



# CITY OF ORANGE

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HUMAN RESOURCES DEPARTMENT    Office: 714-744-7255    Fax: 714-744-7254    [www.cityoforange.org](http://www.cityoforange.org)

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October 28, 2013

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

Re:    City of Orange Response to Grand Jury Report: “The Goal of Equal Employment Opportunity: NO VICTIMS”

Honorable Judge Borris:

The following is the City of Orange’s Department of Human Resource’s response to the findings and recommendations contained in the Grand Jury’s Report, “The Goal of Equal Employment Opportunity: NO VICTIMS.” The City of Orange was only asked to respond to Findings F1, F4, F5 and F6 and Recommendations R1, R2 and R3.

## **Finding**

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

## **Response**

The City of Orange **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**

The City of Orange **disagrees** with this Finding as it does not possess the necessary statistical information regarding the County of Orange to properly evaluate this finding.

### **Finding**

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

### **Response**

The City of Orange **partially disagrees** with this Finding as it relates to the City of Orange. We are unable to speak to the training provided by the County or other cities. At the City of Orange, all staff is fully informed as to the City's policies against any unlawful harassment, discrimination and retaliation. All staff is asked if they are aware of, and understand the policies. Additionally, all staff is encouraged to report any known violations and are specifically asked if they are aware of any violations during their annual performance review.

### **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**

The City of Orange **agrees** with this Finding.

### **Recommendation**

R1: All OC cities and County government shall include funding for training of management and supervision required by law and ensure training for all employees every two to three years.

**Response:** The recommendation has been previously implemented as to supervisory employees. Additionally, funding is available for training of line staff on an as needed basis.

### **Recommendation**

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

**Response:** This recommendation has already been the City of Orange's practice. The City of Orange reviews its limits and deductibles regularly through its relationship with its pool and other participants.

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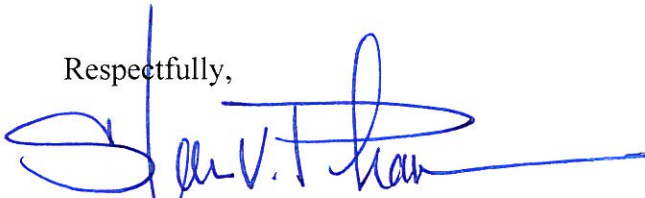
**Recommendation**

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

**Response:** This recommendation has already been the City of Orange's practice and has been implemented. The City of Orange is committed to maintaining a workplace free of unlawful harassment, discrimination and retaliation. The City actively encourages reporting of all incidents and investigates same.

Thank you for your service and efforts on behalf of the City of Orange and promoting a better workplace. We hope this response will be helpful.

Respectfully,



Steven V. Pham  
City of Orange  
Director of Human Resources

cc: The Orange County Grand Jury  
700 Civic Center Drive West  
Santa Ana, CA 92701