

June 2012

Highlights

Internal Audit Report to the
Board of Supervisors

Why We Did This Review

In May 2008, A.R.S. § 41-4401 was signed into law. Among other things, this statute requires government entities to conduct random verifications to ensure that contractors/subcontractors are complying with the Arizona Legal Workers Act (Act).

The Act prohibits businesses from knowingly hiring unauthorized aliens. It also requires employers to use the E-Verify system (a free web-based service offered by the Federal Department of Homeland Security) to verify the employment eligibility of all employees hired after December 31, 2007.

Under the Act, the County may bring suit against employers for knowingly hiring unauthorized aliens. An employer found liable faces possible suspension or revocation of its business license.



For more information, please contact
Richard Chard, Deputy County Auditor, at 602-
506-7539 or rchard@mail.maricopa.gov

Arizona Legal Workers Act Audit Verification

What We Found

We reviewed one vendor (Varsity Contractors) to determine compliance with the Arizona Legal Workers Act. All contract, vendor, and employee selections were random. No exceptions were noted.

Employment Eligibility Verified

We reviewed employment records for 10 of 20 Varsity Contractors employees (50%) who performed work under the Janitorial Services contract. Based on a review of I-9 forms (Employment Eligibility Verification), the employees were legally authorized to work in the United States. Federal immigration laws require that I-9 forms be completed for all employees hired after November 6, 1986. The purpose of the form is to document that each new employee (both citizen and noncitizen) is authorized to work in the United States.

E-Verify System Utilized

The vendor is a registered user of E-Verify. It appeared that the E-Verify system was used to verify the employment eligibility for all 10 employees selected for review. No exceptions were noted.

Auditing Standards

We conducted this audit in accordance with generally accepted government auditing standards. These standards require the following:

- An independent audit staff and audit organization
- An objective audit staff performing the work
- A competent staff, current with continuing education requirements
- A system of quality control procedures
- Sufficient and appropriate evidence based on audit objectives

We performed this review based upon the statutory requirement, and in accordance with our FY 2012 Board of Supervisors-approved audit plan.

We appreciate the cooperation received from the vendor while conducting this review.