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August 21, 2013

Office of the Mayor

Thomas J. Borris, Honorable Presiding Judge
Orange County Superior Court
700 Civic Center Drive West
Santa Ana, CA 92701

Re: 2012-2013 Orange County Grand Jury Report: "The Goal of Equal Employment Opportunity: NO VICTIMS"

Honorable Thomas J. Borris, Presiding Judge:

Regarding the findings made by the 2012-2013 Orange County Grand Jury Report, "The Goal of Equal Employment Opportunity: NO VICTIMS", the City is in agreement with the Grand Jury's findings, with the exception of Finding F4.

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.

The City does not have sufficient information to agree with Finding F4 because:

- (1) There is no data in the report that compares complaint ratios between the County and Orange County cities; thus the City lacks knowledge of whether the complaint ratios are "similar", and;
- (2) The City is unfamiliar with how the County handled previous complaints; thus the City lacks knowledge of whether the County's method of handing previous complaints led to "major problems."

In accordance with the recommendations made by the Grand Jury, all recommendations have been implemented:

Recommendation 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.

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Training is provided to all employees from the City's insurance pool, the California Joint Powers Insurance Authority. This training is funded through the annual contributions the City pays to the insurance pool and the contributions are included in the City's budget. The City Attorney's office also provides required ethics training to City staff.

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

Insurance limits and self-insured retentions (SIRs) are reviewed during the annual renewal of the insurance coverage.

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

The City maintains best practices with the assistance of its membership in the Orange County Human Resources Consortium, which provides training, education and resources in the areas of harassment, discrimination and retaliation. The City's membership in the California Joint Powers Insurance Authority also provides resources and tools with respect to harassment, discrimination, and retaliation compliance.

Should you have any questions, please do not hesitate to contact me at (949) 443-6317 or Tom Bokosky, Human Resources Manager at (949) 443-6321.

Sincerely,

John Taylor
Mayor

