

Grand Jury Report

RESPONSE FORM

RE: Report Titled: Covering Your Asphalt. A Report on the Mendocino County Department of Transportation

Report Dated: June 6, 2011

Response Form Submitted By:

Carmel Angelo, CEO
Mendocino County
501 Low Gap Road
Ukiah, CA 95482

Response MUST be submitted, per Penal Code §933.05, no later than: August 22, 2011

I have reviewed the report and submit my responses to the FINDINGS portion of the report as follows:

- I (we) agree with the Findings numbered:
4, 6, 11-14, 18, 20, 25, 26, 28, 42, 47
- I (we) disagree wholly or partially with the Findings numbered below, and have **attached, as required**, a statement specifying any portion of the Finding that are disputed with an explanation of the reasons therefore.
3, 5, 10, 15-17, 19, 22-24, 27, 29, 34-41, 43-46, 48-50

I have reviewed the report and submit my responses to the RECOMMENDATIONS portion of the report as follows:

- The following Recommendation(s) have been implemented and **attached, as required**, is a summary describing the implemented actions:
5, 6, 14, 15
- The following Recommendation(s) have not yet been implemented, but will be implemented in the future, **attached, as required** is a time frame for implementation:
1, 2

The following Recommendation(s) require further analysis, and attached as required, is an explanation and the scope and parameters of the planned analysis, and a time frame for the matter to be prepared, discussed and approved by the officer and/or director of the agency or department being investigated or reviewed: (This time frame shall not exceed six (6) months from the date of publication of the Grand Jury Report)

The following Recommendations will NOT be implemented because they are not warranted and/or are not deemed reasonable, attached, as required is an explanation therefore:

3, 7-13, 16

I have completed the above responses, and have attached, as required the following number of pages to this response form:

Number of Pages attached: 3

I understand that responses to Grand Jury Reports are public records. They will be posted on the Grand Jury website: www.co.mendocino.ca.us/grandjury. The clerk of the responding agency is required to maintain a copy of the response.

I understand that I must submit this signed response form and any attachments as follows:

First Step: E-mail (word documents or scanned pdf file format) to:

- The Grand Jury Foreperson at: grandjury@co.mendocino.ca.us
- The Presiding Judge c/o Sally Nevarez: sally.nevarez@mendocino.courts.ca.gov
- The County's Executive Office: angeloc@co.mendocino.ca.us

Second Step: Mail all originals to:

Mendocino County Grand Jury
P.O. Box 939
Ukiah, CA 95482

Printed Name: Carmel J. Angelo

Title: Chief Executive Officer

Signed: 

Date: 8/22/11

FINDINGS:

#3, 5,10,16,17,19, 22, 35, 37,38,39, 50 The Mendocino County Chief Executive Officer incorporates by reference herein, the response prepared by the Mendocino County Department of Transportation.

#15, 43, 44, 48, 49 The Mendocino County Chief Executive Officer incorporates by reference herein, the response prepared by the Mendocino County Human Resources Department.

#23, 27, 29 The Mendocino County Chief Executive Officer incorporates by reference herein, the responses prepared by the Mendocino County Department of Transportation and the Mendocino County General Services Agency Director.

#24 The Mendocino County Chief Executive Officer incorporates by reference herein, the response prepared by the Mendocino County General Services Agency Director.

#34 Communication lapses are unavoidable in any large organization such as the County of Mendocino, but these instances are aberrations, and not representative of typical operational practices. The Mendocino County Chief Executive Officer is unaware of any significant inter/intra-departmental barriers or poor decision-making practices. The Mendocino County Chief Executive Officer further incorporates by reference herein the responses to findings prepared by the Mendocino County Human Resources Department.

#36 The Mendocino County Chief Executive Officer incorporates by reference herein the responses to findings prepared by the Mendocino County Department of Transportation and the Mendocino County Human Resources Department.

#40 The Mendocino County Chief Executive Officer disagrees that there is pervasive job discontent within any County Department, and incorporates by reference herein the responses to findings prepared by the Mendocino County Department of Transportation and the Human Resources Department.

#41 The Mendocino County Chief Executive Officer has no information supporting the finding that staff morale is low due to management style, and incorporates by reference herein the responses to findings prepared by the Mendocino County Department of Transportation.

#45, 46 The Mendocino County Chief Executive Officer incorporates by reference herein the responses to findings prepared by the Mendocino County Department of Transportation and the Mendocino County Human Resources Department.

RECOMMENDATIONS:

#1 The Mendocino County Chief Executive Officer has no authority to direct the Mendocino County Board of Supervisors. However, the Mendocino County Chief Executive Officer will coordinate a review of the management and organizational structure at the Mendocino County Department of Transportation by January 1, 2012

#2 The Mendocino County Chief Executive Officer worked closely with departments through a recent layoff exercise to ensure supervisor/staff ratios were reasonable; the potential consolidation of management at the Mendocino County Department of Transportation can be seen as a component of this ongoing concern. However, no actual changes will be directed that are independent of the review that will occur.

#3 The Mendocino County Chief Executive Officer has no authority to direct the Mendocino County Board of Supervisors, or to set their schedule. The Mendocino County Chief Executive Officer can make recommendations to the Board; no recommendation will be made on this item for the reason stated, however, as the meeting schedule does not result in the loss of State or Federal funds during declared disasters.

#5 The Mendocino County Chief Executive Officer incorporates by reference herein, the response by the Mendocino County General Services Agency Director.

#6 This recommendation relates to the management of the Mendocino County Department of Transportation; the Mendocino County Chief Executive Officer incorporates by reference herein the response of that Department.

#7 This recommendation is directed to the Mendocino County Department of Transportation management, and references Human Resources. The Mendocino County Chief Executive Officer incorporates the response of those two departments by reference herein.

#8 The Mendocino County Chief Executive Officer has no authority to direct the Mendocino County Board of Supervisors. The Mendocino County Chief Executive Officer can make recommendations to the Board, however no recommendation will be made on this item. Employee discontent within the County is most properly expressed through complaints or grievances. As the Mendocino County Human Resources Department indicated in response to Finding #44, a process to handle and address complaints and grievances has been negotiated between the County and its employees; this process is specifically designed to address issues at the lowest possible level and escalates only through a defined sequence of steps. No information has been presented to indicate the negotiated process isn't properly functioning.

#9 The Mendocino County Chief Executive Officer has no authority to direct the Mendocino County Board of Supervisors, and no recommendation from the Chief Executive Officer to the Board will be made on this item. The Chief Executive Officer is

unaware of a compelling reason for the Board of Supervisors to intervene or become otherwise involved with what would be a routine evaluation of intra-departmental operations. Further, the Grand Jury's reference to an "independent" review implies the use of an outside consultant; no funding is currently available for this type of study.

#10 The operational organizational reporting structure within an organization is a management prerogative and responsibility of the Director, and the Mendocino County Chief Executive Officer will not interfere in this area without a specific and compelling concern.

#11 This recommendation is directed to the Mendocino County Department of Transportation management, and references Human Resources. The Mendocino County Chief Executive Officer incorporates the response of those two departments by reference herein.

#12 This recommendation is directed to the Mendocino County Human Resources Department; the Mendocino County Chief Executive Officer incorporates by reference herein the response of that Department.

#13 This recommendation relates to the management of the Mendocino County Department of Transportation; the Mendocino County Chief Executive Officer incorporates by reference herein the response of that Department.

#14 This recommendation is directed to the Mendocino County Human Resources Department; the Mendocino County Chief Executive Officer incorporates by reference herein the response of that Department.

#15 The Mendocino County Chief Executive Officer continually strives to cultivate and maintain professional, healthy, and collaborative relationships.

#16 This recommendation is directed to the Mendocino County Department of Transportation; the Mendocino County Chief Executive Officer incorporates by reference herein the response of that Department.