



MAYOR

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MAYOR PRO TEM

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COUNCIL MEMBERS

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CITY MANAGER

MARK A. PULONE

CITY ATTORNEY

SCOTT C. SMITH

CITY CLERK

SUSAN A. RAMOS

August 23, 2012

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

RE: City of Aliso Viejo Response to the 2011-2012 Orange County Grand Jury Report, "Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs?"

Dear Judge Borris:

The City of Aliso Viejo has reviewed the 2011-2012 Orange County Grand Jury Report, "**Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs?**". In response to the Grand Jury's recommendations outlined in said report, the City of Aliso Viejo is providing the following information:

City Response to Recommendation R2: Content and Clarity of Executive Compensation Costs

The City of Aliso Viejo has implemented the Grand Jury's recommendation by posting Executive compensation information on the City's website based on the full disclosure model including expanded descriptions and pension costs. The City's website may be accessed at www.cityofaliso Viejo.com. A link to the salary and benefits information is conveniently provided on the homepage of the website.

City Response to Recommendation R3: Content and Clarity of Employee Compensation Costs

The City of Aliso Viejo has implemented the Grand Jury's recommendation by posting Employee compensation information on the City's website based on the full disclosure model including overtime pay, other pay, expanded descriptions and pension costs. The City's website may be accessed at www.cityofaliso Viejo.com. A link to the salary and benefits information is conveniently provided on the homepage of the website.

City Response to Recommendation R4: Transparency of Employer Pension Contribution Rates

The City of Aliso Viejo has implemented the Grand Jury's recommendation by posting employer pension annual contribution rates on the City's website. The City's website may be accessed at www.cityofaliso Viejo.com. The employer pension annual contribution rates are conveniently provided on the same page as the Executive and Employee compensation information.

CITY OF ALISO VIEJO

Incorporated July 1, 2001

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City Response to Recommendation R5: Transparency of Overtime Pay and On-Call Pay in Employee Compensation Cost Reporting

The City of Aliso Viejo has implemented the Grand Jury's recommendation by posting overtime pay on the City's website based on the full disclosure model. Please note that the City of Aliso Viejo does not utilize on-call pay. The City's website may be accessed at www.cityofaliso Viejo.com. A link to the salary and benefits information is conveniently provided on the homepage of the website.

I am pleased that the City of Aliso Viejo's reporting practices have been updated to be consistent with the recommendations of the Grand Jury. Please contact Glenn Yasui, Director of Administrative Services at (949) 425-2511 if you have questions or need additional information.

Sincerely,



Mark A. Pulone
City Manager

Cc: Orange County Grand Jury
Aliso Viejo City Council

City Of Aliso Viejo
Executive and Employee Compensation
Calendar Year 2011

| Position | Salary Range | | Wages Paid | O/T | Sec 125 | | Other (1) | W-2 Box 5 | Benefits | | | Total Costs |
|---|--------------|---------|------------|-------|-----------|----------|-----------|-----------|---------------------------------|-----------------|-----------------|-------------|
| | Min | Max | | | Cafeteria | Deferral | | | Health, Dental Vision Insurance | Employer 9.539% | Employee 7.000% | |
| | | | | | | | | | | | | |
| Accountant | \$ 57,732 | 80,820 | 57,133 | - | 10,168 | - | 4,204 | 71,505 | 6,905 | 5,450 | 3,999 | 87,860 |
| Accountant | \$ 57,732 | 80,820 | 57,077 | - | 10,167 | - | 4,941 | 72,185 | 6,906 | 5,445 | 3,995 | 88,531 |
| Associate Planner | \$ 57,732 | 80,820 | 69,334 | - | 9,685 | - | 2,241 | 81,260 | 7,388 | 6,614 | 4,853 | 100,115 |
| Administrative Secretary | \$ 43,368 | 60,720 | 53,813 | - | 9,257 | - | 3,032 | 66,102 | 7,816 | 5,133 | 3,767 | 82,819 |
| City Clerk | \$ 76,704 | 115,056 | 111,176 | - | 16,456 | - | 7,051 | 134,683 | 617 | 10,605 | 7,782 | 153,687 |
| City Manager (2) | | | 176,951 | - | - | - | 32,532 | 209,483 | 19,987 | 16,879 | 12,387 | 258,736 |
| Community Services Coordinator (A) | \$ 47,700 | 66,792 | 50,877 | 2,880 | 6,539 | (400) | 4,423 | 64,319 | 10,534 | 4,853 | 3,561 | 83,268 |
| Community Services Coordinator (B)* .625 FT | \$ 47,700 | 66,792 | 25,265 | 643 | 4,094 | - | 366 | 30,367 | 6,577 | 2,410 | 1,769 | 41,123 |
| Director of Administrative Services | \$ 109,224 | 163,836 | 117,068 | - | 15,625 | (5,000) | 10,438 | 138,131 | 1,448 | 11,167 | 8,195 | 158,941 |
| Director of Community Services | \$ 97,092 | 145,632 | 126,092 | - | - | (159) | 2,425 | 128,358 | 17,073 | 12,028 | 8,826 | 166,285 |
| Director of Financial Services/City Treasurer | \$ 109,224 | 163,836 | 127,378 | - | 16,373 | - | 15,204 | 158,955 | 700 | 12,151 | 8,916 | 180,722 |
| Director of Planning Services | \$ 109,224 | 163,836 | 107,583 | - | 9,887 | - | 8,651 | 126,121 | 7,186 | 10,262 | 7,531 | 151,100 |
| Office Assistant | \$ 32,592 | 45,624 | 35,072 | 85 | 773 | (20) | 2,683 | 38,593 | 16,300 | 3,345 | 2,455 | 60,693 |
| Secretary to the City Manager | \$ 52,476 | 73,464 | 61,251 | - | 8,720 | (1,500) | 4,140 | 72,611 | 8,353 | 5,843 | 4,288 | 91,094 |
| Senior Planner*.75 FT | \$ 73,056 | 102,276 | 71,566 | - | 14,383 | (5,500) | 4,434 | 84,882 | 556 | 6,827 | 5,010 | 97,275 |

(1) Other pay includes Incentive Bonus, Auto and Cell Allowance, Group Term Life computed value and Vacation pay out

(2) To view the City Manager's contracts [click here](#).

(3) Employer and Employee pension costs picked up by City.