November 15, 2013

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


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

Eddie Manfre
City Manager