Yavapai County Community College District (Yavapai College)

Single Audit Reporting Package

June 30, 2002

Yavapai County Community College District (Yavapai College) Single Audit Reporting Package June 30, 2002

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Independent Auditor's Report on Compliance and on Internal Control over Financial Reporting Based on an Audit of Financial Statements Performed in Accordance with Government Auditing Standards

The Auditor General of the State of Arizona

The Governing Board of Yavapai County Community College District

We have audited the financial statements of Yavapai County Community College District as of and for the year ended June 30, 2002, and have issued our report thereon dated October 4, 2002, which was modified due to the District implementing a new financial reporting model as required by the provisions of GASB Statement No. 35, Basic Financial Statements – and Management's Discussion and Analysis – for Public Colleges and Universities. We conducted our audit in accordance with U.S. generally accepted auditing standards and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States.

Compliance

As part of obtaining reasonable assurance about whether the District's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grants, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance that are required to be reported under *Government Auditing Standards*.

Internal Control over Financial Reporting

In planning and performing our audit, we considered the District's internal control over financial reporting in order to determine our auditing procedures for the purpose of expressing our opinion on the financial statements and not to provide assurance on internal control over financial reporting. However, we noted a certain matter involving internal control over financial reporting and its operation that we consider to be a reportable condition. Reportable conditions involve matters coming to our attention relating to significant deficiencies in the design or operation of internal control over financial reporting that, in our judgment, could adversely affect the District's ability to record, process, summarize and report financial data consistent with the assertions of

management in the financial statements. The reportable condition is described in the accompanying schedule of findings and questioned costs as item 02-1.

A material weakness is a condition in which the design or operation of one or more of the internal control components does not reduce to a relatively low level the risk that misstatements in amounts that would be material in relation to the financial statements being audited may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions. Our consideration of internal control over financial reporting would not necessarily disclose all such internal control matters that might be reportable conditions and, accordingly, would not necessarily disclose all reportable conditions that are also considered to be material weaknesses. However, we believe the reportable condition described above is not a material weakness.

This report is intended solely for the information and use of the members of the Arizona State Legislature, the Auditor General of the State of Arizona, the Governing Board, federal awarding agencies, and pass-through entities. It is not intended to be and should not be used by anyone other than these specified parties. However, this report is a matter of public record and its distribution is not limited.

October 4, 2002

Miller allen & Co. P. C.

MILLER, ALLEN & CO., P.C.

Certified Public Accountants

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Independent Auditor's Report on Compliance with Requirements Applicable to Each Major Program and on Internal Control over Compliance in Accordance with OMB Circular A-133

The Auditor General of the State of Arizona

The Governing Board of Yavapai County Community College District

Compliance

We have audited the compliance of Yavapai County Community College District with the types of compliance requirements described in the *U. S. Office of Management and Budget (OMB) Circular A-133 Compliance Supplement* that are applicable to each of its major federal programs for the year ended June 30, 2002. The District's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs. Compliance with the requirements of laws, regulations, contracts and grants applicable to each of its major federal programs is the responsibility of the District's management. Our responsibility is to express an opinion on the District's compliance based on our audit.

We conducted our audit of compliance in accordance with U.S. generally accepted auditing standards; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and OMB Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*. Those standards and OMB Circular A-133 require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major federal program occurred. An audit includes examining, on a test basis, evidence about the District's compliance with those requirements and performing such other procedures as we considered necessary in the circumstances. We believe that our audit provides a reasonable basis for our opinion. Our audit does not provide a legal determination on the District's compliance with those requirements.

In our opinion, Yavapai County Community College District complied, in all material respects, with the requirements referred to above that are applicable to each of its major federal programs for the year ended June 30, 2002.

Internal Control over Compliance

The District's management is responsible for establishing and maintaining effective internal control over compliance with requirements of laws, regulations, contracts and grants applicable to federal

programs. In planning and performing our audit, we considered the District's internal control over compliance with requirements that could have a direct and material effect on a major federal program in order to determine our auditing procedures for the purpose of expressing our opinion on compliance and to test and report on internal control over compliance in accordance with OMB Circular A-133.

We noted a certain matter involving internal control over compliance and its operation that we consider to be a reportable condition. Reportable conditions involve matters coming to our attention relating to significant deficiencies in the design or operation of internal control over compliance that, in our judgment, could adversely affect the District's ability to administer a major federal program in accordance with applicable requirements of laws, regulations, contracts and grants. The reportable condition is described in the accompanying schedule of findings and questioned costs as item 02-2.

A material weakness is a condition in which the design or operation of one or more internal control components does not reduce to a relatively low level the risk that noncompliance with applicable requirements of laws, regulations, contracts and grants that would be material in relation to a major federal program being audited may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions. Our consideration of internal control over compliance would not necessarily disclose all such internal control matters that might be reportable conditions and, accordingly, would not necessarily disclose all reportable conditions that are also considered to be material weaknesses. However, we believe the reportable condition described above is not a material weakness.

Schedule of Expenditures of Federal Awards

Miller, allen & Co. P. C.

We have audited the District's financial statements as of and for the year ended June 30, 2002, and have issued our report thereon dated October 4, 2002, which was modified due to the District implementing a new financial reporting model as required by the provisions of GASB Statement No. 35, Basic Financial Statements—and Management's Discussion and Analysis—for Public Colleges and Universities. Our audit was made for the purpose of forming an opinion on the financial statements taken as a whole. The accompanying schedule of expenditures of federal awards is presented for purposes of additional analysis as required by OMB Circular A-133 and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied in the audit of the financial statements and, in our opinion, is fairly stated, in all material respects, in relation to the financial statements taken as a whole.

This report is intended solely for the information and use of the members of the Arizona State Legislature, the Auditor General of the State of Arizona, the Governing Board, federal awarding agencies, and pass-through entities. It is not intended to be and should not be used by anyone other than these specified parties. However, this report is a matter of public record and its distribution is not limited.

October 4, 2002

Yavapai County Community College District (Yavapai College) Schedule of Expenditures of Federal Awards Year Ended June 30, 2002

U.S. Department of Commerce Community Policing Community Community Policing Community Comm	Federal Grantor/Pass-Through Grantor/Program Title	CFDA Number	Pass-Through Grantor's Number	Expenditures
Public Safety Partnership and Community Policing Grants 16.710 62,189 23380 23390 215,559 23580 215,559 23580 235,559 235,55		11.300		\$ 58,276
Passed through the Arizona Governor's Community Policy Office Part E – State Challenge Activities 16.549 AD000299-002 63.390 U.S. Department of Labor Passed through the Arizona Department of Commerce Employment Services and Job Training Pilots – Demonstrations and Research 17.249 A90023-010 99.454 National Science Foundation 17.249 A90023-010 99.454 National Science Foundation 24.076 102,630 U.S. Small Business Administration 25.00 83.484 Passed through the Maricopa County Community College District Small Business Development Center 59.037 0-7620-0003-08 83.484 U.S. Department of Education 84.007 7620-0003-08 83.484 U.S. Department of Education Subject Program of Educational Opportunity Grants 84.007 79.547 Federial Family Education Loans 84.032 84.533 113.879 Federial Perkins Loan Program - Federal Capital Contributions 84.033 113.879 16469 Federial Perkins Loan Program - Federal Capital Contributions 84.033 141.813 171.995 179.547 179.547 179.547 179.547 179.547 179.547 179.547 179.5	Public Safety Partnership and Community Policing	16.710		62.169
U.S. Department of Labor Passed through the Arizona Department of Commerce Employment Services and Job Training Pilots – Demonstrations and Research National Science Foundation Education and Human Resources U.S. Small Business Administration Passed through the Maricopa County Community College District Small Business Development Center U.S. Department of Education Student Financial Assistance Cluster Federal Supplemental Educational Opportunity Grants Federal Work-Study Program Federal Pell Grant Program Filo Cluster TRIO C Student Support Services TRIO - Student Support Services TRIO - Upward Bound Passed through the Arizona Commission for Postsecondary Education Leveraging Educational Assistance Partnership Based through the Arizona Department of Education Adult Education – State Grant Program Passed through the Arizona Department of Education Adult Education – State Grant Program Passed through the Passor Unified School District Even Start - State Educational Agencies Vocational Education – Basic Grants to States Vocational Education – Basic G	Passed through the Arizona Governor's Community Policy Office Part E – State Challenge Activities		AD000299-002	63,390
National Science Foundation 47.076 102,630 U.S. Small Business Administration 25.00	U.S. Department of Labor Passed through the Arizona Department of Commerce Employment Services and Job Training Pilots Demonstrations	17 249	A90023-010	
Community Community College District Community College District College Distr		17.243	A90023-010	33,434
Passed through the Maricopa County Community College District Small Business Development Center 59.037 0-7620-0003-08 83,484 U.S. Department of Education Student Financial Assistance Cluster Federal Supplemental Educational Opportunity Grants 84.007 79,547 Federal Family Education Loans 84.032 845,338 Federal Work-Study Program 84.033 113,879 Federal Perkins Loan Program - Federal Capital Contributions 84.038 501,995 Federal Perkins Loan Program - Federal Capital Contributions 84.038 22,139,288 TRIO Cluster TRIO - Student Support Services 84.042 410,813 TRIO - Student Support Services 84.042 410,813 TRIO - Upward Bound 84.047 208,778 Passed through the Arizona Commission for Postsecondary Education Leveraging Educational Assistance Partnership 84.069 None 34,068 Passed through the Arizona Department of Education Adult Education - State Grant Program 84.002 02FAEABE-170620-01A 95,000 Passed through the State Board of Directors for Community Colleges Vocational Education - Basic Grants to States 84.048 30109 107,868 Passed through the Prescott Unified School District Even Start - State Educational Agencies 84.048 30109 107,868 Passed through the Prescott Unified School District Even Start - State Educational Agencies 84.213 02FAEEVS-270036-13A 20,189 Total U.S. Department of Education 93.283 111,052 Passed through the University of Texas Medical Branch at Galveston 93.858 Al41435-04 22,110 Microbiology and Infectious Disease Research 93.858 Al41435-04 22,110 Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research 93.858 Al41435-04 22,110 Passed through the Arizona Department of Economic Security Child Care and Development Block Grant 52,056.21		47.076		102,630
Student Financial Assistance Cluster Federal Supplemental Educational Opportunity Grants 84.007 79,547 Federal Supplemental Education Loans 84.032 845,338 Federal Work-Study Program 84.033 113,879 Federal Perkins Loan Program - Federal Capital Contributions 84.038 501,995 Federal Perkins Loan Program - Federal Capital Contributions 84.038 501,995 Federal Pell Grant Program 84.063 2,139,288 TRIO Cluster TRIO - Student Support Services 84.042 410,813 TRIO - Talent Search 84.044 241,112 TRIO - Tupward Bound 84.047 208,778 Passed through the Arizona Commission for Postsecondary Education 84.047 208,778 Passed through the Arizona Commission for Postsecondary Education 84.069 None 34,068 Passed through the Arizona Department of Education 84.002 02FAEABE-170620-01A 95,000 Passed through the State Board of Directors for Community Colleges Vocational Education - Basic Grants to States 84.048 30109 107,868 Passed through the Prescott Unified School District Even Start - State Educational Agencies 84.213 02FAEEVS-270036-13A 20,189 4,797,875 Total U.S. Department of Education 93.283 Al41435-04 22,110 Passed through the University of Texas Medical Branch at Galveston 93.858 Al41435-04 22,110 Passed through the Arizona Department of Economic Security Child Care and Development Block Grant 93.575 E5400307 72,459 Total U.S. Department of Health and Human Services 205,621	Passed through the Maricopa County Community College District	59.037	0-7620-0003-08	83,484
Federal Supplemental Educational Opportunity Grants				
TRIO Cluster TRIO - Student Support Services 84.042 410,813 TRIO - Talent Search 84.044 241,112 TRIO - Upward Bound 84.047 208,778 208	Federal Supplemental Educational Opportunity Grants Federal Family Education Loans Federal Work-Study Program Federal Perkins Loan Program - Federal Capital Contributions	84.032 84.033 84.038		845,338 113,879 501,995
TRIO – Upward Bound Passed through the Arizona Commission for Postsecondary Education Leveraging Educational Assistance Partnership Passed through the Arizona Department of Education Adult Education – State Grant Program Passed through the State Board of Directors for Community Colleges Vocational Education – Basic Grants to States Passed through the Prescott Unified School District Even Start - State Educational Agencies Total U.S. Department of Education U.S. Department of Health and Human Services Centers for Disease Control and Prevention - Investigations and Technical Assistance Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services E54.045 E54.047 E54.047 E54.048 E54.	TRIO Cluster TRIO – Student Support Services	84.042		410,813
Leveraging Educational Assistance Partnership Passed through the Arizona Department of Education Adult Education – State Grant Program Passed through the State Board of Directors for Community Colleges Vocational Education – Basic Grants to States Passed through the Prescott Unified School District Even Start - State Educational Agencies Total U.S. Department of Education U.S. Department of Health and Human Services Centers for Disease Control and Prevention - Investigations and Technical Assistance Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services Even Start - State Educational Assistance Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services 84.048 30109 107,868 84.048 30109 107,868 84.213 02FAEEVS-270036-13A 20,189 4,797,875 111,052 20,189 4,797,875 E5400307 72,459 205,621	TRIO – Upward Bound Passed through the Arizona Commission for Postsecondary			
Adult Education – State Grant Program Passed through the State Board of Directors for Community Colleges Vocational Education – Basic Grants to States Passed through the Prescott Unified School District Even Start - State Educational Agencies Total U.S. Department of Education U.S. Department of Health and Human Services Centers for Disease Control and Prevention - Investigations and Technical Assistance Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services 84.048 30109 107,868 84.048 30109 107,868 84.213 02FAEEVS-270036-13A 20,189 4,797,875 111,052 93.283 111,052 Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services 205,621	Leveraging Educational Assistance Partnership	84.069	None	34,068
Vocational Education – Basic Grants to States Passed through the Prescott Unified School District Even Start - State Educational Agencies Total U.S. Department of Education U.S. Department of Health and Human Services Centers for Disease Control and Prevention - Investigations and Technical Assistance Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services 84.048 30109 107,868 84.048 30109 107,868 84.213 02FAEEVS-270036-13A 20,189 4,797,875 111,052 93.283 111,052 Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services	Adult Education – State Grant Program Passed through the State Board of Directors for Community	84.002	02FAEABE-170620-01A	95,000
Even Start - State Educational Agencies Total U.S. Department of Education U.S. Department of Health and Human Services Centers for Disease Control and Prevention - Investigations and Technical Assistance Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services 84.213 02FAEEVS-270036-13A 20,189 4,797,875 93.283 111,052 93.858 Al41435-04 22,110 93.858 Al41435-04 22,110 93.575 E5400307 72,459 205,621	Vocational Education – Basic Grants to States	84.048	30109	107,868
Centers for Disease Control and Prevention - Investigations and Technical Assistance Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services 93.283 Al41435-04 22,110 93.575 E5400307 72,459 205,621	Even Start - State Educational Agencies	84.213	02FAEEVS-270036-13A	
Passed through the University of Texas Medical Branch at Galveston Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services Passed through the University of Texas Medical Branch at 93.858 Al41435-04 22,110 P3.575 E5400307 72,459 205,621	Centers for Disease Control and Prevention -			
Microbiology and Infectious Disease Research Passed through the Arizona Department of Economic Security Child Care and Development Block Grant Total U.S. Department of Health and Human Services 93.858 Al41435-04 22,110 93.858 E5400307 72,459 205,621	Passed through the University of Texas Medical Branch at	93.283		111,052
Child Care and Development Block Grant 93.575 E5400307 72,459 Total U.S. Department of Health and Human Services 205,621	Microbiology and Infectious Disease Research	93.858	AI41435-04	22,110
Total Expenditures of Federal Awards \$5,472,899	Child Care and Development Block Grant	93.575	E5400307	
	Total Expenditures of Federal Awards			\$5,472,899

See accompanying notes to schedule.

Yavapai County Community College District (Yavapai College) Notes to Schedule of Expenditures of Federal Awards Year Ended June 30, 2002

Note 1 - Basis of Presentation

The accompanying schedule of expenditures of federal awards includes the federal grant activity of Yavapai County Community College District and is presented on the full accrual basis of accounting. The information in this schedule is presented in accordance with the requirements of OMB Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*. Therefore, some amounts presented in this schedule may differ from amounts presented in, or used in the preparation of, the financial statements.

Note 2 - Catalog of Federal Domestic Assistance (CFDA) Numbers

The program titles and CFDA numbers were obtained from the federal or pass-through grantor or the 2002 *Catalog of Federal Domestic Assistance*.

Note 3 - Loans Outstanding

The expenditures reported on the schedule of expenditures of federal awards for the Federal Perkins Loan Program – Federal Capital Contributions (CFDA number 84.038) included loan balances outstanding at June 30, 2002, of \$487,259.

Yavapai County Community College District (Yavapai College) Schedule of Findings and Questioned Costs Year Ended June 30, 2002

Summary of Auditor's Results

Financial Statements

Type of auditor's report issued:		Unqualified	
		<u>YES</u>	<u>NO</u>
Material weaknesses idea	ntified in internal control over financial reporting?		<u>X</u>
Reportable condition ider	ntified not considered to be a material weakness?	<u>X</u>	
Noncompliance material	to the financial statements noted?		<u>X</u>
Federal Awards			
Material weaknesses ide	ntified in internal control over major programs?		<u>X</u>
Reportable condition ider	ntified not considered to be a material weakness?	<u>X</u>	
Type of auditor's report is	sued on compliance for major programs:	Unqu	alified
Any audit findings disclos Circular A-133 (section .5	sed that are required to be reported in accordance with 10[a])?	<u>X</u>	
Identification of major pro	grams:		
CFDA Number Student Financial 84.007 84.032 84.033 84.038 84.063 TRIO Cluster 84.042 84.044 84.047	Name of Federal Program or Cluster Assistance Cluster Federal Supplemental Educational Opportunity Grants Federal Family Education Loans Federal Work-Study Program Federal Perkins Loan Program – Federal Capital Contribution Federal Pell Grant Program TRIO – Student Support Services TRIO – Talent Search TRIO – Upward Bound	ons	
Dollar threshold used to o	distinguish between Type A and Type B programs:	\$300,0	000
Auditee qualified as low-r	isk auditee?	<u>X</u>	
Other Matters			
Auditee's summary sched accordance with Circular	dule of prior audit findings required to be reported in A-133 (section .315[b])?	Х	

Yavapai County Community College District (Yavapai College) Schedule of Findings and Questioned Costs Year Ended June 30, 2002

Financial Statement Findings

Item: 02 - 1

Subject: Segregation of Duties

Condition: The same individuals who are responsible for processing payroll and generating paychecks are also authorized to update employee information within the payroll system, including creation of a new employee and pay rate/salary changes.

Recommendation: To help prevent the misappropriation of assets, controls should be implemented that requires someone independent of payroll processing, such as the human resource department, to update employee information within the computer system.

Yavapai County Community College District (Yavapai College) Schedule of Findings and Questioned Costs Year Ended June 30, 2002

Federal Award Findings and Questioned Costs

Item: 02 - 2

CFDA Numbers: 84.033; 84.042; 84.044; and 84.047

Programs: Federal Work-Study Program; TRIO Cluster - Student Support Services; Talent

Search; and Upward Bound

Agency: U.S. Department of Education

Award Year: July 1, 2001 to June 30, 2002

Questioned Costs: N/A

Condition: The same individuals who are responsible for processing payroll and generating paychecks are also authorized to update employee information within the payroll system, including creation of a new employee and pay rate/salary changes.

Recommendation: To help prevent the misappropriation of assets, controls should be implemented that requires someone independent of payroll processing, such as the human resource department, to update employee information within the computer system.

District Responses

Yavapai County Community College District (Yavapai College) Corrective Action Plan Year Ended June 30, 2002

Financial Statement Findings

Item: 02 - 1

Subject. Segregation of Duties

Name of Contact Person: Bob Lynch

Anticipated Completion Date: January 31, 2003

Corrective Action: The District is in the process of implementing a new integrated software program, PeopleSoft. On July 1, 2000, the payroll portion of PeopleSoft was successfully completed. The implementation team has recently completed the installation of the human resources portion of PeopleSoft. The hiring process and all pay rate/salary changes will be processed by the Human Resources Department. The payroll staff will not have programmatic access to the "create new employees" or "pay rate/salary change" screens. This procedure will be implemented no later than January 31, 2003.

Federal Award Findings and Questioned Costs

Item: 02 - 2

CFDA Numbers: 84.033; 84.042; 84.044; and 84.047

Program: Federal Work-Study Program; TRIO Cluster – Student Support Services; Talent

Search; and Upward Bound

Name of Contact Person: Bob Lynch

Anticipated Completion Date: January 31, 2003

Corrective Action: The District is in the process of implementing a new integrated software program, PeopleSoft. On July 1, 2000, the payroll portion of PeopleSoft was successfully completed. The implementation team has recently completed the installation of the human resources portion of PeopleSoft. The hiring process and all pay rate/salary changes will be processed by the Human Resources Department. The payroll staff will not have programmatic access to the "create new employees" or "pay rate/salary change" screens. This procedure will be implemented no later than January 31, 2003.

Yavapai County Community College District (Yavapai College) Summary Schedule of Prior Audit Findings Year Ended June 30, 2002

Status of Federal Award Findings and Questioned Costs

CFDA Number: 84.032

Program: Federal Family Education Loans

Finding Number: 01-2

Status: Corrected

CFDA Number: 84.033

Program: Federal Work-Study Program

Finding Number: 01-3

Status: Corrected

CFDA Numbers: 84.033; 84.042; 84.044; and 84.047

Programs: Federal Work-Study Program; TRIO Cluster - Student Support Services; Talent

Search; and Upward Bound

Finding Number: 01-4

Status: Not Corrected

Corrective Action: The District is in the process of implementing a new integrated software program, PeopleSoft. On July 1, 2000, the payroll portion of PeopleSoft was successfully completed. The implementation team has recently completed the installation of the human resources portion of PeopleSoft. The hiring process and all pay rate/salary changes will be processed by the Human Resources Department. The payroll staff will not have programmatic access to the "create new employees" or "pay rate/salary change" screens. This procedure will be implemented no later than January 31, 2003.