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The Honorable Thomas J. Borris, Presiding Judge
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 Borris:

Thank you for giving the Orange County Vector Control District the opportunity to comment on the Grand Jury Report "*Transparency Breaking Up Compensation Fog - But Why Hide Pension Costs*."

The following are the responses addressing the Grand Jury findings/conclusions and recommendations pertaining to the Orange County Vector Control District.

GRAND JURY FINDINGS/CONCLUSIONS

Finding 1 (F1) Accessibility Ratings for Cities, Special Districts and JPAs –
The Orange County Vector Control District agrees with Finding 1. Special Districts including OCVCD can improve the accessibility of the Compensation Cost Transparency page on their website.

Finding 2 (F2) Content and Clarity Ratings for EXECUTIVE Compensation Cost –
The Orange County Vector Control District agrees with Finding 2. Executive compensation is not a clearly distinct component of the Compensation Cost Transparency report.

Finding 3 (F3) Content and Clarity Ratings for EMPLOYEE Compensation Cost Ratings –
The Orange County Vector Control District agrees with Finding 3. Employee compensation is not a clearly distinct component of the Compensation Cost Transparency report.

"An Independent Special District Serving Orange County Since 1947"

The mission of the Orange County Vector Control District is to provide the citizens of Orange County with the highest level of protection from vectors and vector-borne diseases.

Finding 4 (F4) Transparency of Employer Contribution Rates –

The Orange County Vector Control District agrees with Finding 4. Pension contribution rates are buried, and not at all transparent.

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

The Orange County Vector Control District agrees with Finding 5. Overtime pay has not previously been included in the employee compensation figures.

GRAND JURY RECOMMENDATIONS:**Recommendation 1 (R1) Access for Compensation Costs Transparency –**

The Grand Jury recommends each of the Orange County cities, special districts and JPAs not rated excellent for accessibility upgrade their access to compensation costs.

The Orange County Vector Control District has implemented the recommendation and placed all compensation costs under the heading of “District Transparency” on the home page.

Recommendation 2 (R2) Content and Clarity of Executive Compensation Costs –

The Grand Jury recommends each of the Orange County cities, special districts and JPAs not rated excellent for accessibility upgrade their executive compensation page.

The Orange County Vector Control District has implemented the recommendation and created an Executive Compensation page that meets the full disclosure guidelines called for by the Grand Jury. OCVCD has included the Trustees and all management and confidential employees regardless of base salary.

Recommendation 3 (R3) Content and Clarity of Employee Compensation Costs –

The Grand Jury recommends each of the Orange County cities, special districts and JPAs not rated excellent for accessibility upgrade their employee compensation page.

The Orange County Vector Control District has implemented the recommendation and created an Employee Compensation page that meets the full disclosure guidelines called for by the Grand Jury. The structure of the page matches the model suggested by the Grand Jury.

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

The Grand Jury recommends that all Orange County cities, special districts and JPAs post their employer pension annual contribution rates.

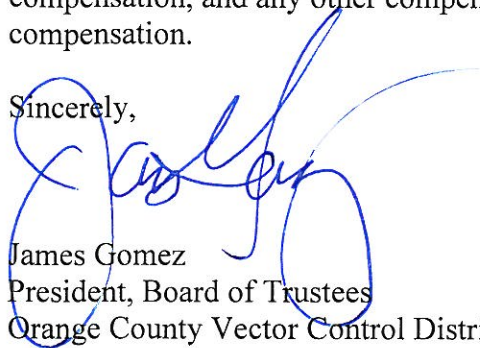
The Orange County Vector Control District has implemented this recommendation and included employer and employee contribution rates in the new compensation tables listed under the “District Transparency” tab on the OCVCD website.

Recommendation 5 (R5) Transparency of Overtime and On-Call Pay in Employee Compensation Cost Reporting –

The Grand Jury recommends that Overtime and On-Call pay be included in reports of Employee Compensation.

The Orange County Vector Control District has implemented the recommendation and included a column in the posted compensation table that includes overtime, longevity pay, deferred compensation, and any other compensation the employee may receive as part of their total compensation.

Sincerely,



James Gomez
President, Board of Trustees
Orange County Vector Control District

JG/MGH/vb