



**NORTH MARIN  
WATER DISTRICT**

999 Rush Creek Place  
P.O. Box 146  
Novato, CA 94948-0146

**PHONE**  
415-897-4133

**EMAIL**  
[info@nmwd.com](mailto:info@nmwd.com)

**WEB**  
[www.nmwd.com](http://www.nmwd.com)

July 10, 2020

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

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

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

The referenced report requests that the North Marin Water District (NMWD) respond to recommendations R4 and R6, listed below. Following the recommendations are responses which summarize the implementation action that has been taken to address each recommendation.

- 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/IMPLEMENTATION - The link (listed below), as suggested in Appendix A of the Grand Jury report, has been added to the District's website under the about NMWD Board of Directors section of the website (<https://www.nmwd.com/about/board-of-directors>):

<https://publicpay.ca.gov/Reports/SpecialDistricts/SpecialDistrict.aspx?entityid=2404&rpt=5>

- 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 this 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/IMPLEMENTATION—NMWD includes the Board of Directors annual compensation as an agenda item at a public Board Meeting in January of each year. This report includes all payments made to the members of the Board of Directors (BOD) for items

DIRECTORS: JACK BAKER · RICK FRAITES · JAMES GROSSI · MICHAEL JOLY · STEPHEN PETTERLE

OFFICERS: DREW McINTYRE, General Manager/Acting Chief Engineer · TERRIE KEHOE, District Secretary · JULIE BLUE, Auditor Controller ·

listed in the Grand Jury's recommendation above. The link to this report has been added to the District's website under the about NMWD Board of Directors section of the website ([https://www.nmwd.com/about\\_directors.php](https://www.nmwd.com/about_directors.php)) titled *Annual Report on Board Compensation*. The current memo represents calendar year 2019. All compensation paid to the BOD for 2019 was for compensation for attendance at regular and special meetings, and attendance at Advisory Committees, Councils, and Forums.

With the addition of the above referenced website links NMWD is confident that the recommendations are satisfied as requested by the Marin County Civil Grand Jury.

Sincerely,



Drew McIntyre  
General Manager

## Response to Grand Jury Report

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

Respondent/Agency Name: North Marin Water District

Your Name: Drew McIntyre Title: General Manager


### FINDINGS

- I (we) agree with the findings numbered: F5
- I (we) disagree *partially* with the findings numbered: \_\_\_\_\_
- I (we) disagree *wholly* with the findings numbered: \_\_\_\_\_

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

### RECOMMENDATIONS

- Recommendations numbered R4 & R6 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: 06/02/2020 Signed:  \_\_\_\_\_

Number of pages attached: 3