



STINSON BEACH FIRE PROTECTION DISTRICT  
PO BOX 127  
STINSON BEACH, CA  
Phone: 415.868.0622 Fax:415.868.9256  
[stinsonbeachfireprotectiondistrict.org](http://stinsonbeachfireprotectiondistrict.org)

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Lucy Dilworth, Foreperson  
Marin County Civil Grand Jury

Ms. Dilworth,

Please find the Stinson Beach Fire Protection District's response to the Grand Jury's Report and Findings on "Web Transparency of Agency Compensation Practices." The District has implemented the recommendations presented by the Grand Jury to ensure compliance with legal requirements and to achieve higher standards of public transparency.

Regards,

A handwritten signature in black ink that reads "Jim Ritchie".

Jim Ritchie  
President, Board of Directors



Grand Jury Report Finding and Recommendations

**“Web Transparency of Agency Compensation Practices”**

August 7, 2020

## **RESPONSE TO GRAND JURY REPORT FINDINGS AND RECOMMENDATIONS**

**REPORT TITLE: “Web Transparency of Agency Compensation Practices”**

**REPORT DATE: April 28, 2020**

### **GRAND JURY FINDINGS**

We agree with the finding(s) numbered: F1, F2, F3

### **GRAND JURY RECOMMENDATIONS**

Recommendation(s) numbered R1, R3, R4 has/ve been implemented.

### **RESPONSE TO GRAND JURY FINDINGS**

**F1. Many Marin public agencies fail to include on their websites either a link to the [publicpay.ca.gov](http://publicpay.ca.gov) site showing compensation for their elected officials, officers, and employees, or a table showing such data. The Grand Jury determined that these agencies fail to comply with the requirements of Government Code Section 53908.**

Response: **Agree**

The SBFPD did not have a link to [publicpay.ca.gov](http://publicpay.ca.gov) site prior to this response.

**F2. Any link to compensation data on an agency’s website that takes more than five minutes or three clicks from the home page to locate, does not reasonably satisfy the intent of the Government Code that the information be easily located and “conspicuous” on the agency’s Website.**

Response: **Agree**

The information was not easily located on the SBFPD website prior to this response.

**F3. Any link to [publicpay.ca.gov](http://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**

There was no link to [publicpay.ca.gov](http://publicpay.ca.gov) prior this response.

## **RESPONSE TO GRAND JURY RECOMMENDATIONS**

The Marin County Civil Grand Jury recommends the following:

**R1. To comply with the intent of Government Code Section 53908, no later than 90 days after the date of this report, agencies should include on their websites a link to the publicpay.ca.gov site showing compensation of their elected officials, officers, and employees using the formatted URL examples that are shown in Appendix A.**

This recommendation has been implemented.

Note: Elected officials are not compensated at the SBFPD' however, a link to the publicpay.ca.gov site is posted under Board of Directors on the website.

**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.**

This recommendation has been implemented.

**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.**

This recommendation has been implemented.