



City of Villa Park

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August 27, 2013

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

RE: CITY OF VILLA PARK'S REQUIRED RESPONSE TO THE 2012-2013 ORANGE COUNTY GRAND JURY REPORT, "THE GOAL OF EQUAL EMPLOYMENT OPPORTUNITY: NO VICTIMS."

Dear Judge Borris:

On behalf of the City of Villa Park, I am pleased to provide you our required response to the Grand Jury's report regarding the above titled report.

The City of Villa Park provides the following responses:

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

City Response: The City agrees with this finding.

Finding 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.*

City Response: The City agrees with this finding. The City has not experienced litigation that the County is reported to have experienced.

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

City Response: The City disagrees wholly with the finding. The City requires and provides such training for ALL staff every two years.

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.*

City Response: The City agrees with this finding. The City is a member of the California Joint Powers Insurance Authority.

Recommendation 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.*

City Response: City practice is consistent with this recommendation, therefore, it has been (was) implemented.

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

City Response: City practice is consistent with this recommendation, therefore, it has been (was) implemented.

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

City Response: City practice is consistent with this recommendation, therefore, it has been (was) implemented.

The City of Villa Park greatly appreciates the opportunity to respond to the Grand Jury Report.

Sincerely,

THE CITY OF VILLA PARK



Brad E. Reese
Mayor

C: City Council
Orange County Grand Jury