



# City of La Habra

"A Caring Community"

ADMINISTRATION BUILDING

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## CITY COUNCIL

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James Gomez  
Councilmember

Michael A. Blazey  
Councilmember

June 26, 2012

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

Re: Required Response to Grand Jury Compensation Study of Orange County  
Cities

Dear Presiding Judge Borris:

On June 7, 2012, the 2011-2012 Orange County Grand Jury released its report on the Compensation Cost Transparency of Orange County Cities. The report made a number of findings and recommendations to which the City of La Habra is required to comment on including F3, F4, F5, R3, R4, and R5. Please consider this letter as the City's official comments on these findings and recommendations.

**Finding 3 (F3): There is the most opportunity for more transparent reporting in the Content and Clarity of Employee Compensation Cost reporting on local government websites. Twenty-nine of the thirty-four cities were rated from good to nonexistent for Employee Compensation Cost Content and Clarity, all of whom could improve to excellent.**

Based on the information provided in the study that reviews content and clarity for employee compensation costs, the City of La Habra agrees with the finding of the Grand Jury regarding the content and clarity of employee compensation cost reporting. The City of La Habra did not perform any type of review of this information on other city websites, but rather relied on the information and analysis prepared by the Grand Jury.

**Finding 4 (F4): Many Orange County local government websites do not generally post their employer pension annual contribution rates prominently to their websites as part of their compensation cost disclosure for public disclosure.**



Again, based on the data and analysis presented by the Grand Jury, **the City of La Habra agrees with the finding** that many cities' websites do not disclose the **CC: Orange County Grand Jury**

employer pension contribution rates. The City did not perform any review of this information on other city websites, but rather relied on the information presented by the Grand Jury.

**Finding 5 (F5): Two key categories are missing from the compensation cost reporting. They are overtime and on-call pay.**

Based on the information provided in the study by the Grand Jury, **the City of La Habra agrees with the finding** that overtime and on-call pay are missing from the compensation cost reporting. The City did not perform any review of other city websites, but rather relied on the information presented in the Grand Jury report.

**Recommendation 3 (R3): The Grand Jury recommends that all Orange County cities that were rated less than excellent for content and clarity for their employee compensation costs page upgrade their employee pages using their suggested full disclosure model (Appendix D), with the addition of overtime pay, on-call pay and expanded descriptions, with particular emphasis on pension costs.**

The recommendation has not yet been implemented, but will be no later than October 1, 2012. The City of La Habra is currently in the process of updating its website and will include the recommendation to add employee compensation pages in accordance with the full disclosure model provided by the Grand Jury, and will update this information on an annual basis following the adoption of the City's budget.

**Recommendation 4 (R4): The Grand Jury recommends that all Orange County cities post their employer pension annual contribution rates prominently and transparently on their websites.**

This recommendation has not yet been implemented, but will be no later than October 1, 2012. The City of La Habra is currently updating its website and will include the recommendation of posting the employer pension annual rates as part of this update.

**Recommendation 5 (R5): The Grand Jury recommends that all Orange County cities include overtime pay and on-call pay in compensation cost reporting on their employee compensation pages.**

This recommendation has not yet been implemented, but will be no later than October 1, 2012. The City of La Habra is currently in the process of updating its website and will include this recommendation in the website update.

Thank you for the opportunity to provide comments on these findings and recommendations related to the Grand Jury Report on Compensation Cost Transparency for Orange County Cities. Should you have any questions or concerns, please contact Robin Juengel, Deputy Administrative Director, at (562) 905-9739.

Sincerely,

A handwritten signature in black ink that reads "Tim Shaw". The signature is written in a cursive style with a large, prominent "T" and "S".

Tim Shaw  
Mayor