



**COUNTY OF LAKE
ADMINISTRATIVE OFFICE**

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MEMORANDUM

TO: Honorable Eddie Crandell, Chair, Lake County Board of Supervisors

FROM: Susan Parker, County Administrative Officer
Pam Z. Samac, Human Resources Director

SUBJECT: 2024-25 Grand Jury Report Response

DATE: September 23, 2025

The County Administrative Office and its Human Resources Division value the opportunity to respond to the Lake County Civil Grand Jury's 2024-25 Final Report, "Lake County's Director-Level Hiring Practices." We are further greatly appreciative of the important oversight role Civil Juries play throughout the State of California, and value the dedication of each member of Lake County's 2024-25 Civil Grand Jury.

Recommendations from the Grand Jury's report are addressed in the order presented.

"Lake County's Director-Level Hiring Practices"

R1. That the County's hiring process for director-level positions include a final interview in-person that also includes department staff introduction.

DISAGREE, will not be implemented.

Explanation: The intent of the Grand Jury's Recommendation is well appreciated. Existing County policy allows needed flexibility in the hiring process. Retaining the ability to use remote interviews geographically broadens candidate pools, helping to attract qualified professionals who may not yet be local. Candidates are likewise not introduced to staff until successful completion of background checks, at which point a final offer is made; these existing practices protect the privacy of all involved and the integrity of the recruiting process.

R2. That the Board of Supervisors consider providing newly-hired department heads with a property it owns for temporary use or contract with area rentals for interim housing.

DISAGREE, will not be implemented.

Explanation: At present, the County does not own residential housing units, and budgetary constraints prohibit implementation the Grand Jury's Recommendation at this time.

R3. That the Board of Supervisors increase the relocation assistance to at least \$7,000.

DISAGREE, will not be implemented.

Explanation: Budgetary limitations preclude implementation the Grand Jury's Recommendation at this time. The existing \$3,500 relocation reimbursement is intended to offset moving-related costs in accordance with IRS guidelines, and does not cover temporary housing or rental expenses.

R4. That the Board of Supervisors require the Human Resources to assemble a list of "approved" local realtors for new hires from out of the area who are seeking housing.

DISAGREE, will not be implemented.

Explanation: Administration and Human Resources have no regulatory authority over local realtors. Vetting required to assemble an "approved" list, as contemplated by the Grand Jury, would therefore be outside of the scope of Departmental responsibility. Further, resource limitations preclude implementation of this Recommendation.

R5. That the Board of Supervisors conduct an exit interview with any departing department director.

DISAGREE, will not be implemented.

Explanation: Staff have found exit interviews often fail to produce meaningful or actionable insights; the existing voluntary process likewise reflects existing staffing and resource constraints.

R6. That the Board of Supervisors direct Human Resources to conduct an exit interview with all terminating employees.

DISAGREE, will not be implemented.

Explanation: See response to R5.

R7. That the Board of Supervisors direct Human Resources to include demographic data for new hires from out-of-state in its Employee Moving Resource Guide.

DISAGREE, will not be implemented.

Explanation: The Employee Moving Resource Guide is intended to serve solely as a general resource to assist new County employees. The Civil Grand Jury's own report references highly accessible US Census Bureau data.