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Councilmember

Milt Robbins
Councilmember

Leslie A. Keane
City Manager

CITY of LAGUNA WOODS

July 11, 2012

The Honorable Nancy Wieben Stock
Presiding Judge of the Superior Court
700 Civic Center Drive West
Santa Ana, CA 92701

RE: Grand Jury Report – *Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs?*

Dear Judge Stock:

The City of Laguna Woods is in receipt of the Grand Jury’s report titled “Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs.” Please note our responses to the required findings and recommendations below.

Finding 4 – Transparency of Employer Pension Contribution Rates

The City of Laguna Woods cannot speak for other Orange County cities. We do include pension rates and actual dollars spent – both employer and employee – prominently on our website and have for several years. This dollar information is reported individually for each full time employee.

Finding 5 – Inclusion of Overtime and On-Call Pay in Employee Compensation Costs

The City of Laguna Woods cannot speak for other Orange County cities. We report total compensation on our website, including a break-out for overtime and on-call pay. The majority of the City’s employees are exempt and not eligible for overtime; those that are, work flexible schedules and we are able to adjust their hours to meet the particular needs of the City without incurring overtime. We have not incurred any overtime expense for the last five years. The City has no “on-call” employees.

Recommendation 4 – Transparency of Employer Pension Contribution Rates

The City implemented this recommendation in 2010, prior to the Grand Jury’s first report on this subject.

Recommendation 5 – Transparency of Overtime Pay and On-Call Pay for Employee Compensation Cost Reporting

The City implemented this recommendation in 2010, prior to the Grand Jury’s report on this subject.

The City of Laguna Woods strongly supports transparency at all levels of government, and we appreciate the Grand Jury's recognition of our efforts. Please do not hesitate to contact me if I can provide any additional clarification of our responses.

Sincerely,

A handwritten signature in cursive script that reads "Leslie A. Keane".

Leslie A. Keane
City Manager

CC: Orange County Grand Jury
Mayor and City Councilmembers