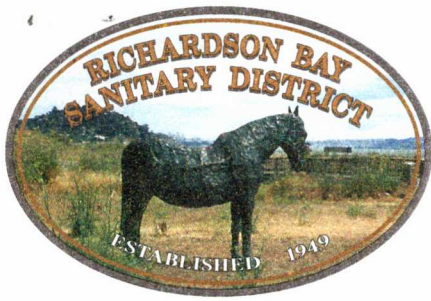




## RICHARDSON BAY SANITARY DISTRICT

500 Tiburon Blvd., Tiburon, CA 94920

Tel 415.388.1345 Fax 415.388.1339

Date: June 19, 2020

To: Lucy Dilworth, Foreperson  
Marin County Civil Grand Jury  
3501 Civic Center Drive, Room #275  
San Rafael, CA 94903

From: Frank Trusheim, Board President

Subject: Grand Jury Report Findings Response to "Follow-Up on Web  
Transparency of Agency Compensation Practices"

This letter, along with the attached "Response to Grand Jury Report Form", represents Richardson Bay Sanitary District response to the recent Grand Jury report titled *Follow-Up on Web Transparency of Agency Compensation Practices*: dated April 28, 2020. Comments or Explanations associated with specific Findings and Recommendations are included below:

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### **FINDINGS**

**F3** —Any link to [publicpay.ca.gov](http://publicpay.ca.gov) on an agency's website that fails to go directly to the agency's current compensation data on that website does not satisfy the intent of the Government Code that information be easily located.

### **WE DISAGREE WITH THIS FINDING**

**When a member of the public clicks on the link to [publicpay.ca.gov](http://publicpay.ca.gov) that can be found on our website the user is directed straight to the Richardson Bay Sanitary District compensation data.**

**F4** —Regarding compensation policies for elected officials, many public agencies do not provide the public with easy access to information regarding salary, meeting fees or stipends (including compensation for serving as liaison to other advisory committees, councils and forums), reimbursements, health and retirement benefits, and other benefits such as equipment.

### **WE AGREE THIS FINDING AND HAVE IMPLEMENTED**

**Corrections and additions to the District's website under the "About Us" tab are such that you can now easily access the District's elected official compensation policy.**

**F5-** Regarding detailed disclosure of total compensation paid, most public agencies do not break out all components of compensation paid to their elected officials, including salary, meeting fees or stipends (including compensation for serving as liaison to other advisory

committees, councils and forums), reimbursements, health and retirement benefits, and other benefits such as equipment.

### **WE AGREE THIS FINDING AND HAVE IMPLEMENTED**

**Corrections and additions to the District's website under the "About Us" tab are such that you can now easily access the District's elected official compensation policy.**

### **RECOMMENDATIONS**

**R3-** No later than 90 days after the date of this report, agencies should modify their existing publicpay.ca.gov links so that they provide a direct link to their current compensation data on the state site. To eliminate the need for annual updates, the URL used for the link should exclude any parameter specifying a year.

### **CURRENTLY IMPLEMENTED**

**The District website currently has a link to publicpay.ca.gov website**

**R4-** No later than 90 days after the date of this report, in addition to any other compensation links, agencies should include a link on their board or council web pages that leads directly to their "Elected Officials" page on the publicpay.ca.gov site, conforming to the format suggested on Appendix A.

### **IMPLEMENTED**

**The District provided a link shortcut as recommended on Appendix A on the same page next to the employee compensation link.**

**R5-** No later than 120 days after the date of this report, agencies should include on their board or council web pages a comprehensive description of their policies regarding all compensation paid to elected officials specifying, at a minimum, salary, meeting fees or stipends (including compensation for serving as liaison to other advisory committees, councils and forums), reimbursements, health and retirement benefits, and other benefits such as equipment.

### **IMPLEMENTED**

**The District's policy for board member stipend and other compensation has been added.**

**R6-** No later than 120 days after the date of this report, agencies should adopt a practice to compile and publish each year an annual report detailing the compensation actually paid to their elected officials for the previous calendar year. Compensation disclosures should include, at a minimum, salary, meeting fees or stipends (including compensation for serving as liaison to other advisory committees, councils and forums), reimbursements, health and retirement benefits, and other benefits such as equipment. A link to this report should be posted on the agency's board or council webpage.

**WILL NOT BE IMPLEMENTED**, because they are not warranted or are not feasible.

The District's Board of Directors make \$125 dollars per Board Meeting as well as dental insurance. The annual estimated cost for our Directors is budgeted in our annual budget as a single line item. The District also has monthly financial statements which track and account for actual payments to Directors throughout the course of the Fiscal Year. The District is very transparent in all of its financial obligations.

## RESPONSE TO GRAND JURY REPORT FORM

Report Title: Follow-Up Report on Web Transparency of Agency Compensation Practices  
Report Date: April 28, 2020  
Response by: Johnny Tucker

### FINDINGS

- I (we) agree with the findings numbered: F4, F5
- I (we) disagree wholly or partially with the findings numbered F3

**(Attach a statement specifying any portions of the findings that are disputed; include an explanation of the reasons therefor.)**

### RECOMMENDATIONS

- Recommendations numbered R3, R4, R5 have been implemented.

**(Attach a summary describing the implemented actions.)**

- Recommendations numbered N/A have not yet been implemented, but will be implemented in the future.

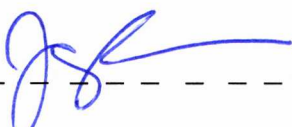
**(Attach a timeframe for the implementation.)**

- Recommendations numbered N/A require further analysis.

**(Attach an explanation and the scope and parameters of an analysis or study, and a timeframe for the matter to be prepared for discussion by the officer or director of the agency or department being investigated or reviewed, including the governing body of the public agency when applicable. This timeframe shall not exceed six months from the date of publication of the grand jury report.)**

Recommendations numbered R6 will not be implemented because they are not warranted or are not reasonable.

**(Attach an explanation.)**

Date: 6/19/2020 Signed: 

Number of pages attached