



NOVATO FIRE DISTRICT

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June 4, 2020

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

Re: Marin Civil Grand Jury Report responses:
2019-2020 Marin County Civil Grand Jury Report: *Follow-Up Report on Web
Transparency of Agency Compensation Practices.*

Dear Judge Sweet:

Attached is the official response of the Novato Fire Protection District to the findings and recommendations of the Grand Jury's report titled, *Follow-Up Report on Web Transparency of Agency Compensation Practices*. The Novato Fire Protection District (District) is required to respond to Findings 3, 4 and 5; and to Recommendations 3, 4, 5 and 6. Our required responses to the report's finding and recommendations were approved by the Novato Fire Protection District Board of Directors at their meeting on June 3, 2020.

The Fire District appreciates the attention that the Grand Jury has given to web transparency and elected officials compensation.

The Novato Fire District responses to the Grand Jury Report are listed with detailed explanations in Attachment 1.

Respectfully submitted,

Louis Jan Silverman
President, Novato Fire Protection District Board of Directors

Cc: Fire Chief Bill Tyler
Marin County Civil Grand Jury Foreperson Lucy Dilworth

Attachments: Agency Response to Grand Jury Report

Response to Grand Jury Report

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

Respondent/Agency Name: Novato Fire Protection District

Your Name: William Tyler Title: Fire Chief

FINDINGS

- I (we) agree with the findings numbered: F3, F4 and 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 R3, R4, R5 and 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: June 6, 2020 Signed: 

Number of pages attached: 3

Findings:

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.

Response: Agree.

The Novato Fire Protection District website now has links that go directly to our agency's current compensation data on the *publicpay.ca.gov* website in the following locations:

1. About Us/Transparency in Government/Public Pay Link for Elected Officials
2. About Us/Board of Directors Page/Public Pay Link for Elected Officials
3. About Us/Public pay/contains links for both Novato Fire District members and Elected officials

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.

Response: Agree.

However, the Novato Fire Protection District website has easy access to Board of Director policies, including details on compensation, meeting fees, and travel reimbursement policies in the following locations:

1. About Us/Transparency in Government/Reimbursements and Compensation Policy
2. About Us/Board of Directors/Board of Directors Policy.

We have also updated the Board of Directors policy as of May 6, 2020, to reflect the District purchase of iPads for Directors' use when conducting District business.

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: Agree.

We have updated our Compensation Report to include more detail as noted in Finding #5. This report has been posted on our website in the following locations:

1. About Us/Transparency in Government/Compensation
2. About Us/Board of Directors/Compensation