



City of Mission Viejo

Office of the Mayor and City Council

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December 5, 2011

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

Re: Compensation Study of Orange County Cities

Dear Judge Thomas J. Borris:

We are providing this response at the request of the Orange County Grand Jury and in the format prescribed in the Compensation Study of Orange County Cities.

In response to finding F.4., the respondent disagrees partially with the finding. The City of Mission Viejo has provided good compensation information on elected officials, the City Manager and all other employees on the City's website for a number of years. We are not familiar with the compensation information provided by other cities.

In response to finding F.7, the respondent disagrees partially with the finding. The City of Mission Viejo has provided access to employment contracts on the City's website for a number of years. We are not familiar with the accessibility of employment contracts of other cities.

In response to recommendation R.1, the recommendation has been implemented. Beginning with calendar year 2009, the City on an annual basis is required to submit annual compensation information to the State Controllers' Office (SCO). The information in the SCO report includes the following for all City employees:

- Salary range
- Total medicare wages, which includes base salary, car allowances, phone allowances, recreation memberships, bonuses, accrual payouts.
- Amount of employee share of pension contributed by the City.
- Amount of deferred compensation contributions by the City on behalf of employee.
- Amount of health, dental and vision insurance premiums by the City on behalf of employee.



The link to access the SCO compensation report can be located on the City's website with the following link: <http://cityofmissionviejo.org/DepartmentPage.aspx?id=11567>.

In response to recommendation R.2, the recommendation has been implemented. The City currently has only one employee contract and this contract is located on the City's website. The link to access all employee contracts can be located on the City's website with the following link: <http://cityofmissionviejo.org/DepartmentPage.aspx?id=11270>.

Respectfully,



Dave Leckness
Mayor

cc: Orange County Grand Jury