

AGENCY RESPONSE TO GRAND JURY REPORT

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

Report Date: April 28, 2020

Response Date: July 27, 2020

Agency Name: Central Marin Fire Authority Agenda Date: September 9, 2020

Response by: Bob Ravasio Title: Chair

FINDINGS

- I (we) agree with the findings numbered: _____
- I (we) disagree *partially* with the findings numbered: F1 _____
- I (we) disagree *wholly* with the findings numbered: F2 _____

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

RECOMMENDATIONS

- Recommendations numbered R1 _____ have been implemented.
(Attach a summary describing the implemented actions.)
- Recommendations numbered _____ have not yet been implemented, but will be implemented in the future.
(Attach a timeframe for the implementation.)
- Recommendations numbered _____ 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 _____ will not be implemented because they are not warranted or are not reasonable.
(Attach an explanation.)

Date: 9/16/2020

Signed: _____



Number of pages attached 2



CENTRAL MARIN FIRE AUTHORITY

Corte Madera ~ Larkspur

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

Responses to Civil Grand Jury

September 9, 2020

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.

Response: Partially Disagree

It is true that at the time of the advanced copy of the report, there was not a link to the publicpay.ca.gov site on the Central Marin Fire website. In the fire chief's response to the advance copy he indicated that this is due to the fact that the agency was formed so recently that compensation data does not yet appear on the publicpay.ca.gov site. This fact was acknowledged in the report, as was the fact that no agency specific link is yet available for the Fire Authority on the publicpay.ca.gov site. The chief advised in his response to the advanced copy that, in an attempt to comply with the spirit and intention of the report a conspicuous link had been added that would take the reader to the main home page of publicpay.ca.gov. This was the best that could be done until an agency specific link is available on the referenced site.

Compensation data was, and still is available within 3 clicks from the home page as is recommended in the report. After review of the advanced copy, the chief advised that he added a conspicuous link to Adopted Resolutions Including Salary and Benefit Information on the page recommended in the report. Although this page was always accessible through the Authority's website, and accessible within the "same number of clicks," it was located on the "Fire Council" page instead of the "Finance" page. The information is now accessible from both locations.

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.

Response: Wholly Disagree

As discussed above, compensation data was and still is accessible within 3 clicks from the homepage of the Authority's website, however it was located on the "Fire Council" page instead of the "Finance" page as was recommended in the report. The information is now accessible from both locations.

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: R1 has been implemented

As discussed above, compensation data does not yet appear on the publicpay.ca.gov site but the chief has added a conspicuous link that will take the reader to the main home page of publicpay.ca.gov and an additional conspicuous link that will take the reader to Adopted Resolutions Including Salary and Benefit Information.

Although these actions and responses were reported to the Grand Jury immediately upon review of the advanced copy, no changes were made to the findings or recommendations issued in the Final Report. Central Marin Fire Authority is committed to transparency and appreciates the opportunity to respond to the findings and recommendations in the report.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bob Ravasio". The signature is stylized with a large initial "B" and a long horizontal flourish at the end.

Bob Ravasio
Chairperson