

## **CITY OF FOUNTAIN VALLEY**

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July 20, 2011

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

RE: "COMPENSATION STUDY OF ORANGE COUNTY CITIES"

Dear Mr. Borris:

We have reviewed the Orange County Grand Jury Report entitled, "Compensation Study of Orange County Cities." The following is the City of Fountain Valley's response to each of the findings and recommendations that apply to the City:

Findings:

1. Findings 4: "Public disclosure of municipal compensation levels is widely inconsistent, ranging from good to non-existent."

Though the aforementioned finding may be true of most other surveyed agencies, the City disagrees wholly that this finding applies to the City of Fountain Valley. The City has for many years posted salaries for City employees on the City's website and continues to do so. The City recently added a link to the State Controller's web page so residents can also link the total compensation survey data compiled by the State Controller.

2. Findings 7: "There is currently no disclosure of written employment contracts on the majority of cities websites."

Though the aforementioned finding may be true of most other surveyed agencies, the City disagrees wholly that this finding applies to the City of Fountain Valley. The City has posted on the City's website the Memorandum of Understanding for all recognized bargaining units for many years and continues to do so.

Recommendations:

1. Recommendation 1: "Transparency – All cities in Orange County report their compensation information to the public on the internet in an easily accessible manner. The Compensation Disclosure Model (Appendix 4) provides a sample as to the items that should be included in determining total compensation."

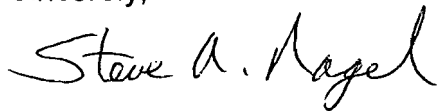
The City is already in compliance with this recommendation prior to issuance of the Grand Jury report and has included the salary range sheets and synopsis of benefits for each bargaining group on the City's website for many years and continues to do so. In addition, residents may also view the Memorandum of Understanding for the City's recognized bargaining groups on the City's website in addition to the link to the State Controller's compensation survey for Fountain Valley's information.

2. Recommendation 2: "Employment Contracts – Each city reveal any individual employment contracts in an easily accessible manner."

The City is already in compliance with this recommendation prior to issuance of the Grand Jury report and has posted the Memorandum of Understanding for the City's recognized bargaining groups on the City's website for many years and continues to do so.

As stated above, the City is already in compliance with the Findings and Recommendations of the Orange County Grand Jury report; therefore, no further action on the City's part is needed.

Sincerely,



Steve Nagel  
Mayor

c: City Manager  
Personnel Manager  
Orange County Grand Jury