



Florida Department of Transportation

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GOVERNOR

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JARED W. PERDUE, P.E.
SECRETARY

MEMORANDUM

TO: District Construction Engineers & District Maintenance Engineers

FROM: Tim Lattner, P.E., Director of Office of Construction
Lance H. Grace, P.E., Director of Office of Maintenance

COPIES: Will N. Watts, Jennifer Marshall, Rudy Powell, Dan Hurtado

DATE: July 8, 2025

RE: **DCE Memorandum No. 25-03 & DME Memorandum No. 25-02**
Legal Requirements and Responsibility to the Public
Article 7 of the Standard Specifications for Road and Bridge Construction

DocuSigned by:

Tim Lattner

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Kristin Tadlock

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Kristin Tadlock on behalf
of Lance Grace

Article 7-1 of the Standard Specifications for Road and Bridge Construction (Specifications) requires the Contractor to become familiar with and comply with all Federal, State, and Local Rules and Regulations that control the action or operation of those engaged or employed in the work or that affect material used. In addition, Article 7-29 of Specifications requires the Contractor and subcontractors to verify the employment eligibility of all new employees hired during the term of the contract using the U.S. Department of Homeland Security's E-Verify system. In addition, contractors and their subconsultants are expected to comply with all applicable federal laws and regulations for both current and new employees.

Cooperation with Federal authorities is required in the enforcement of Federal law, including cooperating with and not impeding U.S. Immigration and Customs Enforcement (ICE) and other Federal offices and components of the Department of Homeland Security in the enforcement of Federal immigration law. Taking action to shield illegal aliens from ICE detection contravenes federal law and may give rise to civil and criminal liability.

Familiarize yourself again with these requirements and take all necessary steps to ensure the employment eligibility of the workforce performing work on your contracts.

The Department will conduct audits for compliance.