



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

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Councilmember

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Jon Welner
Councilmember

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Town Manager



RECOMMENDATIONS AND RESPONSES

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- This recommendation has not been implemented but will be implemented in the future. The Town plans to implement this recommendation within 60 days of Town Council approving this 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.

Response- This recommendation has not been implemented but will be implemented in the future. The Town plans to implement this recommendation within 60 days of Town Council approving this response

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- This recommendation has not been implemented but will be implemented in the future. The Town plans to implement this recommendation within 60 days of Town Council approving this response

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- This recommendation has not been implemented but will be implemented in the future. The Town plans to implement this recommendation within 60 days of Town Council approving this response

Alice Fredericks
Mayor

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Holli Thier
Vice Mayor

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David Kulik
Councilmember

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Jack Ryan
Councilmember

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Jon Welner
Councilmember

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Greg Chanis
Town Manager

Sincerely,

Greg Chanis
Town Manager

2020 AUG 31 P 3:18

MARIN COUNTY
COUNSEL'S OFFICE