



**RESPONSE TO GRAND JURY REPORT FORM**  
**Town of Tiburon**

Alice Fredericks  
Mayor

Holli Thier  
Vice Mayor

David Kulik  
Councilmember

Jack Ryan  
Councilmember

Jon Welner  
Councilmember

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

**Report Date:** *April 28, 2020*

**Response By:** *Town of Tiburon*

**FINDINGS**


- We agree with Findings numbered **F2, F3.**
- We disagree wholly or partly with Findings numbered **F5**

Greg Chanis  
Town Manager

**RECOMMENDATIONS**

- Recommendations numbered **\_NA\_** have been implemented.
- Recommendations numbered: **\_R2, R3, R4 and R6\_** have not yet been implemented but will be implemented in the future.
- Recommendations numbered **\_NA\_** have been partially implemented, and remaining parts will be implemented in the future
- Recommendations numbered: **\_NA\_** require further analysis.
- Recommendations numbered: **\_NA\_** will not be implemented because they are not warranted or are not reasonable.

Date: August 19, 2020

Signed: 

Number of pages attached: 3



**Office of the Town Manager  
Town of Tiburon  
August 19, 2020**

The Honorable Andrew Sweet  
Presiding Judge of the Marin County  
Superior Court  
Post Office Box 4988  
San Rafael, CA 94913-4988

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

**Re: Response to Grand Jury Report  
Follow-Up Report on Web Transparency of Agency Compensation Practices**

Dear Honorable Judge Sweet and Foreperson Dilworth:

This letter explains in detail the Town of Tiburon’s response to the Civil Grand Jury Report dated May 11, 2020 (*Follow-Up Report on Web Transparency of Agency Compensation Practices*). The Report directs the Town to respond to Findings F2, F3 and F5 and Recommendations R2, R3, R4 and R6.

**FINDINGS AND RESPONSES**

*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

*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

*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-** Partially disagree. The Town of Tiburon has not previously broken out compensation information as indicated, however, we have not analyzed other public agencies practices.

Alice Fredericks  
Mayor

Holli Thier  
Vice Mayor

David Kulik  
Councilmember

Jack Ryan  
Councilmember

Jon Welner  
Councilmember

Greg Chanis  
Town Manager