



marin transit

711 grand ave, #110
san rafael, ca 94901

ph: 415.226.0855
fax: 415.226.0856
marintransit.org

board of directors

dennis rodoni
president
supervisor district 4

kate colin
vice president
city of san rafael

judy arnold
2nd vice president
supervisor district 5

damon connolly
director
supervisor district 1

eric lucan
director
city of novato

katie rice
director
supervisor district 2

kathrin sears
director
supervisor district 3

June 1, 2020

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

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

**SUBJECT: Response to Marin County Civil Grand Jury Report,
“Follow-Up report on Web Transparency of Agency
Compensation Practices”**

Dear Judge Sweet and Ms. Dilworth:

On June 1, 2020, the Marin County Transit District (Marin Transit) Board of Directors authorized the Board President to respond to the Marin County Civil Grand Jury Report, “Follow-Up report on Web Transparency of Agency Compensation Practices.” Attached is Marin Transit’s response.

Please contact Marin Transit’s General Manager Nancy Whelan at nwhelan@marintransit.org or 415-226-0864 if you have any questions about this response.

Sincerely,

Dennis Rodoni
President

Attachment



June 1, 2020

Honorable Board of Directors
Marin County Transit District
3501 Civic Center Drive
San Rafael, CA 94903

**SUBJECT: Response to Civil Grand Jury Report on Web
Transparency of Agency Compensation Practices**

Dear Board Members:

RECOMMENDATION: Authorize the Board President to forward the attached response to Marin County Civil Grand Jury report, "Follow-Up Report on Web Transparency of Agency Compensation Practices."

BACKGROUND: On April 28, 2020, the Marin County Civil Grand Jury released a report entitled "Follow-Up Report on Web Transparency of Agency Compensation Practices." The Grand Jury requested that Marin Transit perform a self-audit to verify that the District's compensation practices are posted in an easily accessible location on the Marin Transit website. As part of the self-audit, the Grand Jury requested that Marin Transit respond to six findings and six recommendations.

Marin Transit staff has prepared the attached response to the Grand Jury's findings and recommendations.

The Civil Grand Jury report states that the response of the governing body must be conducted in accordance with Penal Code section 933 (c) and subject to the notice, agenda, and open meeting requirements of the Brown Act.

FISCAL/STAFFING IMPACT: None associated with this item.

Respectfully submitted,

Keith Green
Capital Analyst

Attachment 1 – Marin Transit Response to Civil Grand Jury Report
Attachment 2 – Grand Jury Web Transparency Report

711 grand ave, #110
san rafael, ca 94901

ph: 415.226.0855
fax: 415.226.0856
marintransit.org

board of directors

dennis rodoni
president
supervisor district 4

kate colin
vice president
city of san rafael

judy arnold
2nd vice president
supervisor district 5

damon connolly
director
supervisor district 1

eric lucan
director
city of novato

katie rice
director
supervisor district 2

kathrin sears
director
supervisor district 3

**MARIN TRANSIT RESPONSE TO GRAND JURY REPORT FINDINGS AND
RECOMMENDATIONS**

REPORT TITLE: Follow Up Report on Web Transparency of Agency Compensation
Practices
REPORT DATE: April 28, 2020
RESPONSE BY: Marin County Transit District (Marin Transit)

FINDINGS:

- We agree with the findings numbered: F1, F2, F3 F4, F5 & F6

RECOMMENDATIONS:

- We agree with the recommendations numbered R1, R2, R3, R4, R5, R6 & R7

Marin County Transit District

Response to Findings and Recommendations from Follow Up Report on Web Transparency of Agency Compensation Practices

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.

Marin Transit Response to Findings

- We agree with Findings F1, F2, F3, F4, F5 and F6

GRAND JURY RECOMMENDATIONS

The Grand Jury requested that Marin County Transit District respond to the following 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."**

Response: Marin Transit added a link to the *publicpay.ca.gov* website for its staff and officers as a result of the grand jury website transparency investigation in 2016. The link can be found at: <https://marintransit.org/staff-directory>. The link to the *publicpay.ca.gov* website itself can be found at:

<https://publicpay.ca.gov/Reports/SpecialDistricts/SpecialDistrict.aspx?entityid=3399>