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CITY OF SANTA ANA

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September 23, 2013

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

GRAND JURY REPORT – “The Goal of Equal Opportunity: NO VICTIMS”

Dear Honorable Judge Thomas J. Borris:

The City of Santa Ana has reviewed the 2012-2013 Orange County Grand Jury report titled, The Goal of Equal Opportunity: NO VICTIMS. As requested, the City of Santa Ana provides the following required responses to the applicable findings and recommendations.

FINDINGS

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

The City of Santa Ana agrees with this 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 of Santa Ana disagrees with this finding.

The City does not possess information regarding the number of complaints the County receives nor the manner in which complaints are handled and therefore is unable to evaluate this 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.

The City of Santa Ana partially disagrees with this finding.

All City staff is fully informed about the City's Anti-Harassment Policy and Complaint Procedure, which addresses harassment, discrimination and retaliation. City staff sign

and acknowledge receipt of said policy and receive training upon hire as well as throughout employment on an as-needed and as-requested basis.

- 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.

The City of Santa Ana agrees with this finding.

The City of Santa Ana participates in BICEP, the Big Independent Cities Excess Pool.

RECOMMENDATIONS

- 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.

The recommendation will not be implemented.

Funding for training of management and supervision is allocated. Applicable employees are trained every two years per California law (AB 1825), which does not apply to line staff. All staff, including line staff, is trained on an as-needed and as-requested basis.

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

The recommendation has been implemented.

The City of Santa Ana reviews limits and considers these factors in conjunction with a regular risk analysis and its participation in BICEP.

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

The recommendation has been implemented.

The City of Santa Ana is committed to maintaining a workplace free of harassment, discrimination and retaliation through strict adherence to an anti-harassment policy, diligent and immediate complaint investigation, proactive training programs, and other methods of information dissemination.

The City of Santa Ana is pleased to submit this response to the 2012-2013 Orange County Grand Jury report.

Sincerely,



Debra Kurita
Deputy City Manager, Interim