



July 21, 2020

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

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

Subject: Marin County Civil Grand Jury Follow-Up Report on Web Transparency of Agency Compensation Practices: Response to Findings and Recommendations required by California Penal Code Section 933.05

Dear Judge Sweet and Foreperson Dilworth:

This letter is in response to the Marin County Civil Grand Jury Follow-Up Report on Web Transparency of Agency Compensation Practices ("Report"), dated April 28, 2020. We appreciate the Grand Jury's recognition of the District's transparency efforts, and we remain committed to being a leader in this regard.

The Grand Jury requested that the Marin Municipal Water District respond to one finding and two recommendations. In accordance with Penal Code Section 933.05, please see our responses below.

**Finding 5:** *Regarding detailed disclosure of the 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:** The District agrees with this finding. However, as recognized in the Grand Jury Report, the District does and will continue to provide the highest level of transparency in regards to board compensation. Specifically, in regards to the District, page 7 of the Report states:

*The MMWD website's board page provides a quick link to an annual compensation report detailing board compensation policies and annual amounts paid to each member for regular board meetings, board committees, other special board meetings, and liaison assignments to advisory committees, councils, and forums. It also details*

*total annual payments for conferences, training, and memberships, as well as medical and dental benefits and other benefits, including iPad data plans.*

**Recommendation 4:** *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 recommendation has been implemented. The District posted a link on its Board of Directors web page that leads directly to its “Elected Officials” page on the *publicpay.ca.gov* site, conforming to the format suggested on Appendix A. This was completed on May 6, 2020. The direct link is entitled “Board Compensation Information”.

**Recommendation 6:** *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:** The recommendation has been implemented. The District has a long-standing practice of compiling and publishing an annual report detailing the compensation paid to its elected officials for the previous calendar year. Compensation disclosures include, 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 is posted on the District’s Board of Director’s webpage. This report was noted as an exemplar throughout the Report.

Please let me know if you have any questions.

Sincerely,



Ben Horenstein, *General Manager*  
Marin Municipal Water District

MARIN COUNTY  
COUNSEL'S OFFICE  
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