July 27, 2012

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

The Honorable Thomas J. Borris,


Regarding the Findings and Recommendations noted in the report that require a response, the City responds as follows:

**Finding 3: Content & Clarity for EMPLOYEE Compensation Cost Ratings. The City disagrees wholly.** The City’s website, on a prominent spot of the Home Page, notes “City Compensation”. By clicking the link, the user is taken to a page that clearly provides all documents associated with employee compensation and major benefits. One simply has to click on the “Employee Salary Schedule”, and the person has access to the range and pay for all City classifications.

**Finding 4: Transparency of Employer Pension Contribution Rates. The City disagrees partially.** The City’s website, on a prominent spot of the Home Page, notes “City Compensation”. By clicking the link, the user is taken to a page that clearly provides all applicable compensation documents. One simply has to click on the “Full Time employees, Job Share and Benefited Part Time Benefit Table”, and the person has access to all the major benefits, including the pension rate and the portion paid by the City and employee. The pension information could be posted on the page as soon as one clicks the “City Compensation” page.

**Finding 5: Inclusion of Overtime and On-Call Pay in Employee Compensation Costs. The City agrees.** The inclusion of Overtime and On-call pay is not included in the documents currently on the City’s website.
Recommendation 3 (Content & Clarity for EMPLOYEE Compensation Cost Ratings) AND Recommendation 5 (Inclusion of Overtime and On-Call Pay in Employee Compensation Costs): The City has been developing a document that will address the “new compensation cost reporting categories.” It is anticipated that this will be completed by the end of this summer.

Recommendation 4 (Transparency of Employer Pension Contribution Rates): While the City is already transparent in the posting of the contribution rate, as referenced in Finding 4, the City will be including the rate on the initial compensation page that is accessed once an individual clicks the “City Compensation” link on the City’s Home Page. This revision will occur at the same time the other information noted above is posted on the website.

Sincerely,

George Scarborough
City Manager

C: Mayor and City Council