financial  
Manager

Number:

Issued by: Association of Certified Government Accountants

Date Issued: 11 /1994    Date Expires: 3 /2019

Type: Certified Inspector General Auditor

Number: 84

Issued by: Association of Inspectors General

Date Issued: 3 /2012    Date Expires: 12 /2018

### Skills

Office Skills

Typing:

Data Entry:

### Additional Information

Professional Memberships

Member of the Association of Government Accountants, Institute of Internal Auditors, Association of Inspectors General. Past member of the Association of Certified Fraud Examiners and the Association of Certified Public Accountants.

### References

Professional

**Gill, Rosadene**

Management/Program Analyst

5225 Pooks Hill RD

920 North

Bethesda, Maryland 20814

[REDACTED]

Professional

**Jarrold, Susan**

Auditor

[REDACTED]

Professional  
**Abitria, Ines**  
Auditor (retired)

Professional  
**Donovan, Andra**  
General Counsel  
San Diego Unified School District  
4100 Normal Street  
San Diego, California 92103-2682

Professional  
**Edwards, Tisha**  
Director of Internal Audit  
Office of Integrity and Oversight  
1100 4th Street, SW  
Washington , District of Columbia 20024

Professional  
**Petill, Gary**  
Director, Food and Nutrition Services  
San Diego Unified School District  
6735 Gifford Way  
San Diego, California 92111

**Resume**

#### Attachments

Attachment	File Name	File Type	Created By
RESUME.19MAY18.pdf	RESUME.19MAY18.pdf	Resume	Job Seeker
CVRLTR.DelrayBchFL.IA.docx	CVRLTR.DelrayBchFL.IA.docx	Cover Letter	Job Seeker

#### Agency-Wide Questions

1. Q: **The application MUST be completed whether you submit a resume or not. It is important that your application show all the relevant education and experience you possess. Applications may be rejected if incomplete. Resumes alone WILL be rejected. PLEASE NOTE THAT ONCE YOU SUBMIT YOUR APPLICATION, YOU WON'T BE ABLE TO ADD OR CHANGE ANYTHING and you will NOT be able to reapply for the same position.**

A: Acknowledged, I entered all my education and experience information in this application. I understand that my application may be rejected if incomplete. Also, I understand that application needs to be completed whether I submit a resume or not and I understand that resumes alone will be rejected. I checked my application before submitting and I understand that I won't be able to change or add anything once the application is submitted.

2. Q: The City of Delray Beach does not discriminate on the basis of race, color, national origin, sex, religion, age or disability, marital status, family status or sexual orientation in employment or the provision of services.

A: Acknowledged

**3.** Q: May inquiry be made of your present employer?

A: Yes

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**4.** Q: Were you ever dismissed from any public employment for disciplinary reasons? If yes, explain in EXPLANATIONS Field.

A: No

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**5.** Q: EXPLANATIONS: Use this space to explain.

A: Not applicable

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**6.** Q: If you are NOT a U.S. Citizen, enter Alien Registration# (enter N/A if not applicable)

A: Not applicable

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**7.** Q: Have you previously been employed by the City of Delray Beach?

A: No

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**8.** Q: Do you have any relatives employed by the City of Delray Beach?

A: No

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**9.** Q: EXPLANATION: If you entered yes on question #8, what is the name of the relative and your relationship. (Please indicate N/A if not applicable)

A: Not applicable

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**10.** Q: How did you hear about this agency/opportunity?

A: Other

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**11.** Q: If "Other" is selected on question #10, please specify:

A: GFOA employment listing

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**12.** Q: 1. The information that I have provided on this application is accurate to the best of my knowledge and subject to validation by the City of Delray Beach. 2. I authorize the persons, schools, current employers (if approved by me in the Experience section) and other employers named in this application to provide the City of Delray Beach with any relevant information that may be required to arrive at an employment decision. 3. I understand that persons applying for a position which involves contact with children are required to be fingerprinted for the purpose of a background check in accordance with Florida law. 4. In the event that I am accepted for employment with the City of Delray Beach, I agree to sign a notarized statement to uphold the constitution of the United States and the State of Florida.

A: Acknowledged

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**13.** Q: 5. I understand and agree that: A. Any misrepresentation or omission of a fact in my application may be justification for refusal of, or if employed, termination from the City's employment. B. Although, management makes every effort to accommodate individual preferences business needs may, at times, make the following conditions mandatory: overtime, shift work, a rotating work schedule or a work schedule other than Monday through Friday. I understand and accept these conditions of my continuing employment. C. A medical examination including drug screening will be required by the City, at the City's expense. I understand that any offer of employment will be conditional on successful completion of this medical examination. I agree to sign a release of medical information in connection with this medical examination, and I understand that the results thereof relating to my capacity to perform as a City employee will be communicated to the City. D. In the event of employment, I understand that I am required to abide by all employee's rules and regulations of the City of Delray Beach. E. This application is continuing in nature for twelve (12) months from the date



of signature, and I understand and agree that any information contained herein, shall be updated by me to provide all current information or changes in the information contained, herein, whenever such changes occur, until the expiration of the Employment Application twelve (12) months from the date of my signature and date set forth below. Specific attention should be addressed to items including, but not limited to, present address, education completed and degrees received, employment record, currency of any professional registration, licenses or certifications, suspension or revocation of Driver's License, and a conviction having been found guilty of violation of any law, police regulation or ordinance, including minor traffic violations, but excluding parking tickets.

A: Acknowledged

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**14. Q:** Do you possess a **valid Florida Driver's License**? If yes, please mark the class of your license.

A: My driver's license is valid but it is not a Florida driver's license because I currently reside in another state.

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**15. Q:** What is your highest level of education completed?

A: Master of Business Administration

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**16. Q:** **Valid e-mail address is necessary to be able to receive notifications from Human Resources department including but not limited to notices to schedule typing test, interview, application received or rejected notices, etc. Most correspondence will be done through e-mail notifications. Please ensure that valid e-mail address shows on your application and that you remember your login information.**

A: Acknowledged. It is my responsibility to provide a valid e-mail address for correspondence and e-mail notifications. I understand that if I don't check my e-mails or forget my login information, I might miss important messages regarding the position I applied for, and/or any tests or pre-requisites that might be required of me, which could result in missing the opportunity to be considered for the position.

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**17. Q:** Are you claiming Veteran's Preference? If so, you must scan and attach a copy of your DD214 to this application in order to be considered.

A: No

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**18. Q:** **VETERANS' PREFERENCE INFORMATION** Veterans' Preference ensures that veterans and eligible persons are given consideration at each step of the selection process. However, preference does not guarantee that a veteran or other eligible person will be the candidate selected to fill the position. Completion of the Veterans' Preference section below is made on a voluntary basis and kept confidential in accordance with the Americans with Disabilities Act. Section 295.07, Florida Statutes (F.S.) specifies who is eligible for Veterans' Preference. State of Florida residency is not required for Veterans' Preference. Listed below are Veterans' Preference categories. 1. A veteran with a service-connected disability who is eligible for or receiving compensation, disability retirement, or pension under public laws administered by the U.S. Department of Veterans' Affairs and the Department of Defense. [section 295.07(1)(a), F.S.] 2. The spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the spouse of a veteran missing in action, captured, or forcibly detained or interned in line of duty by a foreign government or power. [section 295.07(1)(b), F.S.] 3. A wartime veteran as defined in section 1.01(14), F.S., who has served on active duty for one day or more during a wartime period or who has served in a qualifying campaign or expedition. Active duty for training shall not qualify for eligibility under this paragraph. [section 295.07(1)(c), F.S.] 4. The un-remarried widow or widower of a veteran who died of a service-connected disability. [section 295.07(1)(d), F.S.] 5. The mother, father, legal guardian, or un-remarried widow or widower of a member of the United States Armed Forces who died in the line of duty under combat-related conditions, as verified by the United States Department of Defense. [section 295.07(1)(e), F.S.] 6. A veteran as defined in section 1.01(14), F.S., excluding active duty for training. [section 295.07(1)(f), F.S.] 7. . A current member of any reserve component of the United States Armed Forces or the Florida National Guard. [section 295.07(1)(g), F.S.] If an applicant claiming Veterans' Preference for a vacant position is not selected, he/she may file a complaint with the Florida Department of Veterans' Affairs. A

complaint must be filed within 60 calendar days of the applicant receiving notice of the hiring decision made by the employing agency.

A: Acknowledged

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**19. Q: IF ELIGIBLE, WHICH VETERANS' PREFERENCE CATEGORY ARE YOU CLAIMING?**

A: This does not apply to me

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**20. Q: NOTE: If you are claiming Veterans' Preference you must meet the criteria and substantiate your claim by furnishing a DD 214 (Certificate of Release or Discharge from Active Duty), Veterans' Preference Claim Form and any other required supporting documentation with your application; **otherwise you will not be considered. You must scan and upload the documents as an attachment to your application.** Download Veterans' Preference Forms <http://www.mydelraybeach.com/Veteran's%20preference%20claiming%20form.pdf>**

A: Acknowledged

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**21. Q: VETERANS' PREFERENCE CLAIM I am claiming Veterans' Preference**

A: No

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**22. Q: Please note that you may be required to show proof of required college degree, certifications, licenses, high school diploma or G.E.D., from an accredited institution at the time or prior to an interview.**

A: Acknowledged

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**23. Q: The City of Delray Beach is a Non-Tobacco Workplace. The City will not consider applicants who have used tobacco or nicotine products for a period of at least three months prior to application for employment. The definition of "tobacco or nicotine products" includes but is not limited to, cigarettes, cigars, chewing tobacco, pipes, snuff, e-cigarettes and nicotine patches or gum.  
\*One year for safety positions\***

A: I acknowledge

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**24. Q: I understand that as a condition of my employment with the City of Delray Beach that I must currently possess or obtain within 30 days after employment the following Federal Emergency Management Agency (FEMA) Independent Study (IS) course certificates: IS-100 - Introduction to Incident Command System IS-700 - National Incident Management System - NIMS an Introduction**

A: I acknowledge

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**25. Q: I understand that as a condition of my employment with the City of Delray Beach that I MAY be called to work before, during or after an incident to support the City during a declared emergency. When called to work it may be assigned to other departments, tasks or responsibilities outside my normal permanent position. This flexibility is necessary for the general welfare and operation of the City during a designated emergency.**

A: I acknowledge

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**Supplemental Questions**

**1. Q: The City will not consider applicants who have used tobacco products for a period of at least three months prior to application for employment. The definition of "tobacco products" shall include, but is not limited to, cigarettes, e-cigarettes, cigars, chewing tobacco, pipes and snuff. Have you used any tobacco products for a period of at least three months prior to your application for employment?**

A: No

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**2. Q: Do you possess a Bachelor's Degree in accounting or related field supplemented by a CPA or CIA Certification?**

A: Yes

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**3.** Q: How many years of verifiable experience do you have as an internal or external auditor of government accounting systems?

A: Ten years or more

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**4.** Q: Please describe your professional experience (task, duties, responsibilities, etc) as an internal or external auditor of government accounting systems?

A: I have approximately 30 years of government auditing experience, including at the Federal, state and local levels. My experience includes conducting and managing a wide range of financial, performance/operational, information technology, and compliance audits. I have also been a member of various committees that had oversight responsibilities for the implementation of various computerized accounting systems.

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**5.** Q: Are you claiming Veterans preference in employment? If so, the claim form and other required documents must be attached to this application before you submit it; otherwise your claim will not be considered.

A: No