



THE TOWN OF
CORTE MADERA
MARIN COUNTY CALIFORNIA

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CORTE MADERA, CA
94925-1492

www.townofcortemadera.org

TOWN MANAGER
TOWN COUNCIL
415-927-5050

TOWN CLERK
415-927-5085

FINANCE / BUS. LICENSE
415-927-5055

FIRE DEPARTMENT
415-927-5077

PLANNING / ZONING
415-927-5064

BUILDING INSPECTOR
415-927-5062

TOWN ENGINEER
PUBLIC WORKS
415-927-5057

RECREATION DEPARTMENT
415-927-5072

SANITARY DISTRICT NO. 2
415-927-5057

CENTRAL MARIN
POLICE AUTHORITY
415-927-5150

August 18, 2020

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

Foreperson Dilworth:

At its regular meeting on August 18, 2020, the Town Council reviewed the report "Follow-up on Web Transparency of Agency Compensation Practices", dated April 28, 2020. The report calls for a response from the Town of Corte Madera to Findings 3, 4, 5 (F3, F4, F5) and Recommendations 3, 4, 5, 6 (R3, R4, R5, R6). Please see the attached for the response from the Town.

Should the members of the Grand Jury require any additional information, please contact Town Manager, Todd Cusimano at 415-927-5061 or tcusimano@tcmmail.org.

Sincerely,

Eli Beckman, Mayor
Town of Corte Madera

AGENCY RESPONSE TO GRAND JURY REPORT

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

Report Date: 4/28/2020

Response Date: 8/18/2020

Agency Name: Town of Corte Madera Agenda Date: 8/18/2020

Response by: Eli Beckman Title: Mayor

FINDINGS

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

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

RECOMMENDATIONS

- Recommendations numbered R3 - 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: 8/18/2020 Signed: 

Number of pages attached 4

RESPONSE TO GRAND JURY REPORT

Report Title: *Follow-up Report on Web Transparency of Agency Compensation Practices*
Report Date: April 28, 2020
Agenda Date: August 18, 2020
Response by: Eli Beckman
Title: Mayor, Town of Corte Madera

FINDINGS

F3: Any link to 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.

The Town of Corte Madera agrees with F3 and it has been implemented.

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.

The Town of Corte Madera partially disagrees with F4 in that the Town of Corte Madera lacks sufficient information to determine whether "many" public agencies match the description in this finding, but easy public access to this information has been implemented by our agency.

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.

The Town of Corte Madera disagrees with F5 and it will not be implemented. The Town of Corte Madera lacks sufficient information to determine whether "most" public agencies match the description in this finding. The Town feels that the information on the public pay webpage reflects the true compensation and benefits that the elected official receive.

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. Formatted URL examples are shown on Appendix A.

The Town of Corte Madera agrees with R3 and it has been implemented. The information can be found on the following pages on the Town's website:

- <https://www.townofcortemadera.org/384/Transparency-Portal> (at the top, under General Information); and
- There is a direct link, titled "Pay and Benefit Information for Town Positions" that has been added to the left-hand menu on the Human Resources page on the Town's website: <https://www.townofcortemadera.org/247/Human-Resources>

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.

The Town of Corte Madera agrees with R4 and it has been implemented. The information can be found on the following two pages on the Town's website:

- <https://www.townofcortemadera.org/384/Transparency-Portal>
- <https://www.townofcortemadera.org/600/Councilmembers>

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.

The Town of Corte Madera agrees with R5 and it has been implemented.

The section of the Town's website pertaining to compensation is now compliant and provides the following: a link to the Corte Madera Municipal Code sections concerning compensation to the Mayor and Members of the Council and a disclosure that the Mayor and Members of the Town Council have the option to enroll in the Town's medical coverage, at their own expense with a nominal administrative fee paid by the Town, and are reimbursed for out-of-pocket expenses pursuant to the same policies that govern employees. This information, and more, can also be found on the Transparency Portal page on the Town's website (see link below).

A link to the current Agency Report of Public Official Appointments, [Form 806](#), can be found on the following two pages on the Town's website:

- <https://www.townofcortemadera.org/384/Transparency-Portal>
- <https://www.townofcortemadera.org/600/Councilmembers>

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.

This recommendation will not be implemented because it is not warranted. This information is published annually on publicpay.ca.gov and the Town feels the information on public pay webpage is sufficient.

Signed:  Date: 8/18/20
Eli Beckman, Mayor