

RESPONSE TO GRAND JURY REPORT

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

Report Date: April 28, 2020

Response By: Ross Valley Sanitary District Board of Directors

By: Michael Boorstein, Board President

FINDINGS

- I (we) agree with the findings numbered: F1-F6
- I (we) disagree wholly or partially with the findings numbered: _____

RECOMMENDATIONS:

- Recommendations numbered R1-R4 have been implemented.

R1. Completed on 5/5/20

R2. Completed on 5/5/20

R3. Completed on 5/5/20

R4. Completed on 5/5/20
- Recommendations numbered R5-R6 have not yet been implemented but will be implemented in the future.

R5. To be completed by August 2020.

R6. To be completed by August 2020.
- Recommendations numbered N/A require further analysis.
- Recommendations numbered N/A will not be implemented because they are not warranted or are not reasonable.

Date: 5/24/2020

Signed: 

FINDINGS

- F1. Many Marin public agencies fail to include on their websites either a link to the *publicpay.ca.gov* site showing compensation for their elected officials, officers, and employees, or a table showing such data. The Grand Jury determined that these agencies fail to comply with the requirements of Government Code Section 53908.
- F2. Any link to compensation data on an agency's website that takes more than five 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.
- 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.
- 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.
- 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.
- F6. By comparison to other public agencies, Marin Municipal Water District annually publishes an exemplary report on its website of total compensation paid to its elected officials for 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.

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.

R1. Completed on 5/5/20: All links to District compensation data on the *publicpay.ca.gov* site for elected officials, officers and employees using the formatted URL examples have been created to be 3 clicks or less from the RVSD Home page, the Open Government web page and the Board of Directors web page.

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.

R2. Completed on 5/5/20: All links to District compensation data have been created to be conspicuous from the RVSD Home page pull-down menu, the Open Government web page and the Board of Directors web page.

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.

R3. Completed on 5/5/20. A link was created on web pages outlined above for R1 and R2; A formatted URL will automatically update on an annual basis per the report.

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.

R4. Completed on 5/5/20. A link to compensation information has been created on the Board of Directors web page.

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.

R5. To be completed by August 2020. RVSD will include on their Board of Directors web page Ordinance 80 "An Ordinance Adjusting Compensation for the Board of Directors of Sanitary District No. 1 of Marin County" which sets compensation for “each day’s service rendered as a member by request of the Board”. Ordinance 80 was adopted on July 19, 2017 and froze the compensation amount at \$314 per day indefinitely, “together with any expenses incident thereto”, which includes travel expenses if services rendered are outside of the District, for instance at a conference of sanitary agencies. The prior Ordinance 50 that was repealed by Ordinance 80 had included a five percent annual increase.

RVSD will review the Board of Directors web page to add information related to the items above and update Form 806 information.

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.

R6. To be completed by August 2020. RVSD will determine next steps on this item to include the requested information in an annual summary detailing compensation paid to elected officials the previous year, with a link on the Board of Directors web page.

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MARIN COUNTY
COUNSEL'S OFFICE