



ROSSMOOR COMMUNITY SERVICES DISTRICT
3001 BLUME DRIVE, ROSSMOOR, CA 90720 / (562) 430-3707 / FAX (562) 431-3710

August 14, 2012

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

Honorable Presiding Judge Borris:

Pursuant to Penal Code Sections 933 (c) and 933.05, attached is the written response of the Rossmoor Community Services District (the "District") to the findings and recommendations made by the Grand Jury in its report entitled "Transparency: Breaking Up Compensation Fog – But Why Hide Pension Costs?" (the "Report"). These responses were approved by the District's Board of Directors at its regular meeting of August 14, 2012.

The Grand Jury's Report concludes governments need to take additional steps to make information regarding salary, benefits and pension costs readily available to the public. The Rossmoor Community Services District agrees that transparency is both necessary and proper. The District is in the process of revamping its website to ensure that compensation cost data is more easily accessible for a prominently displayed link on the home page.

It should be noted that some of the criticisms set forth in the Report are unfairly associated with the District. For example, Finding No. 4 in the Report states that pension costs are often not included on agency websites as part of the compensation cost disclosure. However, since the District does not offer an employer-funded pension plan to its employees, there is nothing to report in that regard. In any event, the District will modify its website to include salary and benefit data as prominently as possible.

The District's responses are divided into two sections. Section I includes the District's responses to the Grand Jury's findings as required by Penal Code section 933.05 (a). Section II includes the District's responses to the Grand Jury's recommendations as required by Penal Code section 933.05(b).

Sincerely,

Henry Taboada
General Manager
Rossmoor Community Services District

Cc: Orange County Grand Jury

ROSSMOOR COMMUNITY SERVICES DISTRICT
RESPONSE TO GRAND JURY REPORT
“TRANSPARENCY BREAKING UP COMPENSATION FOG
- BUT WHY HIDE PENSION COSTS?”

SECTION 1: RESPONSES TO FINDINGS

Finding 1 (F1). Accessibility Ratings for Cities, Special Districts and JPAs

Response: The District agrees that there is room for improvement with respect to the accessibility of its compensation costs data. Currently, the District’s website has a home page icon that links to previous and current budgets. In order to access compensation information, it is necessary to scroll down through the budget documents to reach the District’s Salary Plan. The District is in the process of reorganizing its website to include a prominently displayed link on the home page that will provide one-click access to compensation costs data.

Finding 2 (F2). Content and Clarity for Ratings for EXECUTIVE Compensation costs

RESPONSE: The District agrees that there is room for improvement with respect to the content and clarity for ratings of executive compensation costs. However, the “F” rating assigned to the District with respect to this category is unwarranted and misleading insofar as it implies that information has been withheld. The District’s only executive level position for the last 6+ years has been the General Manger. The General Manager position has been filled by an independent contractor, thus is non-reportable to the State. In any event, the District will be employing a General Manage during this fiscal year whose salary will be approximately \$45,000 on a half-time basis. The independent contractor’s compensation has been set at \$65.00 per hour and has never exceeded \$81,000 per year. The compensation agreement with the current contract General Manager includes no benefits whatsoever. When an employee General Manager is hired, compensation information will be added to the Compensation Cost

Disclosure Model. Further, compensation costs for elected officials will be added.

FINDING 3 (F3). Content and Clarity for Ratings for EMPLOYEE Compensation costs

RESPONSE: The District agrees that there is room for improvement with respect to the content and clarity for ratings of employee compensation costs. The District, however, disagrees with the grade of “F” assigned to it in this category. For several years, the District has displayed hourly compensation for its employees in its budget documents and on its web site. Although overtime and benefits are not currently displayed, they soon will be included in the District’s website.

FINDING 4 (F4). Transparency of Employer Pension Contribution Rates

RESPONSE: The District has no pension system for employees other than Social Security and a non-employer contribution 459 deferred compensation plan. Therefore, there is nothing to report or post on the District’s web site.

FINDING 5 (F5). Inclusion of Overtime and On-Call Pay in Employee Compensation Costs

RESPONSE: The District does not employ and public safety employees, thus there is nothing to report. Overtime and on-call pay for miscellaneous employees is minimal, but will be reported in future Compensation Cost Disclosure Models.

SECTION II: RESPONSES TO RECOMMENDATIONS

Recommendation 1 (R1). Access for Compensation Costs Transparency

The Grand Jury recommends that each of the districts that were rated less than excellent for Accessibility upgrade their access to compensation costs.

RESPONSE: The recommendation has not yet been implemented but the District is in the process of upgrading access to compensation costs so that the information is readily identified on the District's website and easily navigated to with one or very few "clicks." The District expects the website to be upgraded with the information by September 14, 2012.

Recommendation 2 (R2). Content & Clarity of EXECUTIVE Compensation Costs.

The Grand Jury recommends that each district rated less than excellent for Content Clarity for their Executive and Elected Officials compensation costs upgrade their Executive Compensation page.

RESPONSE: The recommendation has not yet been implemented but the District is in the process of improving the content and clarity of compensation costs and upgrading its website so that the information is readily identified and easily navigated to with one or very few "clicks." The District expects the website to be upgraded with the information by September 14, 2012.

Recommendation 3 (R3). Content & Clarity of EMPLOYEE Compensation Costs

The Grand Jury recommends that districts that were rated less than Excellent for Content and Clarity for their Employee condensation cost pages upgrade their Employee pages.

RESPONSE: The recommendation has not yet been implemented but the District is in the process of improving the content and clarity of compensation costs and upgrading its website so that the information is readily identified and easily navigated to with one or very few "clicks." The District expects the website to be upgraded with the information by September 14, 2012.

Recommendation 4 (R4). Transparency of Employer Pension Contribution Rates

RESPONSE: This recommendation has not been implemented and will not be implemented because it is not applicable to the District as the District does not contribute to any pension plan.

Recommendation 5 (R5). Transparency of overtime pay and On-Call Pay in Employee Compensation Cost Reporting

RESPONSE: The recommendation has not yet been implemented but the District is in the process of upgrading access to all forms of compensation costs so that the information is readily identified on the District's website and easily navigated to with one or very few "clicks." The District expects the website to be upgraded with the information by September 14, 2012.

COMPENSTION COST TRANSPARENCY

APPENDIX D - COMPENSATION COST DISCLOSURE MODEL

Position	Salary (2012-2013 Budget)	Overtime (2011 CY)	Other Pay	Stipends Paid (2011 CY)	Insurance Premiums (2012 CY)	Pension Costs	Total Comp Costs
** Board of Director - President	\$0	\$0	\$0	\$2,050	\$0	\$0	\$2,050
** Board of Director - 1st Vice President	\$0	\$0	\$0	\$2,050	\$0	\$0	\$2,050
** Board of Director - 2nd Vice-President	\$0	\$0	\$0	\$1,750	\$0	\$0	\$1,750
** Board of Director -Director	\$0	\$0	\$0	\$1,650	\$0	\$0	\$1,650
** Board of Director -Director	\$0	\$0	\$0	\$1,000	\$0	\$0	\$1,000
General Manager (New employee position - currently vacant	n/a	n/a	n/a	n/a	n/a	\$0	n/a
Accountant/Bookkeeper	\$51,479	\$36	\$0	\$0	\$17,967	\$0	\$69,482
Administrative Asst.	\$45,481	\$1,239	\$0	\$0	\$9,588	\$0	\$56,308
General Clerk	\$36,869	\$617	\$0	\$0	\$10,443	\$0	\$47,929
Park Superintendent	\$48,195	\$2,294	\$0	\$0	\$10,443	\$0	\$60,932
Recreation Superintendent	\$42,432	\$1,904	\$0	\$0	\$0	\$0	\$44,336
Maintenance Assistant (Part Time)	\$15,296	\$0	\$0	\$0	\$0	\$0	\$15,296
Recreation Leader (Part Time)	\$16,389	\$640	\$0	\$0	\$3,005	\$0	\$20,034
Event Attendant (Part Time - On Call)	\$15 per hour	\$0	\$0	\$0	\$0	\$0	\$0

* Other Pay Includes Fees, Deferred Compensation, Incentive Bonus, Auto Allowance, Pay in Lieu of Time Off and On-Call Pay.
 (RED signifies new in 2012)

** Elected Official - Paid Stipends Only

**ROSSMOOR COMMUNITY SERVICES
DISTRICT
EMPLOYEE SALARY PLAN**

F/Y 2012-2013

Position	2011-2012 Current Salary		Consumer Price Index 2012 2.0%		2012-2013 Recommended Salary	
	Yearly	Hourly	Annually	Hourly	Annually	Hourly
*General Manager	n/a		n/a		\$46,800.00	\$45.00
Accountant/Bookkeeper	\$50,470.00	\$24.26	\$1,009.40	\$0.49	\$51,479.40	\$24.75
**Administrative Assistant	\$44,589.00	\$22.87	\$891.78	\$0.46	\$45,480.78	\$23.32
General Clerk	\$36,147.00	\$17.38	\$722.94	\$0.35	\$36,869.94	\$17.73
Park Superintendent	\$47,250.00	\$22.72	\$945.00	\$0.45	\$48,195.00	\$23.17
Recreation Superintendent	\$41,600.00	\$20.00	\$832.00	\$0.40	\$42,432.00	\$20.40
*Maintenance Assistant	\$14,997.00	\$14.42	\$299.94	\$0.29	\$15,296.94	\$14.71
*Recreation Leader	\$16,068.00	\$15.45	\$321.36	\$0.31	\$16,389.36	\$15.76
Event/Facility Attendant	n/a	\$15.00				\$15.00

* 1/2 Time 20 hrs a week/1,040 hrs per year.

**37.5 hrs per week/1,950 hrs per year.