

Mariposa County Board of Supervisors



District 1 LEE STETSON
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District 3 JANET BIBBY
District 4 KEVIN CANN
District 5 JOHN CARRIER

April 8, 2014

RICHARD J. BENSON
County Administrative Officer

RENÉ LAROCHE
Clerk of the Board

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Honorable Wayne Parrish
Assistant Presiding Judge of the Superior Court
County of Mariposa
Post Office Box 28
Mariposa, California 95338

Dear Judge Parrish:

Enclosed is the response of the Mariposa County Board of Supervisors to the Investigative Report on the Mariposa County Human Services Department of the 2013-2014 Mariposa County Grand Jury. The Clerk of the Board of Supervisors and the County Clerk will keep copies of the report and this response on file. A file copy will also be submitted to the 2013-2014 Grand Jury.

We at the County appreciate the effort and the many hours of work that the Investigative Report represents.

Sincerely,


RICHARD J. BENSON
County Administrative Officer

RB/mbh
Enclosure

Reviewed 
Honorable Wayne R. Parrish, Per 933

cc: Board of Supervisors
Human Services Director
Keith Williams, County Clerk
2013-2014 Grand Jury
René LaRoche, Clerk of the Board

**Mariposa County Board of Supervisors
Response to the Investigative Report of the
Mariposa County Human Services Department by the
2013-2014 Mariposa County Grand Jury**

Findings:

1. The Mariposa County Board of Supervisors has reviewed the Investigative Report of the Grand Jury and the response of John Lawless, Interim Human Services Director dated January 22, 2014, and concurs with his response.
2. The Mariposa County Board of Supervisors has reviewed the Investigative Report of the Grand Jury and the response of John Lawless, Interim Human Services Director dated January 22, 2014, and concurs with his response.
3. The Mariposa County Board of Supervisors has reviewed the Investigative Report of the Grand Jury and the response of John Lawless, Interim Human Services Director dated January 22, 2014, and concurs with his response.

Recommendations:

1. The Mariposa County Board of Supervisors has reviewed the Investigative Report of the Grand Jury and the response of John Lawless, Interim Human Services Director dated January 22, 2014, and concurs with his response with the following comment:
 - A. The Human Services department will continue to work with the County's Human Resources department to identify and resolve any personnel issues that may arise. An outside consultant may be used, if warranted and requested by the Human Resources Director.
2. The Mariposa County Board of Supervisors has reviewed the Investigative Report of the Grand Jury and the response of John Lawless, Interim Human Services Director dated January 22, 2014, and concurs with his response with the following comment:
 - A. Every two years all management employees and Department Heads employed by Mariposa County are required to complete a four-hour harassment/discrimination course. This course provides information regarding retaliation and the possible consequences of failing to comply with fair labor standards.
 - B. The County has in place Memorandums of Understanding (MOU) that cover the employees in Human Services – Service Employees International Union (SEIU) and Mariposa County Managerial and Confidential Organization (MCMCO). Both of these MOUs contain wording that allow for union stewards to be appointed by the employee organization. These union stewards are available to the employees to help resolve any possible grievances and/or to ensure there is no retaliation. Because union stewards are included in the MOUs there is no need for the appointment of an ombudsman.

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3. The Board of Supervisors conducted a recruitment and recently hired a new Human Services Director. The new Director will manage the Human Services Department with the same high standards required of all County officials.