



City of Phoenix

Mission Statement

To improve the quality of life in Phoenix through efficient delivery of outstanding public services.

Project Team

Aaron Cook
City Auditor

Stacey Linch
Deputy City Auditor – IT

Judith Onayemi
Sr. Internal Auditor – IT

Dawnasie Martins
Internal Auditor

Project Number

1240050

This report can be made available in alternate format upon request.

**Human Resources Department
Application Controls – eCHRIS Identity & Access Management**

November 27, 2024

Our purpose was to evaluate the effectiveness of identity and access management controls for the City’s human resource system (eCHRIS), including access rights management, administrative accounts, and user account provisioning, maintenance, and removal.

We assessed:

- Access Control – access rights should be based on least privilege needed to perform business duties.
- Account Management – accounts should be created and removed based on business need.
- Event Logging – key events should be logged.

We identified items for improvement in all audited areas. Due to the sensitive nature of the information contained in the report, the details of our report and its recommendations were only shared with department management, City management, and the City Audit Committee.

We conducted this performance audit in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the performance audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

***City Auditor Department
140 N 3rd Avenue Phoenix, AZ 85003
602-262-6641 (TTY use 7-1-1)***