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CITY OF SANTA ANA

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October 11, 2012

Mr. Roy B. Baker, III, Foreman
2011-2012 Orange County Grand Jury
700 Civic Center Drive West
Santa Ana, CA 92701

Dear Mr. Baker:

The City of Santa Ana would like to respond to the findings and recommendations in the 2011-2012 Grand Jury report, "Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs?" concerning the presentation of compensation data on governmental agency websites. The City of Santa Ana supports the Grand Jury's efforts to encourage the transparency of compensation costs and is happy to report that Santa Ana is complying with the Grand Jury's recommendations.

Access for Compensation Costs Transparency

The City of Santa Ana has upgraded access to compensation data within the Grand Jury's recommended "one or very few clicks." This information can be obtained in two "clicks" from the Santa Ana home page and into the specific document containing the information.

Content & Clarity of Executive Compensation Costs

The City of Santa Ana has detailed information on executive and appointed (City Manager, City Attorney, Clerk of the Council) compensation, including contracts. City Council compensation data is included as well.

Content & Clarity of Employee Compensation Costs

The City of Santa Ana has detailed information on employee compensation including salary, all other pay additives (listed in a separate column) and both Employer and Employee pension (CalPERS) contributions.

Transparency of Employer Pension Contribution Rates

As mentioned above, the City of Santa Ana includes both Employee and Employee pension contributions in dollar amounts for every employee job classification. This information is prominently displayed on the City's website, directly accessible from the home page.

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Transparency of Overtime Pay and On-Call Pay in Employee Compensation Cost Reporting

Following the Grand Jury's suggested format for compensation data, the City of Santa Ana's salary and benefit information includes an "Other Pay" column that provides data on compensation received by each employee in addition to salary. Overtime is not included, as this varies on a daily and annual basis and, therefore, cannot be presented in a way that provides an accurate, stable illustration of the City's cost burden in this area over time.

The City of Santa Ana is happy to provide this response to the 2011-2012 Grand Jury. If you have any questions, please do not hesitate to contact me.

Sincerely,



Paul M. Walters
City Manager

c: Mayor and City Council