October 18, 2011

Helene I Popenhager
Foreperson
2010-2011 Civil Grand Jury
Superior Court Building
191 North First Street
San Jose, CA 95113

Dear Ms. Popenhager

Enclosed is the City of Monte Sereno’s response to the Civil Grand Jury’s Final Reports on:

- “Can You Hear Me Now?” Emergency Dispatch in Santa Clara County.
- Rehiring of Pensioners: Bad Policy, Good Policy or Both?

The responses were considered and approved by the Monte Sereno City Council at its August 16, 2011 City Council meeting.

If you have any questions need additional assistance, please do not hesitate to contact me.

Sincerely,

Andrea M. Chelemengos
City Clerk

Enclosures (3)
City of Monte Sereno Response to the
Santa Clara County Civil Grand Jury Report:
Rehiring Pensioners: Bad Policy, Good Business or Both?
Report Issued: June 16, 2011
Response Date: August 16, 2011

Finding 1
In spite of public opinion, there are situations that warrant rehiring pensioners and often it makes
good business sense to do so. All managers interviewed follow existing procedures, which allow
rehiring of pensioners.

The City of Monte Sereno agrees with the finding.

Recommendation 1
If the County or the City/Town of Campbell, Cupertino, Gilroy, Los Altos, Los Altos Hills, Los
Gatos, Monte Sereno, Morgan Hill, Milpitas, Mountain View, Palo Alto, San Jose, Santa Clara,
Saratoga, Sunnyvale desire to end the practice of rehiring pensioners, they should make that
official by means of a policy decisions.

The recommendation will not be implemented because it is not warranted. Although the
City of Monte Sereno does not have an official policy prohibiting the rehiring of pensioners, the
City has not rehired a pensioner during the past twenty years.

Finding 3
The fifteen town and cities – Campbell, Cupertino, Gilroy, Los Altos, Los Altos Hills, Los
Gatos, Monte Sereno, Morgan Hill, Milpitas, Mountain View, Palo Alto, San Jose, Santa Clara,
Saratoga, Sunnyvale – and the County may be inadvertently creating a demand to rehire
pensioners because the public sector retirement age is relatively young at 50 (police and fire) or
55 (administrative positions).

The City of Monte Sereno agrees with the finding.

Recommendation 3
The fifteen towns and cities – Campbell, Cupertino, Gilroy, Los Altos, Los Altos Hills, Los
Gatos, Monte Sereno, Morgan Hill, Milpitas, Mountain View, Palo Alto, San Jose, Santa Clara,
Saratoga, Sunnyvale – and the County should continue to pursue a higher retirement age with its
public sector unions and associations.

The recommendation has not been implemented but will be implemented in the future. The
City of Monte Sereno does not have any unions or employee associations. However, the City
Council will discuss public employee compensation, including retirement pensions, by
December 2011.