



## Southern Marin Fire Protection District

308 Reed Boulevard  
Mill Valley, California 94941

Phone: 415 388-8182 Fax: 415 388-8181

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August 25, 2016

The Honorable Judge Kelly V. Simmons  
Marin County Superior Court  
P.O. Box 4988  
San Rafael, CA 94913-4988

### **Re: Letter Dated August 16, 2016 regarding R3 of the Web Transparency Report**

Judge Simmons,

On August 24<sup>th</sup> we received a letter from Foreperson Jay Hamilton-Roth (attached) regarding Recommendation 3 of the Grand Jury Report on Website Transparency.

The letter noted that our site did not meet the requirements of California Government Code Sections 12463 & 53909 with respect to the posting of employee compensation. The letter further requested a response as to the status and estimated time of implementation to be in compliance with this requirement.

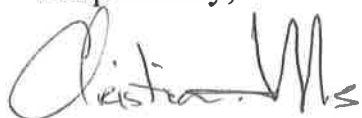
I immediately reached out to Foreperson Hamilton-Roth requesting clarification as we believed we were in compliance. While waiting for a response I conducted research on other Marin County Agency websites and discovered a document on Novato Fire's site that I suspected to be what the Grand Jury was expecting. Novato Fire received an "A+" rating and this increased my confidence as this was the only difference with respect to employee compensation, between our two sites.

As a result of this research our staff generated a similar spreadsheet with all our employee and board member compensation information just as Novato Fire had, and immediately posted it to our website.

Foreperson Hamilton-Roth soon replied to my initial inquiry. Prior to his response he apparently audited our site and discovered the new documents that had been uploaded and confirmed that we were in fact now in compliance.

Therefore, our response to you and the Grand Jury with respect to the question of our compliance status and implementation timeline is that we are now in compliance and the timeline question is moot.

Respectfully,

A handwritten signature in black ink, appearing to read "Christian Tubbs". The signature is fluid and cursive, with a large initial "C" and "T".

Fire Chief Christian Tubbs  
Southern Marin Fire Protection District

Cc:

Marin County Civil Grand Jury Foreperson John Mann



## MARIN COUNTY CIVIL GRAND JURY

3501 Civic Center Drive, Room 275  
San Rafael, California 94903  
(415) 473-6132 • grandjury@marincounty.org

August 16, 2016

Mr. Christian Tubbs  
Fire Chief/District Manager  
Southern Marin Fire District  
308 Reed Blvd.  
Mill Valley, CA 94941

Dear Chief Tubbs:

### Re: 2015-16 Web Transparency Report Card

The Grand Jury received your response to the above-titled report and finds that it does not fully comply with the requirements of the penal code in the following respects:

**Recommendation R3: The agency should update its website to include information of the annual compensation of its elected officials, officers and employees; and this information should also be submitted to the Controller, as required by Sections 12463 and 53909 of the California Government Code.**

While your agency's website eventually points to another site that lists combined salaries as part of a budget, actual individual compensation is not provided.

Please let me and Judge Kelly Simmons know by August 31, 2016 the current status of and time estimate for the implementation of R3.

Sincerely,

*Jay Hamilton-Roth*

Jay Hamilton-Roth, Foreperson  
Marin County Civil Grand Jury