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June 26, 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: Response to Marin County Civil Grand Jury Follow-Up Report on Web  
Transparency of Agency Compensation Practices

Dear Judge Sweet and Ms. Dilworth:

On June 25, 2020, the Transportation Authority of Marin (TAM) Board of Commissioners reviewed and approved TAM's response to the Marin County Civil Grand Jury Follow-Up Report on Web Transparency of Agency Compensation Practices. Attached is TAM's response for your review and acceptance.

TAM appreciates the Grand Jury's continuing focus on the public agencies' elected officials and employee compensation transparency issue and the higher standards recommended for the agencies in Marin. TAM is committed to comply with the legal requirements and public transparency standards recommended by the Grand Jury.

Please contact TAM's Executive Director, Anne Richman, at [arichman@tam.ca.gov](mailto:arichman@tam.ca.gov) or 415-226-0820 if you have any questions about TAM's response.

Sincerely,

A handwritten signature in blue ink that reads 'Judy Arnold'.

Judy Arnold  
Chairperson, TAM Board of Commissioners

*Attachment: TAM Response to Grand Jury Report*

MARIN COUNTY  
COUNSEL'S OFFICE  
MARIN COUNTY  
COUNSEL'S OFFICE  
2020 JUL 17 P 2: 24

## TAM RESPONSE TO GRAND JURY REPORT

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

**Report Date:** April 28, 2020

**Agenda Date:** June 25, 2020

**Response by:** Transportation Authority of Marin (TAM)

### RECOMMENDATIONS

**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:** TAM has placed a link titled "*Transportation Authority of Marin's Local Government Compensation Report*" under the Resources & News/Reports & Budgets/Compensation tab of its website that takes the public directly to the most recent available compensation report of its elected officials and employers on the State's Public Pay website. While TAM doesn't believe it's necessary but if desired by the Grand Jury, the exact web URL as presented in Appendix A of the report can be added: <https://publicpay.ca.gov/Reports/SpecialDistricts/SpecialDistrict.aspx?entityid=3480> to TAM's website.

**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:** TAM has confirmed that its current publicpay.ca.gov links is conspicuous and goes directly to the agency's most recent data.

**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:** TAM's existing publicpay.ca.gov link provides direct link to its current compensation data published on the state site.

**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:** As part of effort to include a link on TAM's Board of Commission page to lead directly to the "Elected Officials" page on the publicpay.ca.gov site, it was discovered that the State site is not correctly showing the 16 TAM Board of Commissioners under the "Elected Officials" page of its report. Staff reached out to the State at the end of April, and confirmed that TAM has been reporting the data in its