



from judge

August 29, 2011

Mayor

L. Anthony Beall

Council Members

Steven Baric

Carol A. Gamble

Jerry Holloway

Jesse Petrilla

City Manager

Steven E. Hayman

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

Dear Judge Borris:

This letter is in response to the 2010-2011 Orange County Grand Jury Report entitled "Compensation Study of Orange County Cities." The City Council reviewed the content of the report and has requested that I submit their responses. Below are the City Council's responses to Findings F.4 and F.7 and Recommendations R.1 and R.2, as required by the report.

RESPONSES TO FINDINGS:

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

Response: The City partially disagrees with this finding due to being faced with a lack of consistent "universal" criteria for measuring and disclosing compensation information. Additionally, it should be noted that the "criteria" for reviewing city websites was developed after the City had already posted compensation information on the website. In developing the City's webpages dedicated to compensation, City Staff strived to design webpages and include information representative of various agencies' requests. The City supports use of the compensation disclosure model presented by the Grand Jury and urges the consistent use of the model be incorporated by other cities, as recommended by the Grand Jury report.

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

Response: The City is in agreement with this finding and will post written employment contracts for City staff.

RESPONSES TO RECOMMENDATIONS:

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.

Response: Staff concurs with the recommendation and will post the completed model on the City's website.

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

Response: Staff concurs and will post the City Manager's employment contract on the City's website.

Thank you for the opportunity to respond to this report.

Sincerely,

L. Anthony Beall
Mayor

PB:sd