



CITY OF FULLERTON

CITY COUNCIL

Office of the Mayor and City Council

Mayor, F. Richard Jones, M.D.
Mayor Pro Tem, Don Bankhead
Pat McKinley
Sharon Quirk-Silva
Bruce Whitaker

August 17, 2011

Thomas J. Borris
Presiding Judge of the Superior Court
700 Civic Center Drive West
Santa Ana, CA 92701

Dear Judge Borris,

The City Council of the City of Fullerton hereby responds to the 2010-2011 Orange County Grand Jury report, "Compensation Study of Orange County Cities."

Finding F.4.: Public disclosure of municipal compensation levels is widely inconsistent, ranging from good to non-existent.

The City of Fullerton agrees with this finding. This City discloses compensation in multiple formats. Historically, we have posted on our website copies of Memoranda of Agreement and Health Benefit schedules detailing forms of compensation and benefits for represented employees. In addition, in fiscal year 2009/2010, we began posting specific compensation information for City Council and Executive positions by name and title on our website. During the same year, we complied with the California State Controller's requirement to submit compensation information for all City employees which is now available to the public on the State Controller's website. In addition, we have provided and continue to provide a number of responses to requests for compensation information from the public and the media as they arise.

Finding F.7.: There is currently no disclosure of written employment contracts on the majority of cities' websites.

To the extent that this finding is related to employment agreements with specific individuals, the City of Fullerton agrees with this finding.

Recommendation R.1.: Transparency – All cities in Orange County report their compensation information to the public on the Internet in an easily accessible manner. The Compensation Disclosure Model (Appendix 4) provides a sample as to the items that should be included in determining total compensation.

The City of Fullerton notes that the Grand Jury's recommended format differs from format required by the California State Controller and therefore may lead to confusion if total compensation differs from one report format to another. Nonetheless, the City agrees to comply with this recommendation after implementation of a new synchronized payroll and human resources information system. The projected timeline for implementation is Spring 2012. As required by law, the City will report progress on implementation of this recommendation annually.

THE EDUCATION COMMUNITY

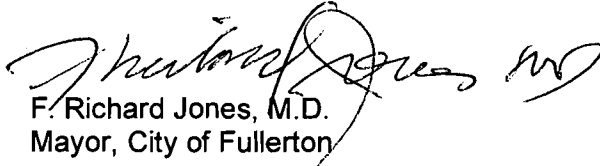
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Recommendation R.2.: Employment Contracts – Each city reveal any individual employment contracts in an easily accessible manner.

The City of Fullerton agrees with this recommendation. The City will endeavor to post all such agreements on the City's website within the next 30 days. As required by law, the City will report progress on implementation of this recommendation annually.

Sincerely,



F. Richard Jones, M.D.
Mayor, City of Fullerton

cc: Orange County Grand Jury
700 Civic Center Drive West
Santa Ana, CA 92701