



Audit Committee Meeting Agenda

Wednesday, February 15, 2023

CITY HALL - SONORAN ROOM | 11465 W. CIVIC CENTER DR. | AVONDALE, 85323

REGULAR MEETING

11:00 AM

CALL TO ORDER

1. Roll Call

2. Introductions

3. Approval of Audit Committee Chair and Vice Chair

Agenda item 3 is to nominate and appoint a Chair and Vice Chair Voting for the Audit Committee. Because we are starting the Audit Committee in the middle of a fiscal year, the first appointment will be for a term ending June 30, 2024. Subsequent appoints will be for terms ending June 30 to coincide with the end of every fiscal year. The Audit Committee will take appropriate action.

4. Approval of Audit Committee Bylaws

Agenda item 4 is to approve the Audit Committee Bylaws that were previously provided to the Audit Committee members. Any proposed edits by the Committee members will be discussed. The Audit Committee will take appropriate action.

5. Avondale Audit History

Agenda item 5 is a brief history describing the establishment of the City of Avondale audit history. Presentation will also include an overview of the City Auditor reporting structure and authority, an overview of the Audit Committee's purpose and responsibilities. This item is for discussion only, no action is required at this time.

6. Audit Overview

Agenda item 6 is a presentation on the overall audit process including the audit report distribution process. This item is for discussion only, no action is required at this time.

7. Avondale Integrity Line

Agenda item 7 is a presentation on the brief history of the Avondale Integrity Line and how information is collected and reported. The presentation will include a status update in summary form of the reports received to date. This item is for discussion only, no action is required at this time.

8. Avondale Audit Certification

Agenda item 8 is to provide the Audit Committee with insight to overall activities the City Auditor is working on in addition to conducting audits. This item is for discussion only, no action is required at this time.

9. Project Status Report and Approval of the FY23 Audit Plan

Agenda item 9 is to present the status of each audit project currently in progress and to present the proposed audits that will be opened for the remaining fiscal year. The Audit Committee will take appropriate action.

10. Future Agenda Items

Agenda item 10 is to discuss agenda items for the next meeting. This item is for discussion only, no action is required at this time.

11. Adjournment

Next scheduled Audit Committee meeting is **Thursday, April 27, 2023 @ 10:00 – 11:30.**

Members will attend by telephone conference call. Individuals with special accessibility needs, including sight or hearing impaired, large print, or interpreter, should contact the City Clerk at 623-333-1200 or TDD 623-333-0010 at least two business days prior to the meeting.

Los miembros asistirán vía teleconferencia. Personas con necesidades especiales de accesibilidad, incluyendo personas con impedimentos de vista u oído, o con necesidad de impresión grande o intérprete, deben comunicarse con la Secretaría de la Ciudad al 623-333-1200 o TDD 623-333-0010 cuando menos dos días hábiles antes de la junta del Concejo.



AUDIT COMMITTEE BYLAWS

Created: February 2023



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I. Creation

On September 6, 2022, the City of Avondale Mayor and City Council (the "City Council") approved Ordinance 2051-0922 establishing the City's Audit Committee, as further set forth in sections 2-9 *et seq.* of the Avondale City Code.

II. Purpose

The purpose of the Audit Committee is to provide advice to the City Council in respect to fulfilling its oversight responsibilities regarding the integrity of the City's annual comprehensive financial statement.

The Audit Committee is also responsible for advising the Council and the City Auditor on matters relating to the City's compliance with legal and regulatory requirements, systems of internal controls, management of the citywide risk environments, and the performance of internal and external auditors. Consistent with this function, the Audit Committee will endeavor to encourage continuous improvement of, and foster adherence to, City policies, procedures, and practices.

III. Composition

The Audit Committee membership is made up of the following:

- Three City Council members ("Council Representatives")
- Two Public members ("Public Representatives"); and
- Two City staff members, who shall be the City Manager and Finance and Budget Director, or their designees. ("City Representatives")

Council Representatives and Public Representatives shall be considered voting members. City Representatives shall be considered non-voting members.

The City Auditor or their designee shall serve as the City Council liaison and secretary for the Audit Committee. The City Auditor shall prepare agendas, minutes, and reports as directed by the Audit Committee, or as required by the Avondale City Code.

At the first meeting of the Audit Committee of each year, the voting members of the Audit Committee shall designate a Chairperson and Vice-Chairperson. The Chairperson shall act as the presiding officer over all Audit Committee meetings and shall have the authority to sign correspondence as the official representative of the Audit Committee. During the absence of the Chairperson, the Vice-Chairperson shall act as the Chairperson.

TERMS, VACANCIES, REMOVAL

Public Representatives shall serve a term of three years, unless removed pursuant to these bylaws. Council Representatives shall serve a term of two years, unless removed pursuant to these bylaws or upon the cessation of a Council Representative's term on the City Council. There shall be no limit on the number of consecutive terms a Public Representative or Council Representative may serve. City Representatives shall serve for the term of their tenure in their position with the City.

Vacancies that occur by reason other than by expiration of a term shall be filled for the remainder of the term in the same manner as for an initial appointment.

The City Council may remove Council Representatives or Public Representatives according to its rules of procedure.

IV. Voting

Each voting member of the Audit Committee shall have one vote. A quorum shall consist of at least three voting members. A majority vote of a quorum is needed to take action on any matter presented before the Audit Committee.

V. Conflict of Interest

Audit Committee members shall not vote on any matter in which they have a substantial interest, as defined in ARIZ. REV. STAT. § 38-502. Audit Committee members shall annually provide written declarations to the Chairperson stating they do not have any conflicts of interest that would preclude them from being members of the Audit Committee.

VI. Responsibilities and Powers

To accomplish the powers and duties of the Audit Committee as set forth in the City Code, the Audit Committee shall.

- Review and approve the City Auditor's Annual Audit Plan;
- Meet with the City's external auditor at least once per year to discuss the City's Annual Comprehensive Financial Report;
- Oversee the Office of the City Auditor's tracking, retention, and treatment of Integrity Line reports;
- Discuss significant risk exposures periodically with independent external auditors and City management;

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- Advise City Council on the appointment, compensation, and the oversight of work of a certified public accounting firm conducting the Annual Comprehensive Financial report pursuant to ARIZ. REV. STAT. § 9-481;
 - Discuss with the City Auditor:
 - Significant audit findings and management corrective action;
 - Difficulties encountered during the performance of an audit, such as limitations on the audit or access to required information;
 - Changes required in the planned scope of the Annual Audit Plan;
 - Changes required to the Office of the City Auditor ordinance;
 - Changes required in the Audit Committee bylaws;
 - Performing other functions as requested by City Council;
 - Results of the Office of the City Auditor's peer review;
 - Significant risk exposures;
 - Steps that City Auditor has taken to identify and report risks;
 - Any other duties prescribed by the Avondale City Code; and
 - Attendance of any employee or volunteer of the City and its enterprises at Audit Committee meetings.

VII. Meetings

The Audit Committee shall meet as frequently as circumstances dictate, but no less than three times annually. All Audit Committee members are expected to attend each meeting, in person or virtually, unless advance notice is provided to the City Auditor, who shall ensure there is a quorum.

The Audit Committee shall, through its Chairperson or the City Auditor, report to the City Council on matters coming before the Audit Committee and decisions rendered.

VIII. Access

Individual Audit Committee members may contact the City Auditor directly for administrative matters; however, when requesting direct action on audit-related projects, a majority vote of members with such authority should be obtained during a public meeting.

IX. Limitation of Audit Committee's Role

While the Audit Committee has the responsibilities and powers set forth in the bylaws, it is not the duty of the Audit Committee to plan or conduct audits; or to determine that the city's financial statements and disclosures are complete, accurate, or are in accordance with Generally Accepted Accounting Principles, or other applicable rules and regulations. These activities remain the responsibility of City management and the independent external auditor.

Members of the Audit Committee are entitled to rely on the expertise, knowledge, and professional judgment of City management, the City Auditor, any independent external auditors, and any other consultant or expert retained by the City. The Audit Committee's responsibilities are not to be interpreted as a substitute for the professional obligations of others.

Nothing contained in these bylaws is intended to expand the applicable standards of liability under statutory or regulatory requirements for the City Council.

X. Amendments

The Audit Committee may adopt from time to time such rules of procedure as it may deem necessary to properly exercise its powers and duties. Such rules shall not conflict with the Avondale City Code, or any state or federal rule or regulation.

These bylaws shall become effective upon adoption by the Audit Committee.

Audit Committee Chair

Date

Audit Committee Secretary

Date

ORDINANCE NO. 2051-0922

AN ORDINANCE OF THE COUNCIL OF THE CITY OF AVONDALE, ARIZONA, AMENDING THE AVONDALE CITY CODE, CHAPTER 2 (ADMINISTRATION), ARTICLE I (IN GENERAL) RELATING TO THE CITY AUDIT COMMITTEE.

SECTION 1. The Avondale City Code, Chapter 2 (Administration), Article I (In General), Section 2-3—2-11 (Reserved.) is hereby amended to read as follows:

2-3—2-8 - Reserved.

2-9 – AUDIT COMMITTEE ESTABLISHED; PURPOSE

(A) ESTABLISHMENT; PURPOSE. AN AUDIT COMMITTEE IS HEREBY ESTABLISHED TO PROVIDE ADVICE TO CITY COUNCIL IN RESPECT TO FULFILLING ITS OVERSIGHT RESPONSIBILITIES REGARDING THE INTEGRITY OF THE CITY'S ANNUAL COMPREHENSIVE FINANCIAL STATEMENTS. THE AUDIT COMMITTEE WILL FURTHER ASSIST AND ADVISE THE CITY AUDITOR AND CITY COUNCIL ON MATTERS RELATING TO THE CITY'S COMPLIANCE WITH LEGAL AND REGULATORY REQUIREMENTS, SYSTEMS OF INTERNAL CONTROLS, MANAGEMENT OF CITYWIDE RISK ENVIRONMENT AND THE PERFORMANCE OF INTERNAL AND EXTERNAL AUDITORS. CONSISTENT WITH THIS FUNCTION, THE AUDIT COMMITTEE WILL ENDEAVOR TO ENCOURAGE CONTINUOUS IMPROVEMENT OF, AND ADHERENCE TO, CITY POLICIES AND PROCEDURES AND PRACTICES AT ALL LEVELS.

(B) BYLAWS. TO ENSURE INDEPENDENCE AND EFFICIENCY IN THE PERFORMANCE OF ITS FUNCTION, THE AUDIT COMMITTEE IS HEREBY AUTHORIZED TO ADOPT BYLAWS WHICH WILL AT A MINIMUM INCLUDE AND ADDRESS VOTING RIGHTS, MEETINGS, AND MEMBER TERMS. THE BYLAWS MAY INCLUDE ANY RULES OR POLICIES WHICH ENABLE THE AUDIT COMMITTEE TO PERFORM AND CARRY OUT ANY OF THE DUTIES.

2-10 – RESPONSIBILITIES AND DUTIES OF AUDIT COMMITTEE. THE AUDIT COMMITTEE SHALL:

(A) REVIEW THE CITY AUDITOR'S AUDIT PLAN ANNUALLY AND PROVIDE SUGGESTIONS FOR THE AUDITOR'S ANNUAL AUDIT PLAN;

(B) ENSURE THAT THE CITY AUDITOR TRANSMITS AUDIT REPORTS TO THE AUDIT COMMITTEE AND THE CITY COUNCIL. AUDIT REPORTS WILL ALSO BE MADE AVAILABLE TO THE PUBLIC;

(C) MONITOR FOLLOW-UP ON REPORTED FINDINGS TO ASSURE CORRECTIVE ACTION IS TAKEN BY CITY MANAGEMENT;

(D) REPORT TO THE CITY COUNCIL ON AREAS OF INTEREST OR CONCERNS AT SUCH TIMES AS DEEMED APPROPRIATE;

(E) EVALUATE THE FINDINGS AND RECOMMENDATIONS OF THE PEER REVIEW AS REQUIRED BY GOVERNMENT AUDITING STANDARDS AND ASSURE THAT ALL AUDITS CERTIFY THAT THEY CONFORM TO GENERALLY ACCEPTED GOVERNMENTAL AUDITING STANDARDS;

(F) ASSURE THAT THE INTERNAL AUDIT FUNCTIONS ARE INDEPENDENT IN ACCORDANCE WITH GENERALLY ACCEPTED GOVERNMENTAL AUDITING STANDARDS, WHETHER PERFORMED BY CITY STAFF OR OUTSIDE CONTRACTORS, OR ANY COMBINATION THEREOF;

(G) AT LEAST ANNUALLY MEET WITH THE CITY'S EXTERNAL AUDITOR TO DISCUSS THE CITY'S ANNUAL COMPREHENSIVE ANNUAL FINANCIAL REPORT AND OTHER APPLICABLE RISK MANAGEMENT AND CITY FINANCIAL CONCERNS.

2-11 – AUDIT COMMITTEE MEMBERSHIP

(A) MEMBERSHIP. THE AUDIT COMMITTEE SHALL BE COMPRISED OF SEVEN (7) MEMBERS CONSISTING OF THE FOLLOWING:

1. THREE (3) CITY COUNCIL MEMBERS (VOTING MEMBERS);
2. TWO (2) PUBLIC MEMBERS (VOTING MEMBERS); AND
3. TWO (2) CITY STAFF MEMBERS WHICH SHALL BE THE BUDGET AND FINANCE DIRECTOR AND THE CITY MANAGER OR THEIR AUTHORIZED DESIGNEE (NON-VOTING).

THE VOTING MEMBERS OF THE AUDIT COMMITTEE SHALL BE APPOINTED BY THE CITY COUNCIL. ALL AUDIT COMMITTEE MEMBERS SHOULD HAVE AN UNDERSTANDING OF FINANCIAL REPORTING, ACCOUNTING, AUDITING, OR A RELATED BUSINESS FIELD, MUST BE FAMILIAR WITH LOCAL GOVERNMENT OPERATIONS, AND MUST HAVE SUFFICIENT TIME TO EFFECTIVELY PERFORM THEIR DUTIES.

THE CITY AUDITOR SHALL NOT BE A MEMBER OF THE AUDIT COMMITTEE; HOWEVER, THE CITY AUDITOR OR THE CITY AUDITOR'S DESIGNEE SHALL SERVE

AS SECRETARY FOR THE AUDIT COMMITTEE. THE SECRETARY SHALL PREPARE AGENDAS, MINUTES, AND REPORTS AS DIRECTED BY THE AUDIT COMMITTEE.

SECTION 2. It is necessary for the preservation of the peace, health and safety of the City of Avondale that an emergency is hereby declared to exist and this Ordinance shall be effective immediately upon its passage and adoption.

SECTION 3. If any section, subsection, sentence, clause, phrase, or portion of this Ordinance is for any reason to be held invalid or unconstitutional by the decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions thereof.

SECTION 4. The Mayor, the Acting City Manager, the City Clerk and the City Attorney are hereby authorized and directed to take all steps necessary to carry out the purpose and intent of this Ordinance.

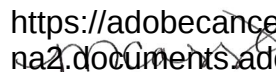
PASSED AND ADOPTED by the Council of the City of Avondale, Arizona, September 6, 2022.


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Kenneth Weise (Sep 7, 2022 10:38 PDT)

Kenneth N. Weise, Mayor

ATTEST:


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Marcella Carrillo, City Clerk

APPROVED AS TO FORM:


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Nicholle Harris, City Attorney

ORDINANCE NO. 2045-0722

AN ORDINANCE OF THE COUNCIL OF THE CITY OF AVONDALE, ARIZONA, AMENDING THE AVONDALE CITY CODE, CHAPTER 2 (ADMINISTRATION), ARTICLE I (IN GENERAL) RELATING TO THE OFFICE OF CITY AUDITOR.

SECTION 1. The Avondale City Code, Chapter 2 (Administration), Article I (In General), Section 2-3—2-12 (Reserved.) is hereby amended to read as follows:

2-3—2-11 - Reserved.

2-12 -OFFICE OF THE CITY AUDITOR; CITY AUDITOR.

(A) PURPOSE. THE PURPOSE OF THE OFFICE OF THE CITY AUDITOR IS TO PROVIDE INDEPENDENT AND OBJECTIVE ASSURANCES AND NON-AUDITING SERVICES ON CITY PROGRAMS AND ACTIVITIES TO CITY MANAGEMENT AND COUNCIL. SERVICES PROVIDED ARE DESIGNED TO ADD VALUE, IMPROVE THE ORGANIZATIONAL OPERATIONS, IDENTIFY OPPORTUNITIES TO MINIMIZE ORGANIZATIONAL RISKS, MAXIMIZE EFFICIENCY AND EFFECTIVENESS, AND STRENGTHEN PUBLIC CONFIDENCE AND ACCOUNTABILITY.

(B) ESTABLISHMENT. PURSUANT TO ARTICLE IV, SECTION I, SUBSECTION (A) OF THE AVONDALE CITY CHARTER, THERE IS HEREBY ESTABLISHED THE OFFICE OF THE CITY AUDITOR AS A SEPARATE DEPARTMENT OF THE CITY. THE OFFICE OF THE CITY AUDITOR SHALL CONSIST OF THE CITY AUDITOR AND AS MANY STAFF MEMBERS AS MAY BE DEEMED NECESSARY BY THE CITY AUDITOR AND AS MAY BE APPROVED BY THE COUNCIL THROUGH THE BUDGET PROCESS. THE OFFICE SHALL BE CHARGED WITH CONDUCTING FINANCIAL, PERFORMANCE, CONTRACT COMPLIANCE AND INTERNAL CONTROL AUDITS OF ALL CITY OF AVONDALE DEPARTMENTS, PROGRAMS, SERVICES, ACTIVITIES, BOARDS, AND COMMISSIONS AND REPORTING AUDIT FINDINGS AND RECOMMENDATIONS TO THE DIRECTORS OF THE AFFECTED DEPARTMENTS, THE CITY MANAGER, AUDIT COMMITTEE AND CITY COUNCIL. THE CITY AUDITOR SHALL BE APPOINTED BY THE CITY COUNCIL AND SHALL SERVE AT THE PLEASURE OF THE COUNCIL. THE CITY AUDITOR WILL REPORT ADMINISTRATIVELY TO THE COUNCIL AND FUNCTIONALLY TO THE AUDIT COMMITTEE. THE CITY AUDITOR WILL ORGANIZE AND ADMINISTER THE OFFICE OF THE CITY AUDITOR TO OPERATE WITHOUT MANAGEMENT INTERFERENCE AND SHALL BE PROVIDED WITH FREE AND OPEN ACCESS (EXCEPT WHERE

LIMITED BY LAW) TO ALL RECORDS, PERSONNEL, FACILITIES, SYSTEMS AND INFORMATION TO CARRY OUT THESE DUTIES.

(C) STANDARD AUDIT OF PRACTICE. THE OFFICE OF THE CITY AUDITOR WILL MEET THE GOVERNMENT AUDITING STANDARDS (YELLOW BOOK) PUBLISHED BY THE COMPTROLLER GENERAL OF THE UNITED STATES AS DEMONSTRATED BY UNDERGOING A PERIODIC EXTERNAL QUALITY PEER REVIEW ASSESSMENT, NOT EXCEEDING AN INTERVAL OF THREE YEARS.

(D) SCOPE OF THE OFFICE OF THE CITY AUDITOR. THE SCOPE OF THE OFFICE OF THE CITY AUDITOR WILL BE ADEQUATELY COMPREHENSIVE TO ASSIST CITY MANAGEMENT AND THE AUDIT COMMITTEE WITH DETERMINING WHETHER THE CITY'S NETWORK OF RISK MANAGEMENT, CONTROL, AND GOVERNANCE PROCESSES, AS DESIGNED AND REPRESENTED BY CITY MANAGEMENT, IS ADEQUATE AND FUNCTIONING IN A MANNER TO ENSURE:

- (1) RISKS ARE APPROPRIATELY IDENTIFIED AND MANAGED;
- (2) SIGNIFICANT FINANCIAL, MANAGERIAL, AND OPERATING INFORMATION IS ACCURATE, RELIABLE, AND TIMELY;
- (3) EMPLOYEES' ACTIONS COMPLY WITH POLICIES, STANDARDS, PROCEDURES, AND APPLICABLE LAWS AND REGULATIONS;
- (4) RESOURCES ARE ACQUIRED ECONOMICALLY, USED EFFICIENTLY, AND ADEQUATELY PROTECTED;
- (5) PROGRAMS, PLANS, AND OBJECTIVES ARE ACHIEVED;
- (6) QUALITY AND CONTINUOUS IMPROVEMENT ARE FOSTERED IN THE CITY'S CONTROL PROCESS;
- (7) NON-AUDIT SERVICES ARE CONDUCTED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS; AND
- (8) INTEGRITY LINE REPORTS ARE INVESTIGATED.

(E) INDEPENDENCE OF CITY AUDITOR. THE CITY AUDITOR WILL REPORT TO THE AUDIT COMMITTEE WITH RESPECT TO THE ADEQUACY AND EFFECTIVENESS OF INTERNAL CONTROL SYSTEMS, BUT IS NOT INTENDED TO PARTICIPATE DIRECTLY IN THE OPERATION OF THOSE SYSTEMS. THE CITY AUDITOR IS INDEPENDENT OF CITY OPERATIONS AND AS SUCH HAS NO RESPONSIBILITY FOR THE MANAGEMENT OF CITY OPERATIONS. THE CITY AUDITOR WILL NOT CONDUCT WORK WHERE THERE IS, OR THE APPEARANCE OF, A CONFLICT OF INTEREST. TO PROVIDE FOR THE INDEPENDENCE OF THE OFFICE OF THE CITY AUDITOR, THE CITY AUDITOR SHALL BE APPOINTED BY AND SERVE

AT THE PLEASURE OF THE COUNCIL. THE CITY AUDITOR WILL REPORT FUNCTIONALLY TO THE AUDIT COMMITTEE.

(F) RESPONSIBILITY OF CITY AUDITOR. THE CITY AUDITOR WILL PERIODICALLY:

(1) DEVELOP A FLEXIBLE, RISK-BASED INTERNAL ANNUAL AUDIT PLAN INCLUDING ANY RISKS OR CONTROL CONCERNS IDENTIFIED BY CITY MANAGEMENT. THE PLAN WILL BE SUBMITTED TO THE AUDIT COMMITTEE FOR REVIEW AND APPROVAL, AS WELL AS PERIODIC UPDATES;

(2) IMPLEMENT THE ANNUAL AUDIT PLAN, AS APPROVED, INCLUDING AS APPROPRIATE ANY SPECIAL TASKS OR PROJECTS REQUESTED BY CITY MANAGEMENT AND THE AUDIT COMMITTEE;

(3) EVALUATE THE ADEQUACY OF ACTIONS TAKEN BY CITY MANAGEMENT TO CORRECT REPORTED DEFICIENCIES;

(4) PRESENT FINAL INTERNAL AUDIT REPORTS WITH MANAGEMENT RESPONSES AND ACTION PLANS TO THE AUDIT COMMITTEE AND APPLICABLE PARTIES;

(5) MAINTAIN AND PRESENT TO THE AUDIT COMMITTEE A SUMMARY AND STATUS OF OPEN AUDIT RECOMMENDATIONS;

(6) PRESENT AN ANNUAL AUDIT ACTIVITY REPORT SUMMARIZING THE PRIOR FISCAL YEAR ACCOMPLISHMENTS OF THE CITY AUDIT PROGRAM;

(7) KEEP THE AUDIT COMMITTEE INFORMED OF EMERGING TRENDS AND SUCCESSFUL PRACTICES IN INTERNAL AUDITING.

(G) ACCESS. THE CITY AUDITOR WILL HAVE UNRESTRICTED AND INDEPENDENT ACCESS TO, AND THE RIGHT TO REQUEST MEETINGS WITH, THE AUDIT COMMITTEE AND CITY COUNCIL. ADDITIONALLY, THE CITY AUDITOR WILL HAVE ACCESS, CONSISTENT WITH LAW, TO ALL CITY RECORDS, PROPERTY, INFORMATION SYSTEMS, AND PERSONNEL NECESSARY TO ACCOMPLISH THE OBJECTIVES RELATED TO APPROVED ANNUAL AUDIT PLANS.

(H) INTERFERENCE WITH CITY AUDITOR PROHIBITED. A DEPARTMENT, OFFICE OR PROGRAM SUBJECT TO AN AUDIT SHALL COOPERATE WITH THE CITY AUDITOR OR THEIR DESIGNEE AND IS PROHIBITED FROM INTERFERING WITH THE AUDIT PROCESS, FROM INITIATION TO COMPLETION, INCLUDING THE FINDING, CONCLUSIONS, AND RECOMMENDATIONS OF THE AUDIT AND ANY ASSOCIATED REPORTS.

SECTION 2. The Avondale City Code, Chapter 2 (Administration), Article I (In General), Section 2-36 (Creation and scope) is hereby amended as follows:

2-36 – Creation and scope.

- (a) There is hereby adopted a merit system for the employees of the city for the purpose of regulating and controlling the appointments, promotions, demotions, discharges and reinstatement of all officers and employees of the city, the provisions of which shall apply to all officers and employees of the city except those elected by the people. Additionally, the merit system shall not apply to the city manager, ~~city clerk~~, city attorney, city presiding municipal judge, CITY AUDITOR, persons engaged under contract to supply expert, professional or technical services, temporary employees, volunteer firemen and volunteer personnel who receive no regular compensation from the city.

...

SECTION 3. If any section, subsection, sentence, clause, phrase, or portion of this Ordinance is for any reason to be held invalid or unconstitutional by the decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions thereof.

SECTION 4. The Mayor, the Acting City Manager, the City Clerk and the City Attorney are hereby authorized and directed to take all steps necessary to carry out the purpose and intent of this Ordinance.

PASSED AND ADOPTED by the Council of the City of Avondale, Arizona, July 11, 2022.


Kenn Weise (Jul 12, 2022 08:24 PDT)
Kenneth N. Weise, Mayor

ATTEST:



Marcella Carrillo, City Clerk

APPROVED AS TO FORM:


Nicholle Harris (Jul 12, 2022 08:21 PDT)
Nicholle Harris, City Attorney