



August 7, 2012

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

Re: Response of the Buena Park Library District to Findings and Recommendations of The 2012 Grand Jury Report Entitled "Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs?"

Dear Judge Borris:

The Buena Park Library District Board of Trustees submits the following comments on the findings and recommendations contained in the Grand Jury Report entitled "Transparency Breaking Up Compensations Fog – But Why Hide Pension Costs?" in conformity with Penal Code sections 933, subdivision (c) and 933.05. The comments provided below address the findings and recommendations requiring a response from the Buena Park Library District. Thank you for the opportunity to respond to the Grand Jury report. The District takes the importance of transparency in government seriously as recognized by the excellent rating we received in your report for all Compensation Cost Transparency categories.

Response to Findings:

F.4 Many Orange County local government web sites do not generally post their employer pension annual contribution rates prominently to their web sites as part of their compensation cost disclosure for public disclosure.

Response: The Library agrees with this finding.

F.5 Inclusion of Overtime and On-Call Pay in Employee Compensation Costs

The Orange County "de facto" standard for CCT in the county, cities, districts and JPA now contain all employees, including a page for executives and all elected officials. **Two key categories are missing from compensation cost reporting. They are overtime pay and on-call pay.** They have become important as the new "de facto" compensation cost reporting standard which now includes all employees.

Response: The Library agrees with this finding.

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Response to Recommendations:

R.4 Transparency of Employer Pension Contribution Rates

The Grand Jury recommends that all Orange County cities, districts and joint power authority, as well as the County of Orange, post their employer pension annual contribution rates prominently and transparently on their web sites. Current and recent rates would be instructive and informative. It is recognized that some already do.

Response: The District has already implemented this recommendation. The formula for the District's defined benefit plan as well as the employer pension annual contribution rates are listed as part of the compensation information currently disclosed on the District's website.

R. 5 Transparency of Overtime Pay and On-Call Pay in Employee Compensation Cost Reporting

The Grand Jury recommends that all Orange County cities, districts and joint power authority, as well as the County of Orange, include overtime pay and on-call pay in compensation cost reporting on their employees' compensation pages.

Response: The District has now included an additional column for Overtime Pay in the compensation cost model disclosed on our website. While the District agrees that including Overtime Pay and On-Call Pay as part of the compensation cost reporting leads to increased transparency, overtime pay and on-call pay does not typically occur for Library employee positions.

Conclusion

The Buena Park Library District is continuously mindful of the importance of transparency in government and is dedicated to providing information to our community in an easily accessible and understandable format.

Sincerely,



Dennis Salts, President
Board of Trustees

✓ cc: Orange County Grand Jury