



SAUSALITO-MARIN CITY SANITARY DISTRICT

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July 14, 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 Civil Grand Jury
3501 Civic Center Drive, Room # 275
San Rafael, CA 94903

Subject: *Grand Jury Report: 2019-2020 Follow-Up Report on Web Transparency of Agency Compensation Practices*

Dear Judge Sweet & Ms. Dilworth:

On behalf of the Sausalito-Marín City Sanitary District (District), I am writing to respectfully respond to the findings and recommendations contained in the *Grand Jury Report: 2019-2020 Follow-Up Report on Web Transparency of Agency Compensation Practices*, pursuant to Penal Code Section 933.05.

The District conducted in accordance with Penal Code section 933 (c) and subject to the notice, agenda, and open meeting requirements of the Ralph M. Brown Act. The response was listed on the agenda of the District's Board Meeting on July 13, 2020, the agenda was posted for public notice, and the response was discussed during the open session of the Board Meeting.

Attached please find the completed "Response to Grand Jury Report Form" and required attachments.

Should you have any questions, please contact me at 415-332-0244 or jeffrey@smcsd.net.

Sincerely,


Jeffrey Kingston
General Manager

attachments

Response to Grand Jury Report

Report Title: 2019-2020 Follow Up Report on Web Transparency of Agency Compensation Practices

Respondent/Agency Name: Sausalito-Marin City Sanitary District

Your Name: Jeffrey Kingston Title: General Manager

FINDINGS

- I (we) agree with the findings numbered: F3 & 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, & 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: 7/14/20

Signed: _____



Number of pages attached: 1

Recommendations that require a response:

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. Formatted URL examples are shown on Appendix

A. Sausalito-Marín City Sanitary District immediately corrected the link on the website. That corrected link can be found on the page titled “Board and Staff Compensation.” That web page is found under the “About Us” drop down menu, and under the Board of Directors heading. The “Board and Staff Compensation” page includes links directly to the *publicpay.ca.gov* for the Board and staff.

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.

A. Sausalito-Marín City Sanitary District immediately created the link and updated the website. This link is provided, as described above, under a link titled “Board Compensation @ publicpay.”

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 web page.

A. At the July 13, 2020 Special Board Meeting, the District updated their board compensation procedure to include the requirements of Assembly Bill No. 2040 and No. 1234. The policy notes that such requirements include disclosures related to compensation of board members 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.