



City of La Habra

"A Caring Community"

August 6, 2013

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

Re: Required Response to Grand Jury Report, "The Goal of Equal Employment Opportunity: NO VICTIMS"

Dear Presiding Judge Borris:

On June 27, 2013, the 2012-2013 Orange County Grand Jury released its report on the "The Goal of Equal Employment Opportunity: NO VICTIMS." The report made a number of findings and recommendations to which the City of La Habra is required to comment on including F1, F4, F5, F6, R1, R2, and R3. Please consider this letter as the City's official comments on these findings and recommendations.

Findings

Finding 1 (F1): Municipalities in Orange County cities are well-versed in EEO issues and maintain exemplary compliance strategies.

Based on the information and documentation provided in the study, the City of La Habra agrees with the finding of the Grand Jury that Orange County cities are well-versed in EEO issues and maintain exemplary compliance strategies.

Finding 4 (F4): Complaint ratios between Orange County cities and the County of Orange are similar; but differences in how previous complaints were handled in the County led to major problems.

Based on the data and analysis provided by the Grand Jury, the City of La Habra agrees with the finding of the Grand Jury that complaint ratios between Orange County cities and the County of Orange are similar and that differences in how previous complaints were handled in the County led to major problems. The City of La Habra did not perform any type of review or analysis of this information, but rather relied on the findings and analysis prepared by the Grand Jury.

Finding 5 (F5): The County and several cities do not offer, or provide limited, training in harassment, discrimination, and retaliation, particularly for line staff.

Based on the data and analysis presented by the Grand Jury, the City of La Habra agrees with the finding that the County and many cities do not offer, or provide limited training in harassment, discrimination, and retaliation, particularly for line staff.

Finding 6 (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.

Based on the information provided by the Grand Jury, the City of La Habra agrees with the finding that most cities are members of Risk Management Joint Powers Insurance Pools and share liability with other member entities.

Recommendations

Recommendation 1 (R1): All Orange County 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.

In compliance with State law, the City of La Habra provides funding for and training of managers and supervisors every two years. Training for line staff has been conducted on an as-needed basis. The recommendation to provide training for all employees has not yet been implemented, but will be scheduled to begin on November 21, 2013, at the next Liebert, Cassidy Whitmore workshop on Preventing Workplace Harassment, Discrimination and Retaliation. Future training sessions will be scheduled at a minimum of two times per year until all employees have received training. Training will be conducted on an on-going basis.

Recommendation 2 (R2): Orange County cities shall review SIR aggregate limits every five years to assess changes in risk management economies and insurance pool mix.

City staff review SIR aggregate limits on an annual basis, not only complying with, but exceeding the Grand Jury's recommendation on this issue. The City will continue with its current annual review of SIR aggregate limits.

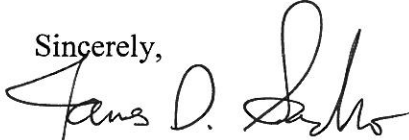
Recommendation 3 (R3): Orange County cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination, and Retaliation.

The City of La Habra is in compliance with this recommendation and is committed to continuing its efforts to utilize best practices with respect to Harassment, Discrimination, and Retaliation.

Thank you for the opportunity to provide comments on these findings and recommendations related to the Grand Jury Report on "The Goal of Equal Employment

Opportunity: NO VICTIMS.” If you have any questions or concerns, please contact Robin Juengel, Deputy Administrative Director, at (562) 905-9739.

Sincerely,

A handwritten signature in black ink, appearing to read "James D. Sadro". The signature is written in a cursive style with a large initial "J".

James Sadro
Director of Finance & Administrative Services

CC: Orange County Grand Jury