



COUNTY OF SAN DIEGO

BOARD OF SUPERVISORS

1600 PACIFIC HIGHWAY, ROOM 335, SAN DIEGO, CALIFORNIA 92101-2470

AGENDA ITEM

DATE: June 28, 2011

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TO: Board of Supervisors

SUBJECT: SUPPORT FOR THE ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION SYSTEM (DISTRICT: ALL)

SUMMARY:

Overview

The Electronic Employment Eligibility Verification System (commonly known as E-Verify) is an online program that both the private and public sector can use to determine if a prospective employee is eligible for legal employment in the United States. The system works by comparing information from an I-9 form to records in the Department of Homeland Security and the Social Security Administration. Once the information is in the database, the results are generated within seconds to confirm or deny employment eligibility.

The County currently requires all new employees to fill out an I-9 form and be fingerprinted with a Live Scan device. E-Verify would provide an additional tool for the County during the hiring process, and may also be helpful with ensuring that County contractors have legally eligible employees. Prior to requiring County contractors to use E-Verify, it would be prudent for the County to first use the system.

The recommendations below direct the Chief Administrative Officer to explore the feasibility of the County utilizing E-Verify during the hiring process, to determine the suitable County contractors that will be required to use E-Verify, explore opportunities to provide information on E-Verify to businesses, and include support of E-Verify in the County's Legislative Program.

Recommendation(s)

CHAIRMAN BILL HORN AND SUPERVISOR DIANNE JACOB:

1. Direct the Chief Administrative Officer to explore the feasibility of utilizing E-Verify during the hiring process for potential new County employees and report back to the Board of Supervisors within 90 days.
2. Following a review of the potential effectiveness of the E-Verify system,

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authorize the Chief Administrative Officer to determine suitable County contractors that would be required to utilize E-Verify, and to explore opportunities to provide information on E-Verify to businesses in San Diego County.

3. Direct the Chief Administrative Officer to include in the County's Legislative Program support for legislation that advances the use of E-Verify or a similar federal system by government agencies and the private sector.

Fiscal Impact

There is no fiscal impact associated with this action.

Business Impact Statement

N/A

Advisory Board Statement

N/A

BACKGROUND:

The Electronic Employment Eligibility Verification System (commonly known as E-Verify) is an online program that both the private and public sector can use to determine if a prospective employee is eligible for legal employment in the United States. The system works by comparing information from an employee's I-9 form to records in the Department of Homeland Security and the Social Security Administration. Once the information is in the database, the results are generated within seconds to confirm or deny employment eligibility.

After the launch of the predecessor program in 1997, numerous companies and government agencies across the United States have adopted the E-Verify program. In June 2008, Executive Order 13465 was issued, which requires Federal and subcontractors to use E-Verify to confirm the employment of all employees assigned to the contract, and all new employees hired during the contract term. Currently, approximately 225,000 employers use E-Verify, and about 1,000 new users come online each week.

Once an employee is entered into the system they will receive one of the three following results: Automatic Confirmation, Tentative Non-Confirmation, or a Final Non-Confirmation. If an employee is not granted eligibility, they do have the opportunity to contest the result and continue working until the issue is resolved. This system also protects the employer, because use of E-Verify ensures the hiring of legal workers and therefore does not jeopardize their business license.

The County currently requires all new employees to fill out an I-9 form and be fingerprinted with a Live Scan device. E-Verify would provide an additional tool for the County during the hiring process, and may also be helpful with ensuring that County contractors have legally eligible employees. Prior to requiring County contractors to use E-Verify, it would be prudent for the County to first use the system.

SUBJECT: SUPPORT FOR THE ELECTRONIC EMPLOYMENT ELIGIBILITY VERIFICATION SYSTEM. (DISTRICT: ALL)

Today's actions direct the Chief Administrative Officer to explore the feasibility of the County utilizing E-Verify during the hiring process, to determine the suitable County contractors that will be required to use E-Verify, explore opportunities to provide information on E-Verify to businesses, and include support of E-Verify in the County's Legislative Program. We urge you to support E-Verify because it would protect employers and provide jobs for eligible employees.

Linkage to the County of San Diego Strategic Plan

N/A

Respectfully submitted,

BILL HORN
Chairman
Supervisor, Fifth District

DIANNE JACOB
Supervisor, Second District

ATTACHMENT(S)

N/A

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AGENDA ITEM INFORMATION SHEET

REQUIRES FOUR VOTES: Yes No

WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED
 Yes No

PREVIOUS RELEVANT BOARD ACTIONS:
N/A

BOARD POLICIES APPLICABLE:
N/A

BOARD POLICY STATEMENTS:
N/A

MANDATORY COMPLIANCE:
N/A

ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):
N/A

ORIGINATING DEPARTMENT: Chairman Bill Horn and Supervisor Dianne Jacob

OTHER CONCURRENCE(S): N/A

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