



CITY OF LAGUNA HILLS

City Council

August 27, 2013

MAYOR

Barbara Kogerman

MAYOR PRO TEMPORE

Andrew Blount

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

RE: California Penal Code Section 933 Response to Orange County Grand Jury Report, "The Goal of Equal Employment Opportunity: NO VICTIMS."

Dear Judge Borris:

As requested by Orange County Grand Jury letter dated June 20, 2013, the City of Laguna Hills is responding to the findings and recommendations of the Grand Jury Report entitled, "The Goal of Equal Employment Opportunity: NO VICTIMS." As specifically directed, the City of Laguna Hills is responding as directed to Findings F1, F4, F5 and F6 and Recommendations R1, R2 and R3.

GRAND JURY FINDINGS

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

Response: The City of Laguna Hills agrees with this finding. The City strives to maintain a workplace environment free from harassment, discrimination, and retaliation.

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 Laguna Hills agrees with this finding. The City strives to maintain a workplace environment free from harassment, discrimination, and retaliation. In addition, the City has policies and procedures in place to thoroughly investigate all complaints received.

- 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 Laguna Hills disagrees partially with the finding. While some cities do not offer, or provide limited, training in harassment, discrimination, and retaliation, for their staff, particularly line staff, it has been the practice of the City of Laguna Hills to provide onsite sexual harassment, discrimination, and retaliation prevention training to all full-time employees every 2 years.

- 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.**

Response: The City of Laguna Hills agrees with this finding. The City belongs to the Exclusive Risk Management Authority of California (ERMAC) which provides excess coverage for employment practices liability.

GRAND JURY RECOMMENDATIONS

- 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.**

Response: The recommendation has already been implemented. The City of Laguna Hills provides funding for the training of all management and supervisory staff every 2 years, as mandated by law. Furthermore, it is the City's practice to provide funding, and it will continue to do so, to ensure harassment, discrimination, and retaliation prevention training for all full-time employees every two years.

- R2. OC cities shall review SIR aggregate limits every five years to assess changes in risk management economies and insurance pool mix.**

Response: The recommendation has already been implemented. The City, as well as the Exclusive Risk Management Authority of California (ERMAC), the joint insurance powers pool to which the City belongs, regularly review limits on a biennial basis to assess change in risk management economies and insurance pool mix.

- R3. OC cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination, and Retaliation.**

Response: The recommendation has been implemented. To that end, the City is committed to utilizing best practices related to and maintaining a workplace environment free from harassment, discrimination, and retaliation.

Should you have any questions or need additional information, please feel free to contact Donald White, Assistant City Manager, at (949) 707-2620.

Sincerely,

A handwritten signature in cursive script that reads "Barbara D. Kogerman". The signature is written in black ink and is positioned above the printed name.

BARBARA D. KOGERMAN
Mayor

Cc: Raymond Garcia
Foreman, 2012-2013 Orange County Grand Jury
700 Civic Center Drive West
Santa Ana, CA 92701