



Councilmember: Marshall Anstandig  
Councilmember: Burton Craig  
Councilmember: Susan Garner  
Councilmember: Lana Malloy  
Councilmember: Curtis Rogers

City Manager: Brian Loventhal  
City Clerk: Andrea Chelemengos  
Finance Officer: Sue L'Heureux  
Building Official: Howard T. Bell

## City of Monte Sereno

October 18, 2011

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

**FILED**

OCT 25 2011

DAVID H. YAMASAKI  
Chief Executive Officer/Clerk  
Superior Court of CA County of Santa Clara  
BY D. ALDYCKI

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.
- Fighting Fire of Fighting Change? Rethinking Fire Department Response Protocol and Consolidation Opportunities.
- **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.