



Steven S. Choi, Ph.D., Mayor

cityofirvine.org

City of Irvine, One Civic Center Plaza, P.O. Box 19575, Irvine, California 92623-9575

949-724-6233

August 23, 2013

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

**RE: City of Irvine Response to Orange County Grand Jury Report
"The Goal of Equal Employment Opportunity: NO VICTIMS"**

Dear Judge Borris:

The City of Irvine has reviewed the Orange County Grand Jury report entitled "The Goal of Equal Employment Opportunity: NO VICTIMS." As requested by the Grand Jury, and in accordance with California Penal Code Section 933, I am writing to provide you with the response of the City of Irvine to the applicable findings and recommendations contained in the report.

Findings (page 13)

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

The City of Irvine agrees with this finding.

Finding 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.

The City of Irvine agrees with this finding. The City has not experienced litigation that the County is reported to have experienced.

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

The City of Irvine disagrees with this finding. The City does require ongoing training in harassment, discrimination, and retaliation for managers, supervisors and lead staff. In addition, the City has recently developed online training, with implementation beginning late this summer, to be provided to all full-time and part-time staff. The City will augment the online training with onsite training, thus expanding our programming.

Finding 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.

The City of Irvine agrees with this finding. The City participates in the California Insurance Pool Authority.

Recommendations (page 14)

Recommendation 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.

The City of Irvine's responses are found in the responses to the Findings.

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

The City of Irvine will assess our limits at least once every five years.

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

The City of Irvine's responses are found in the responses to the Findings.

Please contact me or City Manager Sean Joyce at (949) 724-6249 if you have any questions or if we can provide any additional information.

Sincerely,

A handwritten signature in blue ink, appearing to read "Steven S. Choi".

Steven S. Choi, Ph.D.
Mayor

Attachments:

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

cc: Raymond Garcia
Foreman, 2012-2013 Orange County Grand Jury
700 Civic Center Drive West
Santa Ana, CA 92701