

## RESPONSE TO GRAND JURY REPORT FORM

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

**Report Date:** April 28, 2020

**Response By:** Sausalito City Council

**Title:** Mayor and City Council

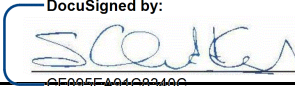
### FINDINGS:

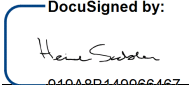
- We agree with the findings numbered N/A
- We disagree wholly or partially with the findings numbered F2 and F5

### RECOMMENDATIONS:

- Recommendations numbered R4 and R6 have been implemented.
- Recommendations numbered R2 has not yet been implemented, but will be implemented in the future.
- Recommendations numbered N/A requires further analysis.
- Recommendations numbered N/A will not be implemented because they are not warranted or are not reasonable.

**DATED:** 7/11/2020

**Signed:**   
Susan Cleveland-Knowles, Mayor

**ATTEST:**   
Heidi Scoble, City Clerk

Number of pages attached: 4

**ATTACHMENT A: RESPONSE OF THE CITY OF SAUSALITO TO GRAND JURY REPORT "FOLLOW-UP ON WEB TRANSPARENCY OF AGENCY COMPENSATION PRACTICES"**

FINDINGS AND RESPONSES

The responses below have been made from the perspective of the City of Sausalito's experience with its web transparency.

***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: We DISAGREE with the finding.

The City of Sausalito disagrees with Finding 2. In practice, it only takes three clicks or less than five minutes to locate this information on the City of Sausalito website from the home page. However, to further improve transparency we will add an additional link to employee labor agreements with included salary schedules under the "HOW DO I" section of the website (<https://www.sausalito.gov/how-do-i->).

***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.***

Response: We DISAGREE with the finding

The City of Sausalito disagrees with Finding 5. The City's website currently provides a detailed breakdown of the total compensation and other benefits, such as equipment and conference reimbursement, to the elected officials.

RECOMMENDATIONS AND RESPONSES

***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: This recommendation is to be implemented

The City of Sausalito will review the City's website and ensure all references to the compensation reports can be found in "conspicuous" locations as recommended above.

**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](http://publicpay.ca.gov) site, conforming to the format suggested on Appendix A.**

Response: This recommendation is already implemented

The City of Sausalito has previously implemented the above recommendation. Specifically, the City Council page on the City's website already includes information on compensation and benefits and the valid link to the [publicpay.ca.gov](http://publicpay.ca.gov) compensation report as suggested above (<https://www.sausalito.gov/city-government/city-council>).

**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: This recommendation is already implemented

The City of Sausalito has previously implemented the above recommendation. The latest compensation report is posted on the City Council page as recommended above and is also included under the Financial Documents page of the City's website (<https://www.sausalito.gov/departments/administration/finance/financial-documents>).