

CITY OF STOCKTON

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September x, 2025

Via Email:

[civilgrandjury@sjcourts.org](mailto:civilgrandjury@sjcourts.org)

Honorable Gus C. Barrerra II, Presiding Judge  
San Joaquin County Superior Court  
180 E. Weber Ave, Suite 1306J  
Stockton, CA 95202

**CITY OF STOCKTON THIRD FOLLOW-UP RESPONSE TO 2023-24 SAN JOAQUIN  
COUNTY CIVIL GRAND JURY REPORT “CITY OF STOCKTON: CRISIS IN  
GOVERNMENT” CASE NO. 0123**

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The City of Stockton received the above-named Grand Jury report on Monday, June 10, 2024. In accordance with Sections 933 and 933.05 of the California Penal Code, specific responses to all findings and recommendations contained in the report are to be submitted to the Presiding Judge of the San Joaquin County Superior Court within 90 days of receipt of the report.

The City of Stockton, and the Stockton City Council accepted the 2023-24 San Joaquin County Civil Grand Jury Report titled “City of Stockton: Crisis in City Government, Case No. 0123” on August 20, 2024, and acknowledged all findings contained within: F1.1 thru F1.6, F2.1 thru F2.6, and F3.1. Initial responses were provided with a commitment to providing follow-up responses on those items still in progress.

The City and Council of the City of Stockton offer these follow-up responses, broken out by area of investigation as outlined in the report for the remaining Grand Jury recommendations not addressed in the last response.

These responses were presented to the City Council for consideration and approval during its public meeting on September x, 2025, and approved by motion 2025-09-xx-xxxx.

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## 1. Threatening Work Environment

### **Recommendations & Responses:**

- R1.2** *By October 1, 2025, the Stockton City Council should establish a policy for addressing threatening communications directed at City officials and employees. The policy should include forwarding threats to the District Attorney's office.*

#### **CITY RESPONSE:**

The City Acknowledges the Grand Jury's recommendation R1.2. City of Stockton Administrative Directive HR-64 – Workplace Violence Crisis Management Policy, addresses the procedure for handling threats received by City Official and employees. The city further developed written Workplace Violence Prevention Plans in accordance with guidance received from Cal/OSHA.

## 2. Brown Act

### **Recommendations & Responses:**

- R2.3** *By October 1, 2025, the Stockton City Council shall enact a policy requiring all findings from investigations into alleged Brown Act violations to be submitted to the Civil Grand Jury within seven days of receipt by the Council.*

#### **CITY RESPONSE:**

Via Resolution 2025-09-xx-xxxx the City Council has adopted Council Policy Manual Chapter 3.15, Brown Act Investigations. The policy provides: "If by majority vote the City Council orders an investigation into alleged Brown Act violation(s), all findings from the investigation regarding the alleged Brown Act violation(s) shall be submitted to the Civil Grand Jury within seven (7) days of receipt by the City Council."

## 3. Grievance Process

### **Recommendations & Responses:**

- R3.1** *By October 1, 2025, the Stockton City Council shall hire an independent third party to investigate the City's Ethics Hotline process to regain employee and public trust in the system.*

#### **CITY RESPONSE:**

The City Acknowledges the Grand Jury's recommendation R3.1 and the importance of ensuring employees have confidence in the City's Ethics Hotline process. The Ethics Hotline is currently maintained by the Stockton City Attorney's Office. The City of Stockton will work internally to review the current

process to ensure that the Stockton City Attorney's Office can adequately maintain the system and preserve confidence in the system. Provided the City is assured of this, the functions and review of the Ethics Hotline will be retained internal to the City.

**OR**

R3.1 *By October 1, 2025, the Stockton City Council shall hire an independent third party to investigate the City's Ethics Hotline process to regain employee and public trust in the system.*

**CITY RESPONSE:**

The City Acknowledges the Grand Jury's recommendation R3.1 and the importance of ensuring employees have confidence in the City's Ethics Hotline process. The City Council provided direction to staff during its September 23, 2025, meeting to issue an RFP for the retention of an independent third party to investigate the City's Ethics Hotline process.

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LORI M. ASUNCION  
CITY ATTORNEY