



City of Westminster

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MARGIE L. RICE
Council Member

EDDIE MANFRO
City Manager

November 15, 2013

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

RE: 2012-13 Orange County Grand Jury Report, "The Goal of Equal Employment Opportunity: NO VICTIMS"

Dear Judge Borris:

On behalf of the City of Westminster I am pleased to provide you our required response to the above titled Grand Jury report.

The City of Westminster provides the following responses:

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

Response: The City of Westminster agrees with this finding.

Finding 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 Westminster is unable to comment on county data or responses.

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

Response: Although the Grand Jury's findings may support this conclusion for other entities, the City of Westminster requires and provides this training for all City staff, minimally every two years.

Finding 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 Westminster agrees with this finding.

The City of Westminster is committed to educating our employees on Equal Employment Opportunity policies and procedures; and maintaining a work environment that is free from harassment, discrimination and retaliation.

Sincerely,
CITY OF WESTMINSTER

A handwritten signature in black ink, appearing to read 'Eddie Manfro', written over the printed name below.

Eddie Manfro
City Manager