



June 13, 2012

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

RE: Compensation Cost Transparency Study

The City of Dana Point is in receipt of and has reviewed the Orange County Grand Jury's report, "Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs?" Dana Point understands the importance of increased compensation cost transparency and appreciates the Grand Jury's proactive approach to addressing concern over this issue.

The City was pleased to learn that compensation cost transparency is improving in Orange County. It is our goal to ensure that the City of Dana Point practices complete cost transparency of salary and benefits at all levels. In response to the Grand Jury's findings specific to the City of Dana Point, recommendations, R.3, R.4 and R.5 have been implemented. Using the Compensation Disclosure Model provided in the final report, compensation information for all employees including employer pension contribution rates and overtime pay and on-call pay costs can now be found on the City's website at www.danapoint.org/compensation.

For further information or questions, please feel free to contact my office at (949) 248-3513.

Sincerely,



Doug Chotkewys
City Manager

cc: Orange County Grand Jury