



CITY OF ANAHEIM  
MAYOR TOM TAIT

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August 23, 2011

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

**RE: 2010-2011 Orange County Grand Jury Report, "Compensation Study of Orange County Cities"**

Dear Judge Borris:

As the Mayor of the City of Anaheim and in consultation with our City Council, I am pleased to respond on behalf of the City to the 2010-2011 Orange County Grand Jury Report, "*Compensation Study of Orange County Cities*". The City's response addresses the Orange County Grand Jury Report's findings and recommendations relevant to our City in accordance with California Penal Code Sections 933 and 933.05.

**Finding F.4:** Public disclosure of municipal compensation levels is widely inconsistent, ranging from good to non-existent.

**Response to Finding F.4: The City of Anaheim agrees with the finding.** The availability and format of compensation information for local governmental entities does vary greatly. The City of Anaheim strives to achieve transparency in this area and has made such information available to the public for several decades. Prior to providing detailed compensation information via the City's website such information was made available to the public through the City Clerk's Office. Currently disclosed on our website is detailed information on compensation and benefits for elected officials and executive level employees; 2009 compensation information for all City employees; wage and salary schedules for every single position; and, a comprehensive benefits disclosure detailing not only medical, vision and dental premiums broken down by employer paid and employee paid but similar information regarding retirement plan benefit formulas and required plan contributions.

**Finding F.7:** There is currently no disclosure of written employment contracts on the majority of cities websites.

**Response to Finding F.7: The City partially disagrees with this finding as it relates to the City of Anaheim.** The terms and conditions of employment for all employees are disclosed on the City's website in the form of labor agreements and personnel rules. Such terms apply to all City employees, the only position at the City of Anaheim with a separate employment contract is the position of City Manager and such contract,

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approved publicly by the City Council, is accessible on the City's website within the public agendas and attachments section provided by the City Clerk.

**Recommendation R.1:** All cities in Orange County report their compensation information to the public on the Internet in an easily accessible manner. The Compensation Disclosure Model provides a sample as to the items that should be included in determining total compensation.

**Response to Recommendation R.1: The City of Anaheim is already implementing this recommendation.** The City has already implemented this recommendation with the compensation information currently being disclosed on the City's website. However, while all of the applicable information is readily available, improving accessibility to the information is something the City will continue to enhance. The City is in the process of redesigning its homepage in order to make it easier for the public to access compensation information.

The format used for disclosure of elected officials' and executive level employees' salary, auto allowance, health insurance and pension contributions is very similar to the recommended sample contained within the Orange County Grand Jury report, with the exception of the other pay types included in the sample that are not provided by the City of Anaheim to employees.

**Recommendation R.2:** Each city reveal any individual employment contracts in an easily accessible manner.

**Response to Recommendation R.2: The City of Anaheim has implemented this recommendation.** As previously mentioned, the City Manager's Employment Contract is already publicly available on the City's website within the public agendas section provided by the City Clerk. Further, a hard copy may be requested at anytime through the public records request process.

The City of Anaheim applauds the efforts of the Orange County Grand Jury at conducting such a comprehensive review of the various aspects that comprise the compensation of our municipal employees. Public disclosure and transparency in our governmental affairs is of paramount importance in ensuring we remain accountable to those we serve.

Respectfully submitted,



Tom Tait  
Mayor

C: Orange County Grand Jury ✓  
City Clerk, City of Anaheim