



Maricopa County

Internal Audit Department

301 W Jefferson St
Suite 660, Phx, AZ
85003-2148
602-506-1585
maricopa.gov/
internalaudit/

To: Maricopa County Board of Supervisors
From: Mike McGee, County Auditor
Subject: Audit Report: Legal Arizona Workers Act
Date: October 4, 2018

Objective: In accordance with the annual audit requirement under County Policy A1517, our objective was to select a County contractor and determine compliance with warranties made under contract to (a) comply with the federal immigration laws and regulations that relate to their employees, and (b) use E-Verify to confirm eligibility of new hires.

Conclusion: We determined that the County contractor selected, Woodruff Construction, complied in most respects with the Legal Arizona Workers Act and related contract provisions. There were a few audit exceptions that were quickly remedied.

Observation: We randomly selected the Job Order Contractor Contract (FY 2018 expenditures of \$2.4 million), and the awarded contractor, Woodruff Construction. We reviewed documentation for all employees. We found that two I-9 forms were incomplete. Woodruff Construction management stated this was an oversight. We also found that the E-Verify system was not used to verify employment eligibility for a few employees. The I-9 forms and E-verify were completed and provided to the audit team during our site visit. There were no issues identified. We appreciate the excellent cooperation demonstrated by the contractor during this engagement.

The Legal Arizona Workers Act (A.R.S. §§ 23-211 to 23-214) prohibits businesses from knowingly or intentionally 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. A.R.S. § 41-4401 states that governments shall require contractors to comply with (a) federal immigration laws and regulations, and (b) E-Verify requirements. Random verification is required to ensure that contractors are complying with these requirements.

This report is intended primarily for the information and use of the County Board of Supervisors, County leadership, and other County stakeholders. However, this report is a public record and its distribution is not limited.

This audit was approved by the Board of Supervisors and was conducted in conformance with International Standards for the Professional Practice of Internal Auditing. If you have any questions about this report, please let me know.