



August 12, 2020

The Honorable Judge Andrew  
Sweet Marin County Superior  
Court  
P.O. Box 4988  
San Rafael, CA 94913-4988

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

**Re: Marin Resource Conservation District Grand Jury Report Response**

Dear Judge Sweet and Foreperson Dilworth,

Please find the included response from Marin Resource Conservation District Board of Directors to the recent Grand Jury report "Follow-Up Report on Web Transparency of Agency Compensation Practices."

The included response was discussed and approved by the Marin Resource Conservation District Board of Directors during open session at their regular meeting conducted August 12, 2020.

Thank You,

DocuSigned by:

*Nancy Scolari*

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Nancy Scolari  
Executive Director

## **Marin Resource Conservation District Response to R7**

Although our agency was not included amongst the agencies audited, the Marin Resource Conservation District (Marin RCD) was asked to respond to recommendation R7 of the Grand Jury Report: "Follow-Up Report on Web Transparency of Agency Compensation Practices."

R7. No later than 90 days after the date of this report, agencies not audited in this report should review their websites for compliance with the legal requirements and higher public transparency standards recommended in Recommendations R1-R6 of this report and ensure that their websites include links to the *publicpay.ca.gov* site as shown in Appendix A.

The Marin RCD, per the Marin County Civil Grand Jury response letter, is required to provide a summary describing implemented actions of R1-R6. Our responses are as follows:

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:** The Marin RCD has incorporated the practice of posting a direct link on our website to the *publicpay.ca.gov* website applicable to our agency for the past several years.

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:** The *publicpay.ca.gov* website link for the Marin RCD is already located in a conspicuous location at [www.marinrcd.org](http://www.marinrcd.org) :

- About (*hover drop-down menu*)/Board of Directors
- About (*hover drop-down menu*)/Staff

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.

**Response:** The *publicpay.ca.gov* link already takes the user to the most recent reported year.

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.

**Response:** The link already takes the user directly to a list of Directors.

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.

**Response:** The Marin RCD has an approved Reimbursement Policy which is already found on the website in the same location as the *publicpay.ca.gov* info.

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:** Although Marin RCD does have an approved Reimbursement Policy, it has not been used in many years and therefore an annual report is unnecessary. The following statement is found on our website: "In 2019, directors did not receive meeting fees or stipends, reimbursements, health and retirement benefits or any other benefits."