



City of Huntington Beach

P. O. BOX 190 • 2000 MAIN STREET • CALIFORNIA 92648

Joe Carchio
Mayor

September 21, 2011

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

Dear Judge Borris:

Re: Compensation Study of Orange County Cities – City of Huntington Beach Response

Thank you for the opportunity to respond to the Orange County Grand Jury Compensation Report. The following is the City of Huntington Beach's response to Findings F.4 and F.7 as well as Recommendations R.1 and R.2.

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

Response: The City of Huntington Beach agrees that municipal compensation reporting amongst all 34 Orange County cities is not uniform. The City of Huntington Beach posts all of its job descriptions (with salary ranges) and all association MOUs on the City's website by accessing the Human Resources webpage [government/departments/human resources]. The City's main web page has a button for EMPLOYMENT which immediately brings the user to the Human Resources web page containing this information as well. The job descriptions for full and part-time positions provide the salary ranges for each position. As well, the City's main web page provides a prominent link entitled City Employee Salaries and Benefits. This link provides the data contained in the State Controllers Local Government Compensation Report.

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

Response: The City of Huntington Beach agrees that the majority of the 34 Orange County cities do not prominently disclose all written employment contracts on the city website. The City of Huntington Beach currently does not post (in a single location) each individual employment agreement. However, each individual employment agreement is properly noticed on the City Council agenda and is approved by the City Council in an open meeting. The employment contract is fully disclosed as part of the agenda package of the meeting at which the City Council votes for the approval of same, and the entire agreement is available for public review and comment along with all other publicly posted agenda items. The City Council agenda and all supporting documents (including the employment contracts) are publicly available anytime from the City's webpage.

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Recommendation R.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 the determining of local compensation.*

Response:

The City of Huntington Beach provides compensation information on its public website as described in response to Finding F.4 above. However, the City of Huntington Beach will review the Compensation Disclosure Model recommended by the Grand Jury and will endeavor to implement a comprehensive reporting format that incorporates the essential components of the Compensation Disclosure Model. Implementation of an improved compensation reporting format and procedure will be completed by March 30, 2012.

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

Response:

The City of Huntington Beach believes that its consistent historical practice of the City Council approval of all employment contracts at a publicly noticed meeting (with the entire contract being provided as part of the public agenda package) fully complies with this recommendation. However, the City will consider making future reasonable efforts at improving public disclosure of this item, perhaps by posting all employment contracts in one central location, following City Council approval.

Again, the City of Huntington Beach extends its heartfelt thanks to the Orange County Grand Jury for the time and effort expended towards completion of this project. We appreciate the opportunity to participate.

Sincerely,



Joe Carchio,
Mayor

xc: City Manager
Human Resources Director
Finance Director