



**FULTON COUNTY, GEORGIA
OFFICE OF INTERNAL AUDIT
GEORGIA SECURITY & IMMIGRATION
COMPLIANCE SITE VISIT REPORT**

**DEPARTMENT OF FACILITIES & TRANSPORTATION
CONSTRUCTION & JANITORIAL SERVICES**

December 2, 2013

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Introduction

The Georgia Security and Immigration Act (GSIA) was first introduced in the Georgia legislature in 2006. In 2009 the bill was further amended and codified when House Bill 2 was passed. The Official Code of Georgia (OCGA) lists the Georgia Immigration and Security Act and amendments under the following reference numbers; 13-10-90, 91, 50-36-1. According to the Georgia Security and Immigration Act (GSIA), all workers under public contracts should be verified by means of the Federal Government data base to determine if they are working legally in the United States. The government's E-Verify system is the primary data base used for citizenship verification.

Background

Fulton County Policy and Procedure Standard Number 100-28 was issued in January of 2010 in response to the requirements of the Georgia Security and Immigration Act. The formal policy pronouncement is the underlining basis of the Fulton County Government GSIA compliance programs.

Three contractors were selected at random from a list of contracts with Fulton County's Department of Facilities and Transportation. The contractors selected were Chi-Ada Corporation, Quality Cleaning Services and SoCo Contracting Company. The contracts with Chi-Ada Corporation and Quality Cleaning Services, Inc. are to provide professional cleaning services for facilities maintained by Fulton County. The contract with SoCo Contracting Corporation is to provide construction management services at the Aviation Cultural & Community Center with a projected completion date of 12/10/13. The Aviation Cultural & Community Center project is supported by federal funds, which requires adherence to the Title VI Civil Rights Act regulation.

The Title VI Civil Rights Act of 1964 prohibits discrimination based upon race, color and national origin. Specifically, 42 USC 2000d states that *"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."* Any program or activity receiving federal financial assistance must be in compliance with the Title VI Civil Rights Act.

Objective

Our objective of the audit was to ensure that contractors, Chi-Ada Corporation, Quality Cleaning Services and SoCo Contracting Company, are in compliance with GSIA and related Fulton County policies and procedures along with the Title VI Civil Rights Act on the federal funded project.

Scope

The scope of our compliance testing covered the period from January 1, 2013 through September 30, 2013.

Methodology

The Office of Internal Audit visited each contractor's location and met with the site manager to verify the company's GSIA and Title VI compliance. The supervisors were asked to provide E-Verify documentation and files for each employee working at each location, along with the verification that Title VI information is properly posted for public viewing.

Findings and Recommendations

Finding 1 – Chi-Ada Corporation - GSIA E-Verification Identification not provided

No Employment Eligibility Verification Identification (EEV ID) confirmations were provided for employees under contractor Chia Ada Corporation. EEV ID numbers are issued upon the completion and submission of the I9 form for employment verification. Once the I9 form is submitted and registered with the Federal Work Force Authorization website, an EEV ID is assigned to each employee.

When reviewing the necessary documentation to support E-Verification for Chi-Ada Corporation, the EEV ID verification of each employee was not available on site. Although the site manager did have the completed I9 forms available to review, the EEV ID verification documentation was not provided. In order to verify the contractor's compliance with OCGA and each worker's E-Verification eligibility, the EEV ID verification forms must be provided as well.

Recommendation

In order to ensure that all E-Verify eligibility requirements are met, we recommend that the proper evidence based documentation be kept on site and available for inspection at all times. The Department of Facilities and Transportation should communicate this requirement to all contractors both verbally and in writing as well as conduct random periodic spot checks to ensure compliance.

Conclusion

There were no exceptions noted for Quality Cleaning Services and SoCo Contracting Company. Both contractors were in compliance with the GSIA and related Fulton County policies and procedures along with the Title VI regulations.

Our audit has identified an internal control weakness resulting in non-compliance associated with GSIA and Fulton County's policies and procedures by Chi-Ada Corporation. We highly

recommend that the contractor implement the necessary internal controls to ensure GSIA compliance standards are being met. Additionally, we recommend that the Department of Facilities and Transportation conduct random periodic spot checks and provide frequent verbal and written communication to its contractors in an effort to promote compliance of these standards.

Please provide a written response to this audit within 30 days. You may email your written response to the County Manager, Dwight Ferrell at Dwight.Ferrell@fultoncountyga.gov and Brigitte Bailey, Administrative Coordinator III in the Office of Internal Audit at Brigitte.Bailey@fultoncountyga.gov. We would like to thank management and staff for their timely cooperation and assistance during this audit. The distribution of this report is reserved for the executive management of Fulton County and the Board of Commissioners.