



# CITY OF ORANGE

OFFICE OF MAYOR

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[www.cityoforange.org](http://www.cityoforange.org)

September 27, 2011

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

Re: Grand Jury Report: "Compensation Study of Orange County Cities"  
City of Orange Response

Dear Judge Borris:

The following is the City of Orange's response to the findings and recommendations contained in the Grand Jury's Report, "Compensation Study of Orange County Cities." The City of Orange was only asked to respond to Findings F.4 and F.7 and 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 Orange is unable to **agree or disagree** with this Finding as the City has not conducted a complete review of the websites of all 34 incorporated cities in Orange County. The City of Orange does provide direct access to all bargaining agreements on its website and the gross income of its employees are posted on the State Controller's website.

## **Finding**

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

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**Response**

The City of Orange is unable to **agree or disagree** with this Finding as the City has not conducted a complete review of the websites of all 34 incorporated cities in Orange County. The City of Orange provides direct access to its employment contracts on its website.

**Recommendations**

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 determining total compensation.

**Response:** The City of Orange supports transparency in government and the compensation received by its employees. The City of Orange currently makes compensation information available to the public on its website and pursuant to Public Records Requests and has and will continue to review the formatting to make it user friendly. Similar information is posted with the State Controller already, although the City did not provide the State Controller with the information off of each employee's Box 5, W-2 form for two reasons: (1) based on his review of California law our City Attorney is of the opinion that information from the W-2 form is privileged tax return information and that providing such information could violate an employee's privacy rights; and (2) that Box 5 does, in some cases, under report an employee's gross income.

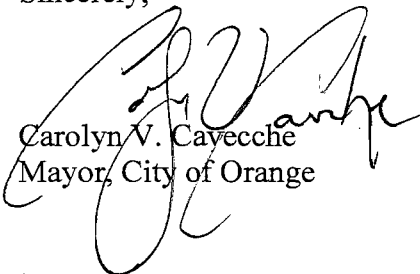
**Recommendation**

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

**Response:** The City of Orange already provides such information on its website.

Thank you for your service and efforts on behalf of the City of Orange and promoting transparency in government. We hope this response will be helpful.

Sincerely,

  
Carolyn V. Cayecche  
Mayor, City of Orange

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cc: The Orange County Grand Jury ✓  
700 Civic Center Drive West  
Santa Ana, CA 92701

John Sibley, City Manager  
David DeBerry, City Attorney