



## City of Brea

November 12, 2013

Orange County Grand Jury  
700 Civic Center Drive West  
Santa Ana, CA 92702

In response to the Orange County Grand Jury request that Brea review and comment on specific findings and recommendations outlined in the report titled “**The Goal of Equal Employment Opportunity: NO VICTIMS**” we submit the following:

**Finding 1:** *Municipalities in Orange County cities are well-versed in EEO issues and maintain exemplary compliance strategies.*

**Response to Finding 1:** We are unable to comment on this finding as we have no firsthand knowledge of how well-versed the other 32 municipalities are in this area.

**Finding 4:** *Complaint ratios between OC cities and the County of Orange are similar; but differences in how previous complaints were handled in the County led to major problems.*

**Response to Finding 4:** We are unable to comment on this finding as we have no firsthand knowledge of complaint ratios of the other 32 municipalities and/or the County of Orange.

**Finding 5:** *The County and several cities do not offer, or provide limited, training in harassment, discrimination, and retaliation, particularly for line staff. At this time, although line staff training is not required, all staff benefit from EEO training.*

**Response to Finding 5:** We are unable to comment on this finding as we are not aware of any study to verify this and have not done an internal assessment as to what, if any, potential benefits may arise from line level staff training.

City Council

Ron Garcia  
Mayor

Brett Murdock  
Mayor Pro Tem

Christine Marick  
Council Member

Roy Moore  
Council Member

Marty Simonoff  
Council Member

Civic & Cultural Center • 1 Civic Center Circle • Brea, California 92821-5732 • 714/990-7600 • FAX 714/990-2258 • [www.cityofbrea.net](http://www.cityofbrea.net)

**Finding 6:** *There are several Risk Management Joint Powers Insurance Pools (of which most cities are members) to ensure adequate coverage and sharing of liability with other member entities.*

**Response to Finding 6:** We agree there are several Risk Management Joint Powers Insurance Pools that many cities belong to for risk sharing; however, we have no firsthand knowledge that "(...most cities are members)" or that they ensure adequate coverage.

**Recommendation 1:** *All OC cities and County government shall include funding for training of management and supervision as required by law and ensure training for all employees every two to three years.*

**Response to Recommendation 1:** We cannot address this recommendation as it relates to other OC cities or the County, but Brea plans to continue providing funding for training of management and supervisors. We are not aware the law requires any entity to provide funding and the Grand Jury report notes some cities do not have a dedicated line item budget for this purpose. The law does not require, and we are unaware that there are any studies showing there is a verified need for all employees to be trained.

**Recommendation 2:** *OC cities shall review SIR aggregate limits every five years to assess changes in risk management economies and insurance pool mix.*

**Response to Recommendation 2:** Again, we cannot address the recommendation as it relates to other cities and their risk management needs; however, Brea regularly reviews our risk tolerance level as it relates to our SIR. We are also an active member in our insurance pool and participate in the annual assessment of how to spread risk among our members and the private insurance market.

**Recommendation 3:** *OC cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination, and Retaliation.*

**Response to Recommendation 3:** We are unable to comment on this recommendation as it relates to other cities and the County of Orange. The City of Brea will continue its current practice with respect to Harassment, Discrimination, and Retaliation.

Sincerely,



Terrie Stevens  
Human Resources Manager