

**A REPORT BY
THE 2014-2015 CONTRA COSTA COUNTY CIVIL GRAND JURY
725 Court Street
Martinez, California 94553**

Report 1501

**COMPLIANCE AND CONTINUITY
COMMITTEE REPORT**

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Foreperson
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COMPLIANCE AND CONTINUITY COMMITTEE REPORT

The Contra Costa County Civil Grand Jury is impaneled annually to investigate city and county government, special districts, and certain non-profit corporations to ensure that their functions are performed in a lawful, economical and efficient manner. Findings and Recommendations developed from these investigations are contained in the reports signed by the Grand Jury Foreperson and the Grand Jury Judge. Responses to these reports must be made within certain time constraints and in accordance with specific formats pursuant to sections 933 and 933.05 of the California Penal Code. The required responses are:

- The recommendation has been implemented.
- The recommendation has not yet been implemented, but will be implemented in the future.
- The recommendation requires further analysis.
- The recommendation will not be implemented because it is not warranted or is not reasonable.

Responses to the 2013-2014 Grand Jury reports are posted on the Contra Costa County Grand Jury website in their entirety and can be viewed at:

<http://www.cc-courts.org/index.cfm?fuseaction=Page.ViewPage&pageId-4188>

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CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT – 1402
Training School District Employees in Reporting Child Abuse
-Are School Districts in the County Failing the Test-

Recommendation #1: Each district should evaluate its program currently in place to train its employees in their obligations to identify and report suspected cases of child abuse.

RESPONDENT	RESPONSES
Acalanes Union High School District	The recommendation has been implemented
Antioch Unified School District	The recommendation has been implemented
Brentwood Union Elementary School District	The recommendation has been implemented.
Byron Union Elementary School District	The recommendation has been implemented.
Canyon School District	The recommendation has been implemented.
Contra Costa County Office of Education	The recommendation has been implemented.
Contra Costa County Community College District	The recommendation has been implemented.
John Swett Unified School District	The recommendation has been implemented.
Knightsen Elementary School District	The recommendation has not yet been implemented, but will be implemented in the future.
Lafayette Elementary School Districts	The recommendation has been implemented.
Liberty Union High School District	The recommendation has been implemented.
Martinez Unified School District	The recommendation has been implemented.
Moraga Elementary School District	The recommendation has been implemented.
Mt. Diablo School District	The recommendation has been implemented.
Oakley Union Elementary School District	The recommendation has been implemented.
Orinda Union Elementary School District	The recommendation has been implemented.
Pittsburg Unified School District	The recommendation has been implemented.

San Ramon Valley Unified School District	The recommendation has been implemented.
Walnut Creek Elementary School District	The recommendation has been implemented.
West Contra Costa County Unified School District	The recommendation has been implemented.

Recommendation #2: Each district should adopt a program that provides training on an annual basis to all employees of the district about their obligations to report known or suspected child abuse.

RESPONDENT	RESPONSES
Acalanes Union High School District	The recommendation has been implemented.
Antioch Unified School District	The recommendation has yet been implemented, but will be implemented in the future.
Brentwood Union Elementary School District	The recommendation has been implemented.
Byron Union Elementary School District	The recommendation has been implemented.
Canyon School District	The recommendation has been implemented.
Contra Costa County Office of Education	The recommendation has been implemented.
Contra Costa County Community College District	The recommendation has not yet been implemented, but will be implemented in the future.
John Swett Unified School District	The recommendation has been implemented.
Knightsen Elementary School District	The recommendation has not yet been implemented but will be implemented in the future.
Lafayette Elementary School District	The recommendation has not yet been implemented, but will be implemented in the future.
Liberty Union High School District	The recommendation has been implemented
Martinez Unified School District	The recommendation has been implemented
Moraga Elementary School District	The recommendation has been implemented
Mt. Diablo School District	The recommendation has been implemented
Oakley Union Elementary School District	The recommendation has been implemented

Orinda Union Elementary School District	The recommendation has not yet been implemented, but will be implemented in the future.
Pittsburg Unified School District	The recommendation has been implemented.
San Ramon Valley Unified School District	The recommendation has been implemented.
Walnut Creek Elementary School District	The recommendation has been implemented.
West Contra Costa County Unified School District	The recommendation has been implemented.

Recommendation #3: The training program in child abuse reporting obligations should include:

- a. Who are "mandated reporters";**
- b. What is "reasonable suspicion" of child abuse;**
- c. How and when a report should be made;**
- d. What safeguards are in place to protect mandated reporters;**
- e. What are the ramifications of making a report about known and/or suspected child abuse.**

RESPONDENT	RESPONSES
Acalanes Union High School District	The recommendation has been implemented.
Antioch Unified School District	The recommendation has been implemented.
Brentwood Union Elementary School District	The recommendation has been implemented.
Byron Union Elementary School District	The recommendation has been implemented.
Canyon School District	The recommendation has been implemented.
Contra Costa County Office of Education	The recommendation has been implemented.
Contra Costa County Community College District	The recommendation has not yet been implemented, but will be implemented in the future.
John Swett Unified School District	The recommendation has been implemented.
Knightsen Elementary School District	The recommendation has been implemented.
Lafayette Elementary School District	The recommendation has been implemented.
Liberty Union High School District	The recommendation has been implemented.
Martinez Unified School District	The recommendation has been implemented.

Moraga Elementary School District	The recommendation has been implemented.
Mt. Diablo School District	The recommendation has been implemented.
Oakley Union Elementary School District	.The recommendation has been implemented.
Orinda Union Elementary School District	The recommendation has been implemented.
Pittsburg Unified School District	The recommendation has been implemented.
San Ramon Valley Unified School District	The recommendation has been implemented.
Walnut Creek Elementary School District	The recommendation has been implemented.
West Contra Costa County Unified School District	The recommendation has been implemented.

Recommendation #4: Each district should establish a procedure for verifying that each employee has successfully completed the training program each year.

RESPONDENT	RESPONSES
Acalanes Union High School District	The recommendation has been implemented.
Antioch Unified School District	The recommendation has been implemented.
Brentwood Union Elementary School District	The recommendation has been implemented.
Byron Union Elementary School District	The recommendation has been implemented.
Canyon School District	The recommendation has been implemented.
Contra Costa County Office of Education	The recommendation has been implemented.
Contra Costa County Community College District	The recommendation has not yet been implemented, but will be implemented in the future.
John Swett Unified School District	The recommendation has not yet been implemented, but will be implemented in the future.
Knightsen Elementary School District	The recommendation has been implemented.
Lafayette Elementary School District	The recommendation has been implemented.
Liberty Union High School District	The recommendation has been implemented.
Martinez Unified School District	The recommendation has been implemented.

Moraga Elementary School District	The recommendation has been implemented.
Mt. Diablo School District	The recommendation has been implemented.
Oakley Union Elementary School District	The recommendation has been implemented.
Orinda Union Elementary School District	The recommendation has not yet been implemented, but will be implemented in the future.
Pittsburg Unified School District	The recommendation has been implemented.
San Ramon Valley Unified School District	The recommendation has been implemented.
Walnut Creek Elementary School District	The recommendation has been implemented.
West Contra Costa County Unified School District	The recommendation has been implemented.

Recommendation #5: Each district should consider including all “volunteers” who have direct contact with and/or supervise children in their abuse reporting training programs.

RESPONDENT	RESPONSES
Acalanes Union High School District	The recommendation requires further analysis.
Antioch Unified School District	The recommendation has not yet been implemented, but will be implemented in the future.
Brentwood Union Elementary School District	The recommendation has been implemented.
Byron Union Elementary School District	The recommendation has been implemented.
Canyon School District	The recommendation has not yet been implemented, but will be implemented in the future.
Contra Costa County Office of Education	The recommendation has not yet been implemented, but will be implemented in the future.
Contra Costa County Community College District	The recommendation has not yet been implemented, but will be implemented in the future.
John Swett Unified School District	The recommendation has not yet been implemented, but will be implemented in the future.

Knightsen Elementary School District	The recommendation has not yet been implemented, but will be implemented in the future.
Lafayette Elementary School District	The recommendation requires further analysis.
Liberty Union High School District	The recommendation has been implemented.
Martinez Unified School District	The recommendation requires further analysis.
Moraga Elementary School District	The recommendation has been implemented.
Mt. Diablo School District	The recommendation requires further analysis.
Oakley Union Elementary School District	The recommendation has been implemented.
Orinda Union Elementary School District	The recommendation has not yet been implemented, but will be implemented in the future.
Pittsburg Unified School District	The recommendation has not yet been implemented, but will be implemented in the future.
San Ramon Valley Unified School District	The recommendation has not yet been implemented, but will be implemented in the future.
Walnut Creek Elementary School District	The recommendation has not yet been implemented, but will be implemented in the future.
West Contra Costa County Unified School District	The recommendation requires further analysis.

Recommendation #6: Each district should consider retaining the Child Abuse Council of Contra Costa County to provide training services about child abuse reporting at no cost to the district.

RESPONDENT	RESPONSES
Acalanes Union High School District	The recommendation has been implemented.
Antioch Unified School District	The recommendation has been implemented.
Brentwood Union Elementary School District	The recommendation has been implemented.
Byron Union Elementary School District	The recommendation has been implemented.
Canyon School District	The recommendation has not yet been implemented, but will be implemented in the future.

Contra Costa County Office of Education	The recommendation has been implemented.
Contra Costa County Community College District	The recommendation requires further analysis.
John Swett Unified School District	The recommendation has not yet been implemented, but will be implemented in the future.
Knightsen Elementary School District	The recommendation has not yet been implemented, but will be implemented in the future.
Lafayette Elementary School District	The recommendation has been implemented.
Liberty Union High School District	The recommendation will not be implemented because it is not warranted or is not reasonable.
Martinez Unified School District	The recommendation has been implemented.
Moraga Elementary School District	The recommendation has been implemented.
Mt. Diablo School District	The recommendation has been implemented.
Oakley Union Elementary School District	The recommendation has been implemented.
Orinda Union Elementary School District	The recommendation has been implemented.
Pittsburg Unified School District	The recommendation has been implemented.
San Ramon Valley Unified School District	The recommendation has been implemented.
Walnut Creek Elementary School District	The recommendation has not yet been implemented, but will be implemented in the future.
West Contra Costa County Unified School District	The recommendation has not yet been implemented, but will be implemented in the future.

CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT - 1403
Training City Personnel in Reporting Child Abuse

Recommendation #1: Each city should consider immediately adopting a policy to train its employees and other personnel about their obligation to identify and report suspected cases of child abuse.

RESPONDENT	RESPONSES
City of Antioch	The recommendation has not yet been implemented, but will be implemented in the future.
City of Brentwood	The recommendation has not yet been implemented, but will be implemented in the future.
City of Clayton	The recommendation has been implemented.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has not yet been implemented, but will be implemented in the future.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has not yet been implemented, but will be implemented in the future.

City of San Pablo	The recommendation has been implemented.
City of San Ramon	The recommendation has been implemented.
City of Walnut Creek	The recommendation has been implemented.

Recommendation #2: Each city should review the duties of all employees and other personnel to determine which personnel fall within the definition of "mandated reporters" under Penal Code Section 11165.7.

RESPONDENT	RESPONSES
City of Antioch	The recommendation has not yet been implemented, but will be implemented in the future.
City of Brentwood	The recommendation has been implemented.
City of Clayton	The recommendation has been implemented.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has not yet been implemented, but will be implemented in the future.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has not yet been implemented, but will be implemented in the future.

City of San Pablo	The recommendation has been implemented
City of San Ramon	The recommendation has been implemented
City of Walnut Creek	The recommendation has been implemented

Recommendation #3: The training program should include all personnel who are "mandated reporters".

RESPONDENT	RESPONSES
City of Antioch	The recommendation has been implemented.
City of Brentwood	The recommendation has not yet been implemented but will be implemented in the future.
City of Clayton	The recommendation has been implemented.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has not yet been implemented, but will be implemented in the future.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has not yet been implemented but will be implemented in the future.
City of San Pablo	The recommendation has been implemented.

City of San Ramon	The recommendation has been implemented.
City of Walnut Creek	The recommendation has been implemented.

Recommendation #4: The training program in child abuse reporting obligations should include: a) Who are “mandated reporters”; b) What is “reasonable suspicion” of child abuse; c) How and when a report should be made, d) What safeguards are in place to protect mandated reporters; and e) What are the ramifications of making a suspected child abuse report.

RESPONDENT	RESPONSES
City of Antioch	The recommendation has been implemented.
City of Brentwood	The recommendation has not yet been implemented, but will be implemented in the future.
City of Clayton	The recommendation has been implemented.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has been implemented.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has been implemented.
City of San Pablo	The recommendation has been implemented.
City of San Ramon	The recommendation has been implemented.
City of Walnut Creek	The recommendation has been implemented.

Recommendation #5: Each city should consider including all volunteers who have direct contact with or supervise children in its abuse reporting training program.

RESPONDENT	RESPONSES
City of Antioch	This recommendation requires further analysis.
City of Brentwood	The recommendation has not been implemented, but will be implemented in the future.
City of Clayton	The recommendation will not be implemented.
City of Concord	The recommendation has been implemented
Town of Danville	The recommendation has not yet been implemented, but will be implemented in the future.
City of El Cerrito	This recommendation needs further analysis.
City of Hercules	The recommendation has not yet been implemented, but will be implemented in the future.
City of Lafayette	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	This recommendation requires further analysis.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has not yet been implemented, but will be implemented in the future.
City of Richmond	The recommendation has not yet been implemented, but will be implemented in the future.
City of San Pablo	The recommendation has been implemented.
City of San Ramon	The recommendation has been implemented.
City of Walnut Creek	The recommendation has been implemented.

Recommendation #6: In the case where a city enters into an agreement with an independent contractor to provide services that requires direct contact or supervision of children, the city should consider ensuring that the independent contractor and each of its staff who will have direct contact or supervision of children have successfully completed the city's "mandated reporting" training program.

RESPONDENT	RESPONSES
City of Antioch	This recommendation requires further analysis.
City of Brentwood	The recommendation requires further analysis.
City of Clayton	The recommendation has been implemented.
City of Concord	The recommendation has not yet been implemented, but will be implemented in the future.
Town of Danville	The recommendation has not yet been implemented, but will be implemented in the future.
City of El Cerrito	The recommendation has not yet been implemented, but will be implemented in the future.
City of Hercules	The recommendation requires further analysis.
City of Lafayette	The recommendation requires further analysis.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of Pittsburg	The recommendation has not yet been implemented, but will be implemented in the future.
City of Pleasant Hill	The recommendation has not yet been implemented, but will be implemented in the future.
City of Richmond	The recommendation has not yet been implemented, but will be implemented in the future.

City of San Pablo	The recommendation has been implemented.
City of San Ramon	The recommendation has been implemented.
City of Walnut Creek	The recommendation has not yet been implemented, but will be implemented in the future.

Recommendation #7: Each city should establish a procedure for verifying that all employees and other personnel who are mandated reporters have successfully completed the training program each year.

RESPONDENT	RESPONSES
City of Antioch	The recommendation has been implemented.
City of Brentwood	The recommendation has not yet been implemented, but will be implemented in the future.
City of Clayton	The recommendation has been implemented.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has been implemented.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has not yet been implemented, but will be implemented in the future.

City of San Pablo	The recommendation has been implemented.
City of San Ramon	The recommendation has been implemented.
City of Walnut Creek	The recommendation has been implemented.

Recommendation #8: Each city should consider retaining the Child Abuse Prevention Council of Contra Costa County to provide free training services about child abuse reporting.

RESPONDENT	RESPONSES
City of Antioch	The recommendation has not been implemented, but will be implemented in the future.
City of Brentwood	The recommendation requires further analysis.
City of Clayton	The recommendation will not be implemented.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has not yet been implemented, but will be implemented in the future.
City of Hercules	The recommendation requires further analysis.
City of Lafayette	The recommendation requires further analysis.
City of Martinez	The recommendation has not yet been implemented, but will be implemented in the future.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	This recommendation will not be implemented because it is not warranted or it is not reasonable.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has not yet been implemented, but will be implemented in the future.

City of Richmond	The recommendation has been implemented.
City of San Pablo	The recommendation has not yet been implemented, but will be implemented in the future.
City of San Ramon	The recommendation requires further analysis.
City of Walnut Creek	The recommendation has been implemented.

**CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT – 1404
PLANNING FOR TECHNOLOGY**

Towards an Integrated, Strategic Approach

<i>Recommendation #1: Each city within the County should consider creating and implementing a strategic technology plan, and identifying funds to do so.</i>	
RESPONDENT	RESPONSES
City of Antioch	The recommendation has been implemented.
City of Brentwood	The recommendation has been implemented.
City of Clayton	The recommendation will not be implemented, because it is not warranted or is not reasonable.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation requires further analysis.
City of Hercules	The recommendation has not yet been implemented, but will be implemented in the future.
City of Lafayette	The recommendation requires further analysis.
City of Martinez	The recommendation requires further analysis.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of Pittsburg	The recommendation will not be implemented, because it is not warranted or is not reasonable.
City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has been implemented.

City of San Pablo	The recommendation has not yet been implemented, but will be implemented in the future.
City of San Ramon	The recommendation has not yet been implemented, but will be implemented in the future.
City of Walnut Creek	The recommendation has been implemented.

Recommendation #2: Each city should consider identifying the technology needs of the city over a minimum of a five-year period in the strategic technology plan.

RESPONDENT	RESPONSES
City of Antioch	The recommendation has not yet been implemented, but will be implemented in the future.
City of Brentwood	The recommendation has been implemented.
City of Clayton	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation requires further analysis.
City of Hercules	The recommendation has been implemented.
City of Lafayette	The recommendation requires further analysis.
City of Martinez	The recommendation requires further analysis.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of Orinda	The recommendation has not yet been implemented, but will be implemented in the future.
City of Pinole	The recommendation will not be implemented because it is not warranted or is not reasonable.

City of Pittsburg	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has been implemented.
City of San Pablo	The recommendation has not yet been implemented, but will be implemented in the future.
City of San Ramon	The recommendation has not yet been implemented, but will be implemented in the future.
City of Walnut Creek	The recommendation has been implemented.

Recommendation #3: Each city should consider identifying technology projects and costs in the city budget.

RESPONDENT	RESPONSES
City of Antioch	The recommendation has been implemented.
City of Brentwood	The recommendation has been implemented.
City of Clayton	The recommendation has been implemented.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has been implemented.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.

City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has been implemented.
City of San Pablo	The recommendation has been implemented.
City of San Ramon	The recommendation has been implemented.
City of Walnut Creek	The recommendation has been implemented.

Recommendation #4: Each city should consider identifying any technological objectives and needs that are common to multiple departments within the city in the technology plan, and developing integrated programs to increase efficiency and cost savings.

RESPONDENT	RESPONSES
City of Antioch	The recommendation has not yet been implemented, but will be implemented in the future.
City of Brentwood	The recommendation has been implemented.
City of Clayton	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has been implemented.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has been implemented.

City of Richmond	The recommendation has been implemented.
City of San Pablo	The recommendation has been implemented.
City of San Ramon	The recommendation has not yet been implemented, but will be implemented in the future.
City of Walnut Creek	The recommendation has been implemented.

Recommendation #5: Each city should consider reviewing its technology plan on an annual basis, and updating it as appropriate.

RESPONDENT	RESPONSES
City of Antioch	The recommendation has not yet been implemented, but will be implemented in the future.
City of Brentwood	The recommendation has been implemented.
City of Clayton	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has been implemented.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation has been implemented.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has been implemented.

City of San Pablo	The recommendation has been implemented.
City of San Ramon	The recommendation has not yet been implemented, but will be implemented in the future.
City of Walnut Creek	The recommendation has been implemented.

**CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT – 1405
THE PUBLIC RECORDS ACT IN CONTRA COSTA COUNTY**

Letting the Sun Shine In

<i>Recommendation #1: Cities and special districts in Contra Costa County should consider adopting a policy similar to the Better Government Ordinance, expanding the right of the public to access to public records.</i>	
RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has been implemented.
City of Antioch	The recommendation will not be implemented because it is not warranted, or is not reasonable.
City of Brentwood	The recommendation has been implemented.
City of Clayton	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of Concord	The recommendation will not be implemented because it is not warranted or is not reasonable.
Town of Danville	The recommendation will not be implemented because it is not warranted or is not reasonable.
City of El Cerrito	The recommendation requires further analysis.
City of Hercules	The recommendation requires further analysis.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation requires further analysis.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.

City of Pittsburg	The recommendation will not be implemented, because it is not warranted or is not reasonable.
City of Pleasant Hill	The recommendation requires further analysis.
City of Richmond	The recommendation has been implemented.
City of San Pablo	The recommendation has not yet been implemented, but will be implemented in the future.
City of San Ramon	The recommendation has not been implemented because it is not warranted or is not reasonable.
City of Walnut Creek	The recommendation has been implemented.
Acalanes Union High School District	The recommendation has not been implemented because it is not warranted or is not reasonable.
Antioch Unified School District	The recommendation requires further analysis.
Brentwood Union School District	This recommendation has been implemented.
Byron Unified School District	The recommendation requires further analysis.
Canyon School District	The recommendation requires further analysis.
Contra Costa Community College District	The recommendation requires further analysis.
John Swett Unified School District	The recommendation requires further analysis.
Knightsen Elementary School District	The recommendation requires further analysis.
Lafayette School District	The recommendation has been implemented.
Liberty Union High School District	The recommendation has not been implemented because it is not warranted or is not reasonable.
Martinez Unified School District	The recommendation requires further analysis.
Moraga School District	The recommendation has been implemented.
Mount Diablo Unified School District	The recommendation has not been implemented because it is not warranted or is not reasonable.
Oakley Union Elementary School District	The recommendation has been implemented.
Orinda Union School District	The recommendation has been implemented.

Pittsburg Unified School District	The recommendation has been implemented.
San Ramon Valley Unified School District	The recommendation has been implemented.
Walnut Creek School District	The recommendation has not been implemented but will be implemented in the future.
West Contra Costa Unified School District	The recommendation has not been implemented but will be implemented in the future.
Contra Costa County Office of Education	The recommendation has been implemented.
Kensington Police Protection and Community Services District	The recommendation has not yet been implemented but will be implemented in the future.
Contra Costa Water District	The recommendation has been implemented
Pleasant Hill Recreation and Park District	The recommendation has been implemented.
Diablo Water District	The recommendation has been implemented
West Contra Costa Health Care District	The recommendation has been implemented.
Contra Costa County Fire Protection District	The recommendation has been implemented
Crockett-Carquinez Fire Protection District	The recommendation has been implemented.
East Contra Costa Fire Protection District	The recommendation has not been implemented because it is not warranted or is not reasonable.
Kensington Fire Protection District	The recommendation has not been implemented because it is not warranted or is not reasonable.
Moraga-Orinda Fire District	The recommendation requires further analysis.
Rodeo-Hercules Fire Protection District	The recommendation has not been implemented because it is not warranted or is not reasonable.
San Ramon Valley Fire Protection District	The recommendation requires further analysis.

Recommendation #2: Cities and special districts in Contra Costa County should arrange for periodic training of employees who are responsible for responding to Public Records Act requests.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has been implemented.
City of Antioch	The recommendation has been implemented.
City of Brentwood	The recommendation has been implemented.
City of Clayton	The recommendation has been implemented.
City of Concord	The recommendation has been implemented.
Town of Danville	The recommendation has been implemented.
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has been implemented.
City of Lafayette	The recommendation has been implemented.
City of Martinez	The recommendation requires further analysis.
Town of Moraga	The recommendation has been implemented.
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented.
City of Pinole	The recommendation has been implemented.
City of Pittsburg	The recommendation has been implemented.
City of Pleasant Hill	The recommendation has been implemented.
City of Richmond	The recommendation has been implemented.
City of San Pablo	The recommendation has been implemented.
City of San Ramon	The recommendation has been implemented.
City of Walnut Creek	The recommendation has not been implemented but will be implemented in the future.
Acalanes Union High School District	The recommendation has been implemented.
Antioch Unified School District	The recommendation has been implemented.
Brentwood Union School District	The recommendation has been implemented.

Byron Unified School District	The recommendation has been implemented.
Canyon School District	The recommendation requires further analysis.
Contra Costa Community College District	The recommendation has been implemented.
John Swett Unified School District	The recommendation has been implemented.
Knightsen Elementary School District	The recommendation has been implemented.
Lafayette School District	The recommendation has not been implemented but will be implemented in the future.
Liberty Union High School District	The recommendation has been implemented.
Martinez Unified School District	The recommendation has been implemented.
Moraga School District	The recommendation has been implemented.
Mount Diablo Unified School District	The recommendation has been implemented.
Oakley Union Elementary School District	The recommendation has been implemented.
Orinda Union School District	The recommendation has been implemented.
Pittsburg Unified School District	The recommendation has been implemented.
San Ramon Valley Unified School District	The recommendation has been implemented.
Walnut Creek School District	The recommendation has not been implemented but will be implemented in the future.
West Contra Costa Unified School District	The recommendation has not been implemented but will be implemented in the future.
Contra Costa County Office of Education	The recommendation has been implemented.
Kensington Police Protection and Community Services District	The recommendation has not been implemented, but will be implemented in the future.
Contra Costa Water District	The recommendation has been implemented.
Pleasant Hill Recreation and Park District	The recommendation has been implemented.
Diablo Water District	The recommendation has been implemented.
West Contra Costa Health Care District	The recommendation has been implemented.

Contra Costa County Fire Protection District	The recommendation has been implemented.
Crocket-Carquinez Fire Protection District	The recommendation has been implemented.
East Contra Costa County Fire Protection District	The recommendation has been implemented.
Kensington Fire Protection District	The recommendation has been implemented.
Moraga-Orinda Fire District	The recommendation has been implemented.
Rodeo-Hercules Fire Protection District	The recommendation has been implemented.
San Ramon Valley Fire Protection District	The recommendation has not been implemented but will be implemented in the future.

Recommendation #3: Cities and special districts should consider making certain public records that are clearly disclosable under the CPRA available on their websites.

- a. Statements of Economic Interests**
- b. Employment Contracts**
- c. Annual Audits**
- d. Travel and Entertainment reimbursements**
- e. Agendas and supporting documents for public meetings**

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation will not be implemented because it is not warranted or is unreasonable (a) (b) and (d). The recommendation has been implemented (c) and (e).
City of Antioch	The recommendation requires further analysis (a) and (b). The recommendation has been implemented (c), (d) and (e).
City of Brentwood	The recommendation has been implemented (a), (c) and (e). The recommendation has not yet been implemented, but will be implemented in the future (d). The recommendation will not be implemented because it is not warranted or is unreasonable (b).

City of Clayton	The recommendation has been implemented (a), (b), (c), and (e). The recommendation will not be implemented because it is not warranted or is unreasonable (d).
City of Concord	The recommendation has been implemented (a), (b), (c) and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (d).
Town of Danville	The recommendation will not be implemented because it is not warranted or is unreasonable (a). The recommendation has been implemented (b), (c), (d), and (e).
City of El Cerrito	The recommendation has been implemented.
City of Hercules	The recommendation has been implemented.
City of Lafayette	The recommendation has been implemented (a), (b), (c) and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (d).
City of Martinez	The recommendation has been implemented (c), and (e). The recommendation has not yet been implemented, but will be implemented in the future (a), (b), and (d).
Town of Moraga	The recommendation has been implemented (a), (b), (c) and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (d).
City of Oakley	The recommendation has been implemented.
City of Orinda	The recommendation has been implemented (b), (c), (d) and (e). The recommendation has not yet been implemented, but will be implemented in the future (a).
City of Pinole	The recommendation has been implemented (a), (b), (c) and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (d).

City of Pittsburg	The recommendation will not be implemented because it is not warranted or is not reasonable (a). The recommendation has been implemented (b), (c), (d) and (e).
City of Pleasant Hill	The recommendation requires further analysis.
City of Richmond	The recommendation has been implemented (a), (c), (e). The recommendation has not yet been implemented, but will be implemented in the future (b) and (d).
City of San Pablo	The recommendation has been implemented (a), (b), (c) and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (d).
City of San Ramon	The recommendation will not be implemented because it is not warranted or is not reasonable (a). The recommendation has been implemented (b), (c), (d) and (e).
City of Walnut Creek	The recommendation has been implemented (a), (b), (c) and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (d).
Acalanes Union High School	The recommendation has been implemented (c) and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d).
Antioch Unified School District	The recommendation has been implemented (c) and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d).
Brentwood Union School District	The recommendation has been implemented.
Byron Union School District	The recommendation has been implemented (c), and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b), and (d).

Canyon School district	The recommendation has been implemented (a), (b) and (d). The recommendation has not yet been implemented, but will be implemented in the future (c) and (e).
Contra Costa Community College District	The recommendation requires further analysis (a) and (d). The recommendation has been implemented (b), (c) and (e).
John Swett Unified School District	The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d). The recommendation has been implemented (c) and (e).
Knightsen Elementary School District	The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d). The recommendation has been implemented (c) and (e).
Lafayette School District	The recommendation has been implemented (b) (c) and (e). The recommendation has not yet been implemented, but will be implemented in the future (a) and (d).
Liberty Union High School District	The recommendation will not be implemented because it is not warranted or is not reasonable (a). The recommendation has been implemented (b), (c), (d) and (e).
Martinez Unified School District	The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d). The recommendation has been implemented (c) and (e).
Moraga School District	The recommendation requires further analysis.
Mt. Diablo Unified School District	The recommendation requires further analysis (a) and (d). The recommendation has been implemented (b), (c), and (e).
Oakley Union Elementary School District	The recommendation has been implemented.

Orinda Union School District	The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d). The recommendation has been implemented (c) and (e).
Pittsburg Unified School District	The recommendation will not be implemented because it is not warranted or is not reasonable (a) and (b). The recommendation has been implemented (c), (d) and (e).
San Ramon Valley Unified School District	The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d). The recommendation has been implemented (c) and (e).
Walnut Creek School District	The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d). The recommendation has been implemented (c) and (e).
West Contra Costa Unified School District	The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d). The recommendation has been implemented (c) and (e).
Contra Costa County Office of Education	The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d). The recommendation has been implemented (c) and (e).
Kensington Police Protection & Community Services District	The recommendation has not yet been implemented, but will be implemented in the future (a). The recommendation has been implemented (b), (c), (d) and (e).
Contra Costa Water District	The recommendation has been implemented.
Pleasant Hill Recreation & Park District	The recommendation has not yet been implemented, but will be implemented in the future (a) and (b). The recommendation has been implemented (c), (d) and (e).

Diablo Water District	The recommendation will not be implemented because it is not warranted or is not reasonable (a) and (d). The recommendation has not yet been implemented, but will be implemented in the future (b) and (c). The recommendation has been implemented (e).
West Contra Costa Healthcare District	The recommendation has been implemented (c), and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b), and (d).
Contra Costa County Fire Protection District	The recommendation has been implemented (c), and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b), and (d).
Crockett-Carquinez Fire Protection District	The recommendation has been implemented (c), and (e). The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b), and (d).
East Contra Costa Fire Protection District	The recommendation has been implemented (a), (b), (d) and (e). The recommendation has not yet been implemented, but will be implemented in the future (c).
Kensington Fire Protection District	The recommendation will not be implemented because it is not warranted or is not reasonable (a), (b) and (d). The recommendation has been implemented (c) and (e).
Moraga-Orinda Fire District	The recommendation requires further analysis.
Rodeo-Hercules Fire Protection District	The recommendation will not be implemented because it is not warranted or is not reasonable.
San Ramon Valley Fire Protection District	The recommendation requires further analysis (a), (b) and (d). The recommendation has been implemented (c) and (e).

**CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT – 1406
COUNTY EMPLOYEE EVALUATIONS**

Say What You Mean and Do What You Say

<i>Recommendation #1: The County should provide annual performance evaluations to each county employee as agreed to in past Grand Jury reports.</i>	
RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	This recommendation will not be implemented because it is not warranted or is not reasonable.

<i>Recommendation #2: Departments with less than 100% annual performance evaluation completion rates should consider implementing policies and plans with timelines to develop and conduct annual evaluations, and identifying funds to do so.</i>	
RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has not yet been implemented, but will be implemented in the future.

<i>Recommendation #3: The Board of Supervisors should consider requiring the County Administrator to report yearly on annual employee evaluation completion rates by department.</i>	
RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has been implemented.

CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT – 1407
DEFERRED MAINTENANCE
Fix it Now or Pay More Later

Recommendation #1: The Board of Supervisors should annually update the FLIP report, starting with FY 2014-2015, until the backlog of deferred maintenance and repairs have been completed.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has not yet been implemented, but will be implemented in the future.

Recommendation #2: The board of Supervisors should expand the FLIP report to include all county-owned facilities.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has not yet been implemented, but will be implemented in the future.

Recommendation #3: The Public Works Department should identify funds to expedite integrating all existing databases related to county-owned facilities for coordinated tracking and reporting of all deferred maintenance needs, priorities, and completed tasks.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has been implemented.

**CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT – 1408
CONTRA COSTA COUNTY DETENTION FACILITIES**

Recommendation #1: The County should consider preparing a complete application including the identification of matching funds, when applying for a grant from the State during the next round of funding for the construction of additional detention facilities at West County, in order to provide rehabilitative services to inmates who could be transferred from Martinez

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has not yet been implemented, but will be implemented in the future.
Contra Costa County Sheriff	This recommendation will not be implemented because it is not warranted or is not reasonable.

Recommendation #2: The County should analyze ways to provide additional staffing at the juvenile facilities to comply with upcoming federal mandates.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has not yet been implemented, but will be implemented in the future.

Recommendation #3: The County should consider continuing to make the provision of adequate mental health services at the Boys' Ranch a high priority.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has been implemented.

Recommendation #4: The County should consider continuing to engage appropriate unions in discussions with respect to using labor to perform maintenance and repairs at the county detention facilities.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has been implemented.

**CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT – 1409
COUNTY EMERGENCY OPERATIONS**

Ready or Not?

<i>Recommendation #1: The Sheriff should update the Emergency Operation Plan.</i>	
RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	This recommendation has been implemented.
Contra Costa County Sheriff	The recommendation has not yet been implemented, but will be implemented in the future.

<i>Recommendation #2: The Board of Supervisors should approve an updated Emergency Operations Plan.</i>	
RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has not yet been implemented, but will be implemented in the future.
Contra Costa County Sheriff	The recommendation has not yet been implemented, but will be implemented in the future.

<i>Recommendation #3: The county should plan for and construct a permanent Emergency Operations Center if funds become available.</i>	
RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has been implemented.
Contra Costa County Sheriff	This recommendation will not be implemented because it is not warranted or is not reasonable.

CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT – 1410
AB 109 IN CONTRA COSTA COUNTY
So Far, So Good

Recommendation #1: The criminal justice agencies of the County should consider continuing their policies of emphasizing rehabilitative services and programs over lengthy incarcerations for convicted criminals.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	This recommendation has been implemented.
Contra Costa County Sheriff	The recommendation has been implemented.

Recommendation #2: In the next round of funding by the State, the County should consider making a strong case for the funds for the construction of county detention facilities.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has not yet been implemented, but will be implemented in the future.
Contra Costa County Sheriff	The recommendation has not yet been implemented, but will be implemented in the future.

Recommendation #3: To the extent that additional funds become available for law enforcement operating funds, the County should consider making the addition of law enforcement officers for routine street patrol the highest priority.

RESPONDENT	RESPONSES
Contra Costa County Board of Supervisors	The recommendation has not yet been implemented, but will be implemented in the future.
Contra Costa County Sheriff	The recommendation has been implemented.

Recommendation #4: The County should consider continuing to involve community advocates and service providers in the implementation of AB 109 initiatives.

Contra Costa County Board of Supervisors	The recommendation has been implemented
Contra Costa County Sheriff	The recommendation has been implemented.

CONTRA COSTA COUNTY CIVIL GRAND JURY REPORT – 1411
CAPITAL APPRECIATION BONDS
School District Repayment Plans

Recommendation #1: All School districts should consider avoiding the sale of Capital Appreciation Bonds in the future.

RESPONDENT	RESPONSES
Acalanes Union High School District	The recommendation has been implemented.
Byron Union School District	The recommendation will not be implemented because it is not warranted or is not reasonable.
John Swett Unified School District	The recommendation has been implemented.
Mt. Diablo Unified School District	The recommendation has been implemented.
Pittsburg Unified School District	The recommendation will not be implemented because it is not warranted or is not reasonable.
Walnut Creek School District	The recommendation has been implemented.
West Contra Costa Unified School District	The recommendation has been implemented.

Recommendation #2: School districts should consider including “callable” provisions in all future bond issues.

RESPONDENT	RESPONSES
Acalanes Union High School District	The recommendation has been implemented
Byron Union School District	The recommendation has been implemented.
John Swett Unified School District	The recommendation has been implemented.
Mt. Diablo Unified School District	The recommendation has been implemented.
Pittsburg Unified School District	The recommendation has been implemented.
Walnut Creek School District	The recommendation has been implemented.
West Contra Costa Unified School District	The recommendation has been implemented.