

CITY OF LOS ALAMITOS



December 18, 2013

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

Re: REVISED Response to City of Los Alamitos Response to Grand Jury Report: "The Goal of Equal Employment Opportunity: NO VICTIMS"

Dear Honorable Judge Borris:

The City of Los Alamitos sincerely apologizes for the untimely response to the above mentioned report. The following is the City of Los Alamitos' City Manager's Office response to the findings and recommendations contained in the Grand Jury's Report, "The Goal of Equal Employment Opportunity: NO VICTIMS." The City of Los Alamitos was only asked to respond to Findings F1, F4, F5 and F6.

FINDINGS

Finding

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

Response

The City of Los Alamitos *agrees* with this Finding.

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.

Response

The City of Los Alamitos *disagrees* with this Finding as it does not possess the necessary statistical information regarding the County of Orange to properly evaluate this finding.

The Honorable Thomas J. Borris
Presiding Judge of the Superior Court
December 18, 2013
Page 2

Finding

F5: The County and several cities do not offer, or provide limited, training in harassment, discrimination, and retaliation, particularly for line staff.

Response

The City of Los Alamitos partially *disagrees* with this Finding as it relates to the City of Los Alamitos. We are unable to speak to the training provided by the County or other cities. At the City of Los Alamitos, all staff is fully informed as to the City's policies against any unlawful harassment, discrimination and retaliation. All staff is asked if they are aware of, and understand the policies. Additionally, all staff is encouraged to report any known violations and are specifically asked if they are aware of any violations during their annual performance review.

Finding

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 cities.

Response

The City of Los Alamitos *agrees* with this Finding.

RECOMMENDATIONS

Recommendation

R1: 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. (F2, 3, 4, 5)

Response

The City of Los Alamitos *agrees* with this Recommendation.

Recommendation

R2: OC cities shall review SIR aggregate limits every five years to assess changes in risk management economies and insurance pool mix. (F6)

Presiding Judge of the Superior Court
December 18, 2013
Page 3

Response

The City of Los Alamitos *agrees* with this recommendation.

Recommendation

F3: OC cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination, and Retaliation. (F1,3)

Response

The City of Los Alamitos *agrees* with this recommendation.

Recommendation

F4: The OC Board of Supervisors shall continue to provide funding and resources sufficient to complete HRSD's centralization program. (F2)

Response

The City of Los Alamitos *agrees* with this recommendation.

Again, we apologize for the untimely response to this report and would like to thank you for your service on behalf of the City of Los Alamitos.

Sincerely,

CITY OF LOS ALAMITOS



BRET M. PLUMLEE
City Manager

cc: The Orange County Grand Jury
700 Civic Center Drive West
Santa Ana, CA 92701