



Contra
Costa
County

To: Board of Supervisors
From: Supervisor Karen Mitchoff & Supervisor John Gioia
Date: August 14, 2018
Subject: Censure of County Assessor Gus Kramer

RECOMMENDATION(S):

ADOPT Resolution 2018/465 censuring County Assessor Gus Kramer for engaging in the conduct described in the attached resolution which was inconsistent with the County's policy of providing a workplace free from sexual harassment.

REFER this matter to the Contra Costa County Civil Grand Jury to evaluate whether further investigation of the Assessor's conduct or the operational procedures of the Assessor's Office with regard to sexual harassment complaints is warranted.

FISCAL IMPACT:

No impact.

BACKGROUND:

There are six County departments that are managed by elected department heads: the Assessor, Auditor, Clerk-Recorder, District Attorney, Sheriff, and Treasurer-Tax Collector. These elected officials are responsible for managing the County employees who work in their departments. The Board of Supervisors does not have

☒ APPROVE

☒ OTHER

☐ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **08/14/2018** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: Candace Andersen, District II
Supervisor
Diane Burgis, District III
Supervisor
Karen Mitchoff, District IV
Supervisor
Federal D. Glover, District V
Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: August 14, 2018

David Twa, County Administrator and Clerk of the Board of Supervisors

ABSENT: John Gioia, District I
Supervisor

By: June McHuen, Deputy

Contact: -

cc:

BACKGROUND: (CONT'D)

the power to discipline elected officials when their conduct fails to meet the standards of behavior expected of all other County department heads.

In 2018, the County hired an outside independent attorney investigator to investigate two allegations of sexual harassment by County Assessor Gus Kramer in 2015 or earlier. The investigator found that, prior to mid-2015, it is more likely than not that Mr. Kramer made certain comments and engaged in conduct that the two individuals who worked in his department considered to be offensive and inappropriate in the workplace, as further described in the attached resolution.

The Board adopts the attached resolution to censure County Assessor Gus Kramer for engaging in the conduct described the attached resolution, which it considers to have been inappropriate and unbecoming of a County official. The Board reminds Mr. Kramer that, as a County officer, he is expected to provide a workplace free from sexual harassment. This is what the Board expects of all of its department heads, regardless of whether they are appointed or elected.

The Board also refers this issue to the Contra Costa County Civil Grand Jury to determine whether further investigation of the Assessor's conduct or the operational procedures of the Assessor's department with regard to sexual harassment complaints is warranted.

CLERK'S ADDENDUM

Speaker: Bruce Zelis, resident of Walnut Creek.

ATTACHMENTS

Resolution No. 2018/465

Attachment to Resolution No. 2018/465 - Text Messages

Administrative Bulletin No. 429.4, Policy Against Unlawful Discrimination, Harassment and Retaliation & Unlawful Discrimination, Harassment and Retaliation Complaint Procedure