



# City of Westminster

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December 3, 2012

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

RE: City of Westminster Response:  
"Transparency Breaking Up Compensation Fog – But Why Hide Pension  
Costs?"

Dear Judge Borris:

The City of Westminster is in receipt of the 2011-2012 Orange County Grand Jury Compensation Cost Transparency Study Report. The City has reviewed the documents and is hereby responding to the findings and recommendations of the Grand Jury in accordance with California Penal Code Section 033 and 933.05. As directed, the City has responded to Findings F.1 through F5 and Recommendations R.1 through R.5.

## **Finding F.1: Accessibility Rating for Cities, Special Districts and JPAs**

**Response:** The City of Westminster agrees with the Grand Jury finding that there is room for improvement such that a great number of Cities, Special Districts, and JPAs receive a rating of excellent in future reviews. Since the issuance of this report the City's website has undergone a complete redesign to make information more accessible to the user.

## **Finding F.2: Content & Clarity Rating for Executive Compensation Cost**

**Response:** The City of Westminster agrees with the Grand Jury finding that there is more potential improvement possible; and Orange County cities can collectively achieve greater than a 41% excellent rating for this reporting item.

MARGIE L. RICE  
Mayor

TRI TA  
Mayor Pro Tem

ANDY QUACH  
Council Member

TYLER DIEP  
Council Member

Eddie Manfro  
City Manager

**City of Westminster Response:**

**“Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs?”**

**Finding F.3: Content & Clarity Rating for Employee Compensation Cost Rating**

**Response:** The City of Westminster agrees with the Grand Jury finding that greater than 15% (5 of 34) of Orange County cities can achieve a rating of excellent in this rating category. Since the issuance of this report the City’s website has undergone a complete redesign to make information more accessible to the user.

**Finding F.4: Transparency of Employer Pension Contribution Rates**

**Response:** The City of Westminster agrees with the Grand Jury finding that local government websites should prominently post employer pension annual contributions rates online. Since the issuance of this report the City’s website has undergone a complete redesign to make information more accessible to the user.

**Finding F.5: Inclusion of Overtime and On-Call Pay in Employee Compensation Costs**

**Response:** The City of Westminster agrees with the Grand Jury finding that overtime and on-call pay may be difficult to determine in the currently available compensation reports and that future reports should make these cost items easier to discern.

**Recommendation R.1: Access for Compensation Cost Transparency**

**Response:** The City of Westminster is in the process of implementing this recommendation as part of review and overhaul of the City’s current website. This update will include single click dropdown menus and text box search functions to assist the user in locating needed information. This update is scheduled to “go-live” in late January and will be in compliance with State reporting requirements.

**Recommendation R.2: Content & Clarity of Executive Compensation Costs**

**Response:** The City of Westminster is in the process of implementing this recommendation as part of review and overhaul of the City’s current website. This update will include single click dropdown menus and text box search functions to assist the user in locating needed information. This update is scheduled to “go-live” in late January and will be in compliance with State reporting requirements.

**Recommendation R.3: Content and Clarity of Employee Compensation Costs**

**City of Westminster Response:**

**"Transparency Breaking Up Compensation Fog – But Why Hide Pension Costs?"**

**Response:** The City of Westminster is in the process of implementing this recommendation as part of review and overhaul of the City's current website. This update will include single click dropdown menus and text box search functions to assist the user in locating needed information. This update is scheduled to "go-live" in late January and will be in compliance with State reporting requirements.

**Recommendation R.4: Transparency of Employer Pension Contribution Rates**

**Response:** The City of Westminster is in the process of implementing this recommendation as part of review and overhaul of the City's current website. This update will include single click dropdown menus and text box search functions to assist the user in locating needed information. This update is scheduled to "go-live" in late January and will be in compliance with State reporting requirements.

**Recommendation R.5: Transparency of Overtime Pay and On-Call Pay in Employee Compensation and Cost Reporting**

**Response:** The City of Westminster is in the process of implementing this recommendation as part of review and overhaul of the City's current website. This update will include single click dropdown menus and text box search functions to assist the user in locating needed information. This update is scheduled to "go-live" in late January and will be in compliance with State reporting requirements.

Please feel free to contact my office if you should have any questions regarding this response.

Sincerely,



Chester C. Simmons III  
Assistant to the City Manager