



CITY of CYPRESS

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August 13, 2013

The Honorable Thomas J. Borris
Presiding Judge of the Superior Court
700 Civic Center Drive West
Santa Ana, CA 92701

SUBJECT: 2012-2013 Orange County Grand Jury report, "The Goal of Equal Employment Opportunity: NO VICTIMS."

Dear Judge Borris:

In accordance with the California Penal Code, Section 933 and 933.05, the City of Cypress is submitting this response to the Grand Jury Report "The Goal of Equal Employment Opportunity: NO VICTIMS." As stipulated in the statute, the responses are provided for each finding and recommendation.

Per the requirements and instructions, the City of Cypress is responding to Findings F1, F4, F5 and F6 and Recommendations R1, R2 and R3

FINDINGS

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

Response: The City of Cypress agrees with this finding. As part of the Liebert Cassidy Whitmore Consortium training opportunities, Orange County cities have stayed well-versed in EEO issues.

F4. 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: The City of Cypress agrees with this finding. "The Goal of Equal Employment Opportunity: NO VICTIMS" report indicated that the number of previous complaints were similar. However, the City of Cypress is unaware of the specific complaints that led to major problems within the County of Orange.

Prakash Narain, M.D., Mayor

Leroy Mills, Mayor Pro Tem
Rob Johnson, Council Member

Doug Bailey, Council Member
Mariellen Yarc, Council Member

F5. The County and several cities do not offer, or provide limited, training in harassment, discrimination, and retaliation, particularly for line staff.

Response: The City of Cypress agrees with this finding. The City of Cypress provided training for its nonsupervisory staff in January 2013 through the City's Employee Assistance Program. The training was well received by the staff.

F6. 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: The City of Cypress agrees with this finding. The City of Cypress participates in the California Insurance Pool Authority (CIPA) with a number of other Orange County cities.

RECOMMENDATIONS

Recommendation 1 (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.

Response: This City of Cypress is in compliance with this recommendation. The City of Cypress participates in a training consortium through Liebert Cassidy Whitmore, a professional law corporation. The corporation provides several training consortiums throughout the State of California and has an outstanding reputation for providing quality training services. For a fee assessed to each agency, training is presented through workshops on a variety of important topics. Participating agencies set aside two days of training on the topic ***“Preventing Workplace Harassment, Discrimination and Retaliation”*** to assure compliance with AB 1825. The City of Cypress provides funding in the Human Resources Divisional budget for this training and maintains a spreadsheet to assure that each required participant attends the training every two years or within 6 months of promotion to “supervisory” capacity.

Recommendation 2 (R2) – OC Cities shall review SIR aggregate limits every five years to assess changes in risk management economies and insurance pool mix.

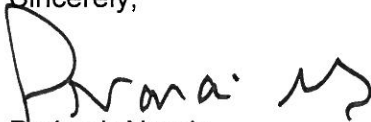
Response: The City of Cypress is in compliance with this recommendation. The City's joint powers authority, California Insurance Pool Authority (CIPA), currently evaluates pool SIR each year. They evaluate what is available in the marketplace and what it would cost to pool at various levels.

Recommendation 3 (R3) – OC Cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination and Retaliation.

Response: The City of Cypress is in compliance with this recommendation. By continuing to participate in the Liebert Cassidy Whitmore Consortium, the law corporation keeps the City abreast of any changes to laws relating to Harassment, Discrimination and Retaliation as well as best practices in the industry to prevent these issues from arising in the workplace.

The City of Cypress appreciates the opportunity to participate in this very important and timely report. Should you have any questions or need additional information, please contact Cathy Thompson, Human Resources Manager at 714-229-6687 or via e-mail at cthompson@ci.cypress.ca.us.

Sincerely,



Prakash Narain
Mayor, City of Cypress

c: Raymond Garcia, Foreman, 2012-2013 Orange County Grand Jury
John B. Bahorski, City Manager, City of Cypress
Cathy R. Thompson, Human Resources Manager, City of Cypress