



CITY OF CORPUS CHRISTI CITY AUDITOR'S OFFICE

Certification Incentive Program

Across Texas, many cities have implemented targeted incentive programs to promote professional certifications in auditing, finance, and compliance. While the structure and value of these incentives vary, one consistent trend is the discretion granted to the City Auditors in determining the appropriate rewards for their staff.

The City of Austin provides a 5% base salary increase upon earning approved credentials. This discretionary model is not only pragmatic but also aligned with the 2024 Government Auditing Standards (GAGAS), which call for auditors to uphold professional competence (GAGAS 4.02-4.08) and engage in continuing professional education relevant to their roles (GAGAS 4.12-4.15). Moreover, GAGAS emphasizes that audit leadership must promote a culture of learning, development, and ethical integrity (GAGS 3.03-3.06).

Given both the statutory guidance and prevailing best practices across the state, it is both reasonable and forward-thinking for municipalities to empower City Auditors with the flexibility to incentivize professional growth through tailored certification rewards.