



August 21, 2013

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

Ref: City of Laguna Niguel Response to 2012-2013 Grand Jury Report: “The Goal of Equal Employment Opportunity: No Victims”

Dear Judge Borris:

On June 27, 2013, the 2012-2013 Orange County Grand Jury issue a report entitled: “The Goal of Equal Employment Opportunity: No Victims”. All Orange County cities are required to respond to Findings F1, F4, F5 and F6 and Recommendations R1, R2 and R3.

The responses from the City of Laguna Niguel are set forth below. It should be noted that our responses are based solely on our reading of the Grand Jury Report. The City did not perform any additional independent research or analysis.

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

City Response: The City agrees with the finding.

Finding F4: Compliant 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.

City Response: The City agrees with the finding.

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.

City Response: The City agrees with the finding.

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 cities.

City Response: The City agrees with the finding.

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.

City Response: The recommendation to include funding for training of management and supervision has been implemented as required by law. Training for all line staff will be implemented within one year.

- *Funding is included in the City's Fiscal Year 2013-14 budget for training of management and supervision as required by law*
- *Funding for other full time line staff will be included in the City's Fiscal Year 2014-15 budget*

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

City Response: The recommendation has been implemented.

- *The City of Laguna Niguel is insured through the California Joint Powers Insurance Authority (CJPIA). The CJPIA reviews SIR aggregate limits every year to assess changes in risk management economies and insurance pool mix.*

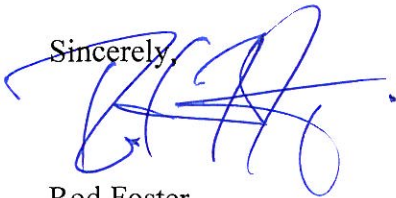
Recommendation R3: OC cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination and Retaliation.

City Response: The recommendation has been implemented.

- *The City of Laguna Niguel has historically made efforts to utilize best management practices with respect to Harassment, Discrimination and Retaliation and will continue to do so in the future.*

Thank you for the opportunity to respond to this Grand Jury Report.

Sincerely,



Rod Foster
City Manager