



Maricopa County

Internal Audit Department

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To: Maricopa County Board of Supervisors

From: Ross L. Tate, County Auditor

Subject: Audit Report: Legal Arizona Workers Act

Date: January 6, 2014

Conclusion: We reviewed a County contractor for compliance with the Legal Arizona Workers Act and contract provisions. Documents were completed; however, two I-9 forms were missing employee signatures and two E-Verify reports were missing.

Observation: The Youth Programs, Workforce Investment Act of 1998 Contract was randomly selected for review. One contractor, Arizona Call-A-Teen Youth Resources, Inc., was chosen based on total expenditures. We randomly selected and reviewed I-9 and E-Verify documentation for 39 of 704 employees (6%). We found that two I-9 forms were missing employee signatures, and that the contractor was unable to locate two E-Verify reports. The contractor used the E-Verify website to demonstrate that both employees were authorized to work. At our recommendation, the contractor affirms it has taken corrective steps to ensure E-Verify documentation is maintained in compliance with state law and contract provisions. We appreciate the contractor's excellent cooperation.

The Legal Arizona Workers Act (A.R.S. §§ 23-211 to 23-214) prohibits businesses from knowingly hiring unauthorized aliens. It also requires employers to use E-Verify (a free Federal Department of Homeland Security web-based service) to verify employment eligibility of employees hired after December 31, 2007. Federal laws and County contract provisions require employers to ensure that Form I-9, used to verify identity and employment authorization, is completed. A.R.S. § 41-4401 requires that government contracts include provisions where the contractor warrants compliance with (a) federal immigration laws and regulations that relate to its employees, and (b) E-Verify requirements. Random verification is required.

Objective: 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 its employees, and (b) use E-Verify to confirm eligibility of new hires.

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 matter of public record and its distribution is not limited. This audit was approved by the Board of Supervisors and was conducted in conformance with the International Standards for the Professional Practice of Internal Auditing. If you have any questions about this report, please contact Eve Murillo, Deputy County Auditor, at 506-7245.