



September 5, 2013

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

**Re: Grand Jury Report – “The Goal of Equal Opportunity: NO VICTIMS”  
Response of City of Laguna Beach**

Dear Judge Borris:

The City of Laguna Beach has reviewed the June 27, 2013 Report of the Orange County Grand Jury entitled “The Goal of Equal Opportunity: NO VICTIMS.” The Laguna Beach City Council has authorized me to submit this response. In accordance with California Penal Code Sections 933 and 933.05, the City’s response addresses the Orange County Grand Jury Report’s findings and recommendations pertaining to the City of Laguna Beach. The Grand Jury required the City of Laguna Beach to respond to findings F1, F4, F5 and F6, as well as recommendations R1, R2 and R3.

#### **Responses to Findings F1, F4, F5 and F6**

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

Response to Finding F1: The City of Laguna Beach 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.*

Response to Finding F4: The City of Laguna Beach partially disagrees with this finding. The City does not possess information regarding how complaints are handled in the County of Orange and therefore cannot concur with this finding. In any event, 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 for line staff. At this time although line staff training is not required, all staff benefit from EEO training.*

Response to Finding F5: The City of Laguna Beach partially disagrees with this finding. All City line staff must sign and acknowledge that they have been oriented as to the City's workplace harassment policy. This orientation addresses harassment, discrimination and retaliation in the workplace. Line personnel are also sent to related training sessions on an as-needed basis.

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.*

Response to Finding F6: The City of Laguna Beach agrees with this finding. The City participates in the California Insurance Pool Authority.

### **Responses to Recommendations R1, R2 and R3**

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.*

Response to Recommendation R1: The recommendation will not be implemented because it is not necessary to train all employees every two to three years. The City abides by the California statute (AB 1825) that governs sexual harassment training and ensures that its management and supervisory staff receive the mandatory training. The City also ensures all employees are fully informed and sign acknowledgements regarding the City's workplace harassment policy. Line personnel are also sent to training on an as-needed basis.

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

Response to Recommendations R2: This recommendation has been followed by the City of Laguna Beach for several years as part of the City's participation in the California Insurance Pool Authority.

Recommendation R3: *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 R3: This recommendation has been followed by the City of Laguna Beach for several years as part of its commitment to prevent workplace harassment. Specifically, the City provides both live and on-line courses in harassment, discrimination and retaliation in compliance with AB 1825.

The City of Laguna Beach would like to thank the Grand Jury for the opportunity to respond to this report.

Sincerely,

A handwritten signature in black ink that reads "John Pietig". The signature is fluid and cursive, with the first name "John" and last name "Pietig" clearly legible.

John Pietig  
City Manager

cc: City Council

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