



RICHARDSON BAY SANITARY DISTRICT

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Date: June 19, 2020

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

From: Frank Trusheim, Board President

Subject: Grand Jury Report Findings Response to "Follow-Up on Web
Transparency of Agency Compensation Practices"

This letter, along with the attached "Response to Grand Jury Report Form", represents Richardson Bay Sanitary District response to the recent Grand Jury report titled *Follow-Up on Web Transparency of Agency Compensation Practices*: dated April 28, 2020. Comments or Explanations associated with specific Findings and Recommendations are included below:

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.

WE DISAGREE WITH THIS FINDING

When a member of the public clicks on the link to publicpay.ca.gov that can be found on our website the user is directed straight to the Richardson Bay Sanitary District compensation data.

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.

WE AGREE THIS FINDING AND HAVE IMPLEMENTED

Corrections and additions to the District's website under the "About Us" tab are such that you can now easily access the District's elected official compensation policy.

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.

WE AGREE THIS FINDING AND HAVE IMPLEMENTED

Corrections and additions to the District's website under the "About Us" tab are such that you can now easily access the District's elected official compensation policy.

RECOMMENDATIONS

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.

CURRENTLY IMPLEMENTED

The District website currently has a link to publicpay.ca.gov website

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.

IMPLEMENTED

The District provided a link shortcut as recommended on Appendix A on the same page next to the employee compensation link.

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.

IMPLEMENTED

The District's policy for board member stipend and other compensation has been added.

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 webpage.

WILL NOT BE IMPLEMENTED, because they are not warranted or are not feasible.

The District's Board of Directors make \$125 dollars per Board Meeting as well as dental insurance. The annual estimated cost for our Directors is budgeted in our annual budget as a single line item. The District also has monthly financial statements which track and account for actual payments to Directors throughout the course of the Fiscal Year. The District is very transparent in all of its financial obligations.