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June 26, 2020

The Honorable Judge Andrew Sweet
Marin County Superior Court
P.O. Box 4988
San Rafael, CA 94913-4988

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

SUBJECT: Response to Marin County Civil Grand Jury Follow-Up Report on Web
Transparency of Agency Compensation Practices

Dear Judge Sweet and Ms. Dilworth:

On June 25, 2020, the Transportation Authority of Marin (TAM) Board of Commissioners reviewed and approved TAM's response to the Marin County Civil Grand Jury Follow-Up Report on Web Transparency of Agency Compensation Practices. Attached is TAM's response for your review and acceptance.

TAM appreciates the Grand Jury's continuing focus on the public agencies' elected officials and employee compensation transparency issue and the higher standards recommended for the agencies in Marin. TAM is committed to comply with the legal requirements and public transparency standards recommended by the Grand Jury.

Please contact TAM's Executive Director, Anne Richman, at arichman@tam.ca.gov or 415-226-0820 if you have any questions about TAM's response.

Sincerely,

Judy Arnold
Chairperson, TAM Board of Commissioners

Attachment: TAM Response to Grand Jury Report

MARIN COUNTY
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2020 JUL 17 P 2: 24

TAM RESPONSE TO GRAND JURY REPORT

Report Title: Follow-Up Report on Web Transparency of Agency Compensation Practices

Report Date: April 28, 2020

Agenda Date: June 25, 2020

Response by: Transportation Authority of Marin (TAM)

RECOMMENDATIONS

- R1.** To comply with the intent of Government Code Section 53908, no later than 90 days after the date of this report, agencies should include on their websites a link to the publicpay.ca.gov site showing compensation of their elected officials, officers, and employees using the formatted URL examples that are shown in Appendix A.

Response: TAM has placed a link titled "*Transportation Authority of Marin's Local Government Compensation Report*" under the Resources & News/Reports & Budgets/Compensation tab of its website that takes the public directly to the most recent available compensation report of its elected officials and employers on the State's Public Pay website. While TAM doesn't believe it's necessary but if desired by the Grand Jury, the exact web URL as presented in Appendix A of the report can be added: <https://publicpay.ca.gov/Reports/SpecialDistricts/SpecialDistrict.aspx?entityid=3480> to TAM's website.

- R2.** No later than 90 days after the date of this report, agencies should modify the location of their existing publicpay.ca.gov links to satisfy the requirement of Government Code Section 53908 that their link be "conspicuous." Conspicuous locations for agencies are suggested in Table 2.

Response: TAM has confirmed that its current publicpay.ca.gov links is conspicuous and goes directly to the agency's most recent data.

- 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. Formatted URL examples are shown on Appendix A.

Response: TAM's existing publicpay.ca.gov link provides direct link to its current compensation data published on the state site.

- 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.

Response: As part of effort to include a link on TAM's Board of Commission page to lead directly to the "Elected Officials" page on the publicpay.ca.gov site, it was discovered that the State site is not correctly showing the 16 TAM Board of Commissioners under the "Elected Officials" page of its report. Staff reached out to the State at the end of April, and confirmed that TAM has been reporting the data in its

correct format, but is still waiting for the State to fix the information reported on the “Elected Officials” page. Staff will create the direct link on TAM’s website under the About TAM/Board & Committees/Board of Commissioner tab once the State fixes its “Elected Officials” page. On the other hand, TAM Commissioners don’t receive any compensation for their services on the Board.

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.

Response: TAM Commissioners receive no compensation, including salary, meeting fees or stipends, health and retirement benefits, equipment from the agency. TAM Commissioners are eligible to receive reimbursements for actual expenditures related to TAM business activities. TAM will include the related reimbursement policy under the About TAM/Board & Committees/Board of Commissioner tab within the 120 days period required by the Grand Jury.

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 web page.

Response: As stated in the responses to R5, the only item that’s applicable in this case is the reimbursement of actual expenditures TAM Commissioner receives for eligible expenditures related to TAM business activities, which is not a compensation. Please note that there is no reimbursement to any TAM Commissioner in 2019. Nevertheless, TAM will create the link per the recommendation with a statement stating no reimbursements to any TAM Commissioners were issued in 2019. TAM will update this information annually.

R7. No later than 90 days after the date of this report, agencies not audited in this report should review their websites for compliance with the legal requirements and higher public transparency standards recommended in Recommendations R1–R6 of this report and ensure that their websites include links to the publicpay.ca.gov site as shown in Appendix A.

Response: TAM has conducted a thorough review of its website to determine compliance with recommendations R1-R6 in May 2020. The results of the review and further actions are described in responses R1-R6 above.

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