



# CITY of CYPRESS

5275 Orange Avenue, Cypress, California 90630

Phone 714-229-6700      www.ci.cypress.ca.us

August 13, 2012

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

SUBJECT: City's Response to Grand Jury Findings and Recommendations

Dear Honorable Judge Borris:

The City of Cypress is in receipt of the 2011-2012 OC Grand Jury Compensation Cost Transparency Study Report. The City has reviewed the document and is hereby responding to the findings and recommendations of the Grand Jury in accordance with California Penal Code Section 933 and 933.05.

## **Finding 1 (F1) – Accessibility Ratings for Cities, Special Districts and JPAs**

The City agrees with the finding and is pleased that we have received at least a "B" rating in this category. Amendments have been made to the City's home page for improved accessibility under "Transparency in Government".

## **Finding 2 (F2) – Content & Clarity Ratings for Executive Compensation Cost**

The City disagrees partially with this finding. Executive compensation has always been prominently posted on the City's website in an easily accessible format years before the City of Bell issues and the public impetus for more transparency in government. In reviewing the websites of some of the agencies receiving an "A" rating in this category, the City of Cypress believes that the information posted by the City equals to or exceeds the quality of information posted by these agencies. Some of the "A" rated agencies merely provided links to labor contracts, leaving the viewer to read through and search the document to find the information that he/she is seeking. The City of Cypress provided a summary sheet that outlines the salary and benefits package received by City Executive Team Members as well as links to all labor agreements.

Doug Bailey, Mayor

Prakash Narain, M.D., Mayor Pro Tem      Phil Luebben, Council Member

Leroy Mills, Council Member      Todd W. Seymore, Council Member

The City has taken the Grand Jury's finding under advisement and will amend the City's website and reformat the summary sheet that should provide more clarity and in an easy to understand format.

**Finding 3 (F3) – Content & Clarity Ratings for Employee Compensation Cost Ratings**

The City disagrees partially with this finding. Again, City employee's pay range and compensation package information has always been made available on the City's website since the implementation of NeoGov in 2007.

The City has taken the Grand Jury's finding under advisement and will amend the City's website and reformat reports that should provide more clarity in an easy to understand format.

**Finding 4 (F4) – Transparency of Employer Pension Contribution Rates**

The City agrees with this finding and will make amendments accordingly.

**Finding 5 (F5) – Inclusion of Overtime and On-Call Pay in Employee Compensation Cost**

The City agrees with this finding and will make amendments accordingly.

**Recommendation 1 (R1) – Access for Compensation Cost Transparency**

The City agrees with this recommendation and will make adjustments accordingly.

**Recommendation 2 (R2) – Content & Clarity of Executive Compensation Costs**

The City agrees with this recommendation and will make adjustments accordingly.

**Recommendation 3 (R3) – Content & Clarity**

The City agrees with this recommendation and will make adjustments accordingly.

**Recommendation 4 (R4) – Transparency of Employer Pension Contribution Rates**

The City agrees with this recommendation and will make adjustments accordingly.

**Recommendation 5 (R5) – Transparency of Overtime and On-Call Pay in Employee Compensation Cost Reporting**

The City agrees with this recommendation and will make adjustments accordingly.

The City of Cypress looks forward to continuing to be an agency of transparency and good governance, and hope that our efforts will meet the Grand Jury's standards in public information disclosure.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Bailey', written over a white background.

Douglas A. Bailey  
Mayor

CC: Cypress City Council  
City Manager  
OC Grand Jury