

**DISTRICT BOARD**

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Mike Prinz
General Manager
Michael Cortez,
District Engineer
Mel Liebmann,
Plant Manager
Greg Pease,
Collection System/Safety Manager
Vacant,
Administrative Services Manager

June 22, 2020

Max Thelen
Marin County Civil Grand Jury
3501 Civic Center Drive, Suite 275
San Rafael, CA.94903

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

Re: Las Gallinas Valley Sanitary District Response to the Marin County Civil Grand Jury
Report: *Follow-Up Report on Web Transparency of Agency Compensation Practices*

Dear Mr. Max Thelen and Ms. Lucy Dilworth,

The Las Gallinas Valley Sanitary District's (District) response to the Marin County Civil Grand Jury Report: *Follow-Up Report on Web Transparency of Agency Compensation Practices* is enclosed.

The District appreciates the Grand Jury's concerns and sincerely hopes that it views the District's response as meaningful and positive. Please feel free to contact me directly with any questions or requests for additional follow up.

Sincerely,

Mike Prinz
General Manager
Las Gallinas Valley Sanitary District



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The Las Gallinas Valley Sanitary District response to the findings and recommendations of the Marin County Civil Grand Jury Report *Follow-Up Report on Web Transparency of Agency Compensation Practices* issued on April 28, 2020 is as follows:

FINDINGS

F2. Any link to compensation data on an agency's website that takes more than 5 minutes or three clicks from the home page to locate, does not reasonably satisfy the intent of the Government Code that the information be easily located and "conspicuous" on the agency's website.

The District has redesigned its website to allow for a single mouse click to directly access compensation, which exceeds the requested requirement.

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 embedded link to publicpay.ca.gov now directly accesses the District's compensation data with no additional inputs required.

F5. Regarding detailed disclosure of total compensation paid, most 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 District has embedded a table of relevant compensation and reimbursement data on the compensation tab for all elected officials, with each listed individually.

RECOMMENDATIONS

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.

The requested publicpay.ca.gov link is now conspicuously located on the compensation tab as requested.

R3. No later than 90 days after the date of this report, agencies should modify their existing publicpay.ca.gov to 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 publicpay.ca.gov link has been established such that no additional user inputs are required to access District specific, current information, including that directly associated with elected officials of the District.

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 the “Elected Officials” page on the publicpay.ca.gov site, conforming to the format suggested on Appendix A.

The publicpay.ca.gov link has been established such that no additional user inputs are required to access District specific, current information, including that directly associated with elected officials of the District.

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 as equipment. A link to this report should be posted on the agency’s board or council web page.

The table referenced in Finding F5 above will be updated annually and published on the associated District Webpage and previously developed annual tables will be available on the associated page as well.