



Mayor
Scott Voigts

Mayor Pro Tem
Kathryn McCullough

Council Members
Peter Herzog
Adam Nick
Dwight Robinson

City Manager
Robert C. Dunek

September 19, 2013

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

RE: The Goal of Equal Employment Opportunity: NO VICTIMS

Dear Judge Borris:

Upon reviewing the findings and recommendations of the Orange County Grand Jury report entitled "The Goal of Equal Employment Opportunity: NO VICTIMS," the City of Lake Forest offers the following responses:

Findings:

F.1: Municipalities in Orange County cities are well-versed in EEO issues and maintain exemplary compliance strategies.

Response: Based on the information provided in the Grand Jury report, the City agrees with the finding.

F.5: The County and several cities do not offer, or provide limited, training in harassment, discrimination, and retaliation, particularly for line staff.

Response: State and Federal law require training for management and supervision every two years, but defines no specific requirement for line staff. The City of Lake Forest is compliant with State and Federal law. The City has not independently reviewed the frequency of training in regards to harassment, discrimination, and retaliation, particularly for line staff, offered by the County or the 33 responding Orange County cities. Without such a foundation from which to offer an informed opinion regarding the frequency and content of said training, the City respectfully disagrees with this finding.

Recommendations:

- R.1: 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: The City makes no recommendations as to what other cities or the County should do. As for Lake Forest, the City currently allocates funding each fiscal year for training of management and supervision as required by law and ensures training for all employees as needed.

- R.2: OC cities shall review SIR aggregate limits every five years to assess changes in risk management economics and insurance pool mix.

Response: The City makes no recommendations as to what other cities or the County should do. As for Lake Forest, the City does not have SIR or SIR aggregate limits, so this recommendation does not apply. EEO-related liability claims are handled on the City's behalf by the California Joint Powers Insurance Authority (CJPIA), which covers any claims from the first dollar paid.

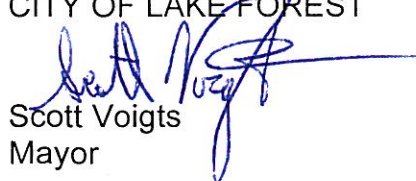
- R.3: OC cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination, and Retaliation.

Response: The City makes no recommendations as to what other cities or the County should do. As for Lake Forest, the City has, and will continue to, monitor for emerging best practices and utilize applicable best practices with respect to Harassment, Discrimination, and Retaliation.

Thank you for the opportunity to respond to the recommendations prepared by the 2012-13 Orange County Grand Jury in their report entitled "The Goal of Equal Employment Opportunity: NO VICTIMS." Should you have any questions, please contact Debra Rose, Deputy City Manager/Director of Management Services, at (949) 461-3414.

Sincerely,

CITY OF LAKE FOREST


Scott Voigts
Mayor

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c: Robert C. Dunek, City Manager
Scott C. Smith, City Attorney
City Council