

September 23, 2013

Honorable Thomas J. Borris
Presiding Judge
Orange County Superior Court
700 Civic Center Drive West
Santa Ana, CA 92701

RE: The Goal of Equal Employment Opportunity: NO VICTIMS

Honorable Judge Borris:

The City of Buena Park respectfully submits its responses to the 2012-2013 Orange County Grand Jury Report, "The Goal of Equal Employment Opportunity: NO VICTIMS."

FINDINGS:

F1: Municipalities in Orange County cities are well-versed in EEO issues and maintain exemplary compliance strategies.

1. Buena Park agrees with the finding.

F5: 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.

1. Buena Park agrees that although line staff training is not required, all staff benefit from EEO Training. However, the City of Buena Park offers the training to all staff on an annual basis, with the requirement of attendance at least every two years. Staff has the opportunity to attend training at either a "Buena Park" only audience and also through the City's membership in the Orange County Human Resources Consortium.

RECOMMENDATIONS:

R1: 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.

1. The recommendation has already been implemented. EEO training is already mandatory for Management, Supervisors, and Line staff every 2 years. New supervisors are required to take EEO Training within 6 months of hire. Human Resources budgets EEO training annually and offers training to just Buena Park staff and also through membership in the Orange County Human Resources Consortium. The City of Buena Park's annual training budget for EEOC mandated laws and regulations is \$2,500.

R2: OC cities shall review SIR aggregate limits every five years to assess changes in risk management economies and insurance pool mix.

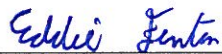
1. The recommendation has already been implemented. As members of California Insurance Pool Authority (CIPA), member cites review on an annual basis all SIR limits.

R3: OC cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination, and Retaliation.

1. The recommendation has been implemented. The City of Buena Park's Harassment in Employment Policy is distributed to all new employees through the City's New Employee Orientation at the time of hire. The City of Buena Park continues to train Management, Supervisors and Line staff on EEO issues. The City of Buena Park diligently investigates any and all EEO complaints or issues.

If you require anything further, please do not hesitate to contact me at (714) 562-3515.

Sincerely,



Eddie Fenton
Director of Human Resources/Risk Management

cc: Orange County Grand Jury
700 Civic Center Drive West
Santa Ana, CA 92701