

September 26, 2013

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

Re: City of La Palma Response to 2012-2013 Orange County Grand Jury Report *"The Goal of Equal Employment Opportunity: NO VICTIMS"*

Dear Judge Borris:

The City is in receipt of the 2012-2013 Orange County Grand Jury Report *"The Goal of Equal Employment Opportunity: NO VICTIMS,"* which was made public on June 27, 2013. All Orange County cities are required by Penal Code §933 and §933.05 to provide a response to Findings F1, F4, F5, and F6 and Recommendations R1, R2, and R3 of the report.

Finding F1:

Finding F1 states, *"Municipalities in Orange County cities are well-versed in EEO issues and maintain exemplary compliance strategies."*

City of La Palma Response to Finding F1:

Based on the information presented in the Grand Jury's report, the City of La Palma **agrees** with this finding from the Orange County Grand Jury.

Finding F4:

Finding F4 states, *"Complaint rations between Orange County cities and the County of Orange are similar; but differences in how previous complaints were handled in the County led to major problems."*

City of La Palma Response to Finding F4:

Based on the information presented in the Grand Jury's report, the City of La Palma **agrees** with this finding from the Orange County Grand Jury. However, the City would like to note that the Grand Jury's report on page 12 indicates *"that all responding entities have had EEO complaints."* This is not a true statement for the City of La Palma in that the City has not had

an EEO complaint to its knowledge and certainly has not had one in the time period of 2007 through 2012, which was the subject time of the Grand Jury's inquiry.

Finding F5:

Finding F5 states, *"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."*

City of La Palma Response to Finding F5:

Based on the information presented in the Grand Jury's report, the City of La Palma **agrees** with this finding from the Orange County Grand Jury. However, the City would like to note that the Grand Jury's report on page 9 – as it relates to La Palma is incorrect. The City provides training to all employees every 2 years and it is available multiple times a year through various providers on an as needed basis for new supervisors or employees.

Finding F6:

Finding F6 states, *"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."*

City of La Palma Response to Finding F5:

Based on the information presented in the Grand Jury's report, the City of La Palma **agrees** with this finding from the Orange County Grand Jury.

Recommendation R1:

Recommendation R1 states, *"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."*

City of La Palma Response to Recommendation R1:

The recommendation has been implemented. The City provides training to all employees every 2 years and it is available multiple times a year through various providers on an as needed basis for new supervisors or employees.

Recommendation R2:

Recommendation R2 states, *"OC Cities shall review SIR aggregate limits every five years to assess changes in risk management economies and insurance pool mix."*

City of La Palma Response to Recommendation R2:

The recommendation has been implemented. The City is a member of the California Joint Powers Insurance Authority and reviews its Self Insurance Retention (SIR) (also known as Self Insurance Reserves) on a regular basis.

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Recommendation R3:

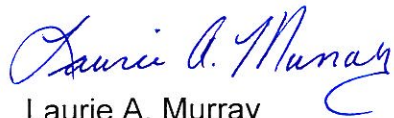
Recommendation R3 states, *"OC Cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination, and Retaliation."*

City of La Palma Response to Recommendation R3:

The recommendation has been implemented. City staff has and will continue to participate in training to stay abreast of change in employment law and best practices in the area of equal employment opportunity. Likewise, the City has and will continue to provide informational brochures regarding Harassment, Discrimination, and Retaliation to new employees; and has and will continue to provide training to all employees every 2 years and on an as needed basis for new supervisors or employees.

The City would like to thank the Orange County Grand Jury for its efforts in researching these issues and for giving the City an opportunity to respond to its findings and recommendations. Should you have any questions regarding the City's responses, please contact me at (714) 690-3338.

Sincerely,



Laurie A. Murray
Administrative Services Manager

c: City Manager
City Council
City Attorney
Orange County Grand Jury