



TAMALPAIS COMMUNITY SERVICES DISTRICT

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May 13, 2020

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

Subject: Follow-Up Report on Web Transparency of Agency Compensation Practices
Report date: April 28, 2020

In response to the Findings and Recommendations contained in the Grand Jury Report, the Tamalpais Community Services District (TCSD) was asked to respond to recommendation R7.

R7. No later than 90 days after the date of this report, agencies not audited in this report should review their websites for compliance with the legal requirements and higher public transparency standards recommended in Recommendations R1-R6 of this report and ensure that their websites include links to the *publicpay.ca.gov* site as shown in Appendix A.

TCSD finds that recommendation R7 has been implemented. An explanation and current practices are set forth below.

Recommendations R1-R6

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.

Response: On TCSD's website, within 3 clicks, About Us/Transparency/District Compensation, you can find the link to *publicpay.ca.gov*, which goes directly to TCSD's most recent information. This link can be found within five minutes of starting the search.

R2: No later than 90 days after the date of this report, agencies should modify the location of their existing *publicpay.ca.gov* links to satisfy the requirement of Government Code Section 53908 that their link be "conspicuous." Conspicuous locations for agencies are suggested in Table 2.

Response: On TCSD's website, within 3 clicks, About Us/Transparency/District Compensation, you can find the link to *publicpay.ca.gov*, which goes directly to TCSD's most recent information. This link can be found within five minutes of starting the search.

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.

Response: TCSD's links to *publicpay.ca.gov* are direct links to its current compensation data on the state site. The URL matches that shown on Appendix A.

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: On TCSD's website, within 3 clicks, About Us/Governance/Board Members, you can find the link to *publicpay.ca.gov*, which goes directly to TCSD's most recent "Elected Officials" page. This link can be found within five minutes of starting the search.

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.

Response: On TCSD's website, within 2 clicks, About Us/Transparency, you can find a link to TCSD's Reimbursement and Compensation Policy, Resolution 2006-01 dated April 5, 2006, outlining reimbursement and compensation for Board members and staff. This link can be found within five minutes of starting the search.

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.

Response: On TCSD's website, within 3 clicks, About Us/Governance/Board Members, you can find the link to *publicpay.ca.gov*, which goes directly to TCSD's most recent "Elected Officials" page. TCSD will consider adopting 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, which we believe would be exactly the same compensation as reported at *publicpay.ca.gov*.

Please contact the District should you have further questions.

Sincerely,



Matthew G. McMahon
TCSD Board President

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MARIN COUNTY
COUNSEL'S OFFICE