



# City of San Clemente

## City Manager

George Scarborough, City Manager  
Phone: (949) 361-8322 Fax: (949) 361-8283  
scarboroughg@san-clemente.org

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,

Please accept this as the City of San Clemente's official response to the 2011-2012 Orange County Grand Jury report, *Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs?*, received in our office on June 11, 2012.

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