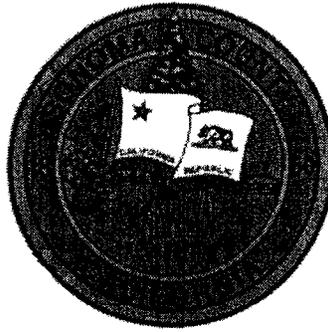


COUNTY OF SONOMA

BOARD OF SUPERVISORS

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MEMBERS OF THE BOARD

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MIKE REILLY
VICE CHAIR

VALERIE BROWN

TIM SMITH

PAUL L. KELLEY

October 1, 2008

TO: The Honorable Knoel Owen
Presiding Judge, Sonoma County Superior Court

FROM: Sonoma County Board of Supervisors

SUBJECT: **Response to Final Report of the 2007-2008 Grand Jury**

**BOARD OF SUPERVISORS
RESPONSE TO THE 2007-2008 GRAND JURY FINAL REPORT**

COUNTY ADMINISTRATOR'S OFFICE: MANAGING A COUNTY IN TRANSITION

F5: Some County Employees believe they are unable to share their concerns about the operation of their specific departments and County government in general with the County Administrator or the Board of Supervisors (Page 64)

Response: The current Board of Supervisors has been readily accessible via email or in person to employee or constituent concerns. One could argue, with the advent of the email system, there has never been a more accessible County Board of Supervisors in the history of the County. Yet, as the County Administrator points out in his response, the grand jury's finding needs to be tempered with two concerns: 1) the current controversy over medical insurance for retirees and employees has impacted this grand jury's findings and 2) the overuse of accessing County Supervisors can create a paternalistic environment where problems are not addressed at the best and deepest levels of the organization.

Nonetheless, the Board prides itself on its accessibility and any future conversations about the perceived or real accessibility of the County Administrator should be accompanied by verifiable examples and discussed as part of his annual review.

F6: Some County Workers believe morale has suffered in recent years because county management doesn't address the problems that staff members bring to their attention (Page 64)

Response: Due to the lack of specificity, it is difficult to respond to this finding. As mentioned above, the medical insurance issue for employees and retirees and current labor negotiations has affected morale. We also concur with the County Administrator's response.

Sonoma County Board of Supervisors
Response to Grand Jury Report

October 1, 2008
Page 8

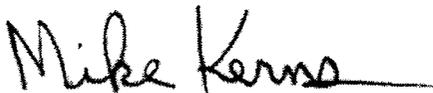
F8: The County Administrator exercises near unilateral control over the agenda of the weekly Board of Supervisors meeting (Page 64)

Response: We disagree with this finding and concur with the County Administrator's response.

R1: The Board of Supervisors and the County Administrator should ensure that Sonoma County residents and county employees have a way to get their concerns heard by the people who are deciding the County's future (Page 65)

Response: Again, since we disagree with the underlying finding, we believe this recommendation has already been implemented. Please refer to our response to Finding 5.

Respectfully Submitted,



Mike Kerns, Chair and Second District Supervisor
Sonoma County Board of Supervisors

cc: Sonoma County Board of Supervisors
Bob Deis, County Administrator/Clerk of the Board of Supervisors