



September 11, 2013

Mayor

L. Anthony Beall

Mayor Pro Tem

Carol A. Gamble

Council Members

Steven Baric

Bradley McGirr

Jesse Petrilla

City Manager

Jennifer Cervantez

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

**RE: RESPONSE TO THE ORANGE COUNTY GRAND JURY
REPORT: "THE GOAL OF EQUAL OPPORTUNITY: NO
VICTIMS"**

Dear Judge Borris:

The City of Rancho Santa Margarita has reviewed the OC Grand Jury Report entitled, "The Goal of Equal Employment Opportunity: No Victims." As requested, the City of Rancho Santa Margarita is responding to the findings and recommendations, specifically Findings F 1, F4, F 5, and F 6, and Recommendations R 1, R 2 and R 3:

FINDINGS:

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

Response: The City of Rancho Santa Margarita agrees with this finding that the cities in Orange County are well versed in EEO issues and maintain exemplary compliance standards.

F 4: *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 Rancho Santa Margarita has no data to issue an opinion on the complaint ratios and is not privy to County procedures on handling of complaints. However, the City of Rancho Santa Margarita agrees with the findings of the Grand Jury.



CITY OF RANCHO SANTA MARGARITA

OC Grand Jury Response
September 11, 2013
Page 2

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

Response: Based on the data provided by the Grand Jury, the City of Rancho Santa Margarita agrees with this finding.

F 6: *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 Rancho Santa Margarita agrees with this finding. The City is a member of the Public Agency Risk Sharing Authority (PARSAC) to ensure adequate coverage and cost sharing of liability with other member entities.

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 years.*

Response: The City of Rancho Santa Margarita has partially implemented this recommendation. The City complies with current law that all management and supervisory personnel receive training every two years. Annually, the City budgets sufficient funds to provide this training. The Orange County Grand Jury has recommended that all staff receive harassment training every two years, which goes beyond the current requirement. The City will implement harassment training for all full and part time staff before the end of the fiscal year and provide on-going training every two years.

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

Response: The City of Rancho Santa Margarita has already implemented this recommendation. City staff meets with PARSAC twice a year to review appropriate limits, changes in risk management trends and economies and the pool mix.



CITY OF RANCHO SANTA MARGARITA

OC Grand Jury Response
September 11, 2013
Page 3

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 of Rancho Santa Margarita has already implemented this recommendation through the adoption and review of its personnel policies and procedures, which include a comprehensive harassment, discrimination and retaliation policy and the City shall continue efforts to utilize best practices in this area.

Should you have any questions or need any additional information, please contact Mark Taylor, Human Resources/Risk Management Administrator, at 949-635-1814 or via e-mail at mtaylor@cityofrsm.org.

Respectfully,

L. Anthony Beall
Mayor
City of Rancho Santa Margarita

Cc: Orange County Grand Jury
700 Civic Center West
Santa Ana CA 92701