

#1



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Friday, May 01, 2015 10:39:38 AM  
**Last Modified:** Friday, May 01, 2015 10:41:58 AM  
**Time Spent:** 00:02:19  
**First Name:** Michael  
**Last Name:** Lappert  
**Email:** michael@lapperts.com

**Custom Data:** Corte Madera  
**IP Address:** 104.182.232.215

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Not Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I disagree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#2



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Friday, May 01, 2015 10:46:07 AM  
**Last Modified:** Friday, May 01, 2015 10:50:00 AM  
**Time Spent:** 00:03:53  
**First Name:** John  
**Last Name:** Gamblin  
**Email:** john.gamblin@cityofsanrafael.org

**Custom Data:** San Rafael  
**IP Address:** 151.151.109.7

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#3



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Friday, May 01, 2015 10:53:57 AM  
**Last Modified:** Friday, May 01, 2015 11:00:07 AM  
**Time Spent:** 00:06:09  
**First Name:** Tom  
**Last Name:** Bradner  
**Email:** TomBradner@msmosquito.com

**Custom Data:** Trustee - Mosquito District  
**IP Address:** 71.202.7.135

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Highly Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

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I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

I am a member of CSPP. So, of course, I agree with these recommendations.

#4



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Friday, May 01, 2015 12:09:07 PM  
**Last Modified:** Friday, May 01, 2015 12:48:53 PM  
**Time Spent:** 00:39:46  
**First Name:** Emmett  
**Last Name:** O'Donnell  
**Email:** emmett@vikingind.com

**Custom Data:** Tiburon  
**IP Address:** 99.109.204.62

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

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I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I disagree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

The Grand Jury Report attacks the issue on a "fox guarding the hen house" type argument, which is partially true. However the substantive issues surrounding conflict of interest and pension reform are far more complex. It starts with elected representatives of agencies not understanding the nature of their financial and actuarial actions in longer terms. Too often representatives are elected without the requisite financial background or the willingness to work hard in comprehending serious financial consequences of conveyed benefits. Essentially those less informed rely on senior staff to make recommendations and decisions, and that's where the conflict of interest starts. But this conflict is the tip of the iceberg, because the major pension boards themselves are stocked with beneficiaries of the same system they govern. Recent statewide pension reform did nothing in terms of addressing this conflict of interest. Pension boards impose on agencies the revenues required without no impunity - without no outside involvement or oversight. Take a look at those currently sitting on the Calpers board as an example. Conflicted interest and decision making representation is a much deeper problem in the overall fleecing of the taxpayer. The issues identified in the Marin Grand Jury report are important but "a drop in the bucket" in terms of understanding benefit conveyance and conflict of interest.

Emmett O'Donnell  
Tiburon Town Council

#5



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Friday, May 01, 2015 2:56:33 PM  
**Last Modified:** Friday, May 01, 2015 3:04:10 PM  
**Time Spent:** 00:07:36  
**First Name:** Justin  
**Last Name:** Kai  
**Email:** Kai.Justin@gmail.com

**Custom Data:** Marinwood Community Services District  
**IP Address:** 107.132.168.240

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Highly Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

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I agree with this recommendation.

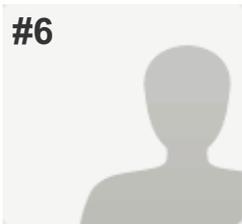
**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

These responses reflect my own personal beliefs. For a valid Marinwood CSD response, this survey would need to be taken collectively by the Marinwood CSD Board at an open public meeting.

#6



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Saturday, May 02, 2015 6:15:49 PM  
**Last Modified:** Saturday, May 02, 2015 6:19:34 PM  
**Time Spent:** 00:03:45  
**First Name:** Catharine Benediktsson  
**Last Name:** Benediktsson  
**Email:** Cathy@sani5.org

**Custom Data:** Sanitary District 5 - Tiburon/Bel  
**IP Address:** 67.188.203.101

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Highly Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

They should develop a short simple financial template other agencies and districts could use.

#7



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Sunday, May 03, 2015 12:17:44 PM  
**Last Modified:** Sunday, May 03, 2015 1:20:51 PM  
**Time Spent:** 01:03:07  
**First Name:** Kurt  
**Last Name:** Chun  
**Email:** ffchun@yahoo.com

**Custom Data:** Southern Marin Fire District  
**IP Address:** 73.15.183.194

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I disagree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

As an elected official, I value the importance of transparency and positive communications with the public , which has always been the practice for me in addressing issues such as this. I personally rely on tools such as legal counsel, staff reports, public input, and past practices to achieve some type of prudent decision in supporting the constituents I represent as a Board member. I have carried out my fiduciary responsibilities to the best of my ability as a tax payer, and Board member utilizing the immediate resources that are available. Granted all our Board meetings are "open" to the public and the propose immediate agenda is posted way in advance for any citizen to voice their concerns for us as a Board to listen to, and take actions if necessary. This as well as the minutes of the prior Board meetings are posted (website) and discussed prior to our actual schedule meetings . Opportunities for represented citizens to voice their concerns on any issue that's in front of the Board is always available.

I disagree with any oversight committee without any specific scope,description, or function of its existence.But in general terms and principals I tend to agree with the concept with the input of addressing all stakeholders concerns, so that the validity of its existence is evident for those who would benefit from it. However, I for see this "oversight committee" as another bureaucratic layer that may contradict decisions on fiduciary issues of individuals who where publically elected to entrust the welfare of the constituents he/she represents. A finance committee has already been established by the Board, that relies on their due diligence, and time to arrive on prudent recommendations for us as a Board to make during challenging times (pension cost,capital expenditures,etc.). So why would the Board be required to have an "oversight committee " on financial issues. Is this only because the validity of "Trust" of any "Board Member" is under scrutiny by the public. Which by the way, where publically elected, and placed in those positions of responsibilities. It does not make sense in the best utilization of time in resolving difficult issues such as this, versus evaluating the practices of how we do business as a Board.

#8



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Sunday, May 03, 2015 8:00:16 PM  
**Last Modified:** Sunday, May 03, 2015 8:06:45 PM  
**Time Spent:** 00:06:29  
**First Name:** John  
**Last Name:** Carapiet  
**Email:** john@sani5.org

**Custom Data:** Sanitary District 5 - Tiburon/Bel  
**IP Address:** 50.168.103.235

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Highly Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

Also a very much needed additional report that shows employee's that retire with a greater amount than IRS Limit's who then are given the balance of their pensions from operating funds rather than pension funds for life, this needs to be exposed so that this practice be abolished.

<p><b>#9</b></p> 	<p><b>COMPLETE</b></p> <p><b>Collector:</b> Email Invitation 2 (Email)  <b>Started:</b> Wednesday, May 06, 2015 9:45:21 AM  <b>Last Modified:</b> Wednesday, May 06, 2015 12:43:44 PM  <b>Time Spent:</b> 02:58:22  <b>First Name:</b> Frank  <b>Last Name:</b> Egger  <b>Email:</b> FEgger@msmosquito.com</p> <p><b>Custom Data:</b> Trustee - Mosquito District  <b>IP Address:</b> 71.135.33.178</p>
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PAGE 2

<p><b>Q1: How concerned are you about the findings of the Grand Jury Report?</b></p> <p>(no label)</p>	<p>Concerned</p>
<p><b>Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."</b></p>	<p>I agree with this recommendation.</p>
<p><b>Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."</b></p>	<p>I agree with this recommendation.</p>
<p><b>Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."</b></p>	<p>I disagree with this recommendation.</p>

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

Recommendation #3 is problematic.

With at least 56 independent governmental agencies here in Marin and their elected boards and councils, we would be trying to first advertise and recruit, then appoint 56 Citizens' Pension Oversight Committees with 5 to 7 members each. Then they would have to meet and set up rules and procedures to meet and a process to develop quarterly reports on pension issues, a huge staffing and logistic problem.

Some of these agencies belong to the state retirement system, PERS, and some belong to a 1937 Act Pension System like MCERA. Perhaps a couple of alternative solutions, either 4 countywide committees with one for the 11 cities and the County of Marin, one for the school districts, one for the special water and sewer districts and one for the fire districts or two countywide committees, one for agencies in PERS and one for agencies in MCERA. Obviously the public has a right to see what the costs of proposed labor contracts have on an agency's budget and what the tax implications are before approval by those boards and councils.

We continue to hear how transparent our public agencies are but just check any city, county, school or special district meeting agenda and you will see "Closed session" for litigation, threatened litigation, employment, personnel evaluation or labor contract. Agency lawyers take councils and boards into closed session at the drop of a hat. Too much of the public's business is being carried out in secret

Our counsels give legal advice in closed sessions but there are no consequences should government lawyers be wrong on their advice. We all share in the responsibility of our actions and those of us making the decisions and the counsels advising us have to accept the consequences of those actions and recommendations when we/they are wrong. If an illegal or unlawful action has been taken, outside of litigation to correct it, a remedy may be reopening, reviewing and modifying the illegal or unlawful action. We are also bound by state statutes of limitations.

I would seek legislation to modify the closed meeting sections of the Brown Act by severely limiting the number of closed meetings and the subjects allowed to be discussed in closed session. Frank Egger.

#10



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Friday, May 01, 2015 3:24:36 PM  
**Last Modified:** Sunday, May 10, 2015 12:26:38 PM  
**Time Spent:** Over a week  
**First Name:** Judith  
**Last Name:** Trusendi  
**Email:** JTrusendi@msmosquito.com

**Custom Data:** Trustee - Mosquito District  
**IP Address:** 50.148.170.67

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

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I agree with this recommendation.

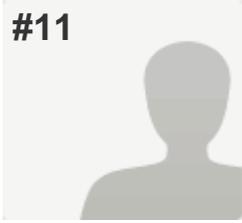
**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#11



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Wednesday, May 06, 2015 9:38:54 AM  
**Last Modified:** Monday, May 11, 2015 10:52:16 AM  
**Time Spent:** Over a day  
**First Name:** Phil  
**Last Name:** Paisley  
**Email:** PhilPaisley@msmosquito.com

**Custom Data:** Trustee - Mosquito District  
**IP Address:** 73.189.201.215

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Highly Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

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I agree with this recommendation.

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I agree with this recommendation.

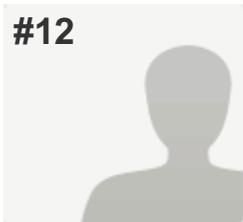
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Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

The provisions of the government code and California constitution are the only protection taxpayers have against inside dealing. In local government public employees unions are often the only organized political group electing their political supervisors. The fact that our own Supervisors partake in the rewards of pension negotiations (their are based on what employee's receive) there is an inherent conflict of interest that can only be addressed by an open negotiating process. Any employee benefits granted outside this process must be rolled back. Not to do so would make a mockery of the political process. Those Supervisors and legal counsel involved may have performed criminal acts.

#12



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Wednesday, May 06, 2015 1:56:23 PM  
**Last Modified:** Monday, May 11, 2015 10:57:55 AM  
**Time Spent:** Over a day  
**First Name:** Frank  
**Last Name:** Doyle  
**Email:** standingstone@sbcglobal.net

**Custom Data:** Tiburon  
**IP Address:** 50.131.182.59

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

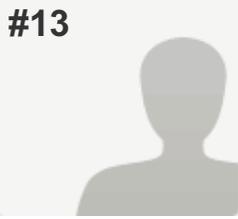
**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

No, there should not be a further investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#13

**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Friday, May 01, 2015 10:52:03 AM  
**Last Modified:** Monday, May 11, 2015 11:21:52 AM  
**Time Spent:** Over a week  
**First Name:** P. Beach  
**Last Name:** Kuhl  
**Email:** beach.kuhl@sedgwicklaw.com

**Custom Data:** Ross  
**IP Address:** 38.99.52.27

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I disagree with this recommendation.

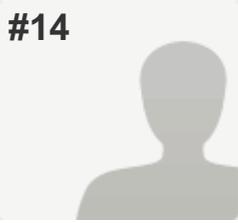
**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#14



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Monday, May 11, 2015 10:46:42 AM  
**Last Modified:** Monday, May 11, 2015 2:38:29 PM  
**Time Spent:** 03:51:47  
**First Name:** Bill  
**Last Name:** Hansel  
**Email:** bill@hanselldesign.com

**Custom Data:** Marinwood Community Services District  
**IP Address:** 67.188.200.207

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Highly Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

From my personal experience as a board director in union negotiations, I would embrace increased opportunity for the public to review and comment on any pension benefit changes while in the midst of the negotiation process, not just at the resolution of talks as a fait accompli. Actuarial updates are clearly necessary for sensible consideration by public negotiators and the absence of that info handicaps the negotiators' leverage on behalf of the public during talks.

With regards to Recommendation #3, I would say our particular volunteer board and commissions currently provide this oversight and a separate committee for such a small District would be redundant. It could possibly dilute the effectiveness of dealing with the issue compared to considering it an integral part of comprehensive budgeting. While the issue is critical to long-term financial health, corrections need to be made on a sensible schedule that does not destroy revenue-based operations nor recklessly compromise life-safety services.

#15

**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Monday, May 11, 2015 5:41:04 PM  
**Last Modified:** Monday, May 11, 2015 5:48:14 PM  
**Time Spent:** 00:07:09  
**First Name:** Michael  
**Last Name:** Boorstein  
**Email:** mboorstein@rvsd.org

**Custom Data:** Ross Valley Sanitary  
**IP Address:** 69.105.38.121

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Somewhat Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#16



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Tuesday, May 12, 2015 7:07:53 AM  
**Last Modified:** Tuesday, May 12, 2015 7:11:20 AM  
**Time Spent:** 00:03:27  
**First Name:** Dennis  
**Last Name:** Rodoni  
**Email:** djrodoni@gmail.com

**Custom Data:** Water District - North Marin Water District  
**IP Address:** 75.101.93.34

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I disagree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#17



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Thursday, May 14, 2015 4:50:14 PM  
**Last Modified:** Thursday, May 14, 2015 4:56:43 PM  
**Time Spent:** 00:06:29  
**First Name:** Diane  
**Last Name:** Furst  
**Email:** delfurst@gmail.com

**Custom Data:** Corte Madera  
**IP Address:** 76.126.61.52

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

*Respondent skipped this question*

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

*Respondent skipped this question*

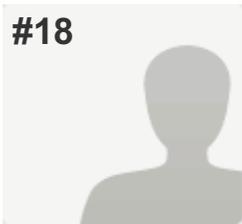
**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

It is difficult for me to answer questions 2 and 4 because I don't know the costs involved with adding additional layers of bureaucracy to the process. But I agree that the law should be followed, and steps should be taken (such as ensuring counsel is responsible and able to ensure the law is followed) to ensure any changes to pensions are completely transparent, especially with regard to long-term costs, and offer the public plenty of opportunity to review and comment on the proposed changes. I just cannot agree to establishing policies, training or committees without knowing more about them and their costs.

#18



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Wednesday, May 06, 2015 10:10:03 AM  
**Last Modified:** Thursday, May 14, 2015 5:07:20 PM  
**Time Spent:** Over a week  
**First Name:** Jack  
**Last Name:** Gibson  
**Email:** yojcg@msn.com

**Custom Data:** Water District - MMWD  
**IP Address:** 50.168.50.42

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#19

**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Thursday, May 14, 2015 6:15:27 PM  
**Last Modified:** Thursday, May 14, 2015 6:17:23 PM  
**Time Spent:** 00:01:55  
**First Name:** Ralph  
**Last Name:** McLeran  
**Email:** rcmcleran@gmail.com

**Custom Data:** Kentfield Fire District  
**IP Address:** 50.131.182.249

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I disagree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

*Respondent skipped this question*

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#20

**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Thursday, May 14, 2015 5:09:07 PM  
**Last Modified:** Thursday, May 14, 2015 6:22:58 PM  
**Time Spent:** 01:13:50  
**First Name:** Ford  
**Last Name:** Greene  
**Email:** fordgreene@comcast.net

**Custom Data:** San Anselmo  
**IP Address:** 71.202.117.177

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Highly Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

I have been an elected public official for almost eight years. My reading of the grand jury report is the first notice I have had of the public process obligations the cited Government Code provisions impose and require. Elected officials far too often must rely on staff for guidance as the existence of and proper discharge of our responsibilities. Because staff benefits from our decisions as to terms of employment, such reliance seems inherently conflicted. Increasing the difficulty of this problematic circumstance is what appears to be the peer pressure vulnerability of our demographic that too often goes along to get along. The publication of the grand jury's report is a rude and very necessary awakening that brings a degree of necessary light to bear upon an extremely tangled up situation.

Ford Greene  
Councilman, a Town of San Anselmo

#21

**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Monday, May 11, 2015 10:44:12 AM  
**Last Modified:** Thursday, May 14, 2015 7:06:02 PM  
**Time Spent:** Over a day  
**First Name:** Linda  
**Last Name:** Pfeifer  
**Email:** lpfeifer@ci.sausalito.ca.us

**Custom Data:** Sausalito  
**IP Address:** 66.87.65.122

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

*Respondent skipped this question*

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

I would like to thank the effort put into this outreach. I appreciate the goal to bring more transparency to this critical issue.

#22

**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Thursday, May 14, 2015 8:35:02 PM  
**Last Modified:** Thursday, May 14, 2015 8:36:58 PM  
**Time Spent:** 00:01:56  
**First Name:** Elizabeth  
**Last Name:** Brekhus  
**Email:** elizabethb@brekhus.com

**Custom Data:** Ross  
**IP Address:** 50.168.102.153

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Highly Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I disagree with this recommendation.

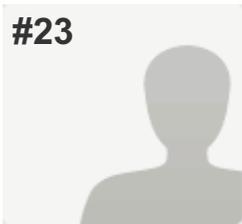
**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#23



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Friday, May 15, 2015 12:20:57 AM  
**Last Modified:** Friday, May 15, 2015 12:22:40 AM  
**Time Spent:** 00:01:43  
**First Name:** Michael  
**Last Name:** Lasky  
**Email:** Michael@sani5.org

**Custom Data:** Sanitary District 5 - Tiburon/Bel  
**IP Address:** 46.18.142.3

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Highly Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*

#24

**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Friday, May 15, 2015 9:21:02 AM  
**Last Modified:** Friday, May 15, 2015 9:32:47 AM  
**Time Spent:** 00:11:44  
**First Name:** Stephanie  
**Last Name:** Moulton-Peters  
**Email:** smoultonpeters@comcast.net

**Custom Data:** Mill Valley  
**IP Address:** 71.202.202.65

PAGE 2

Q1: How concerned are you about the findings of the Grand Jury Report?

*Respondent skipped this question*

Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."

*Respondent skipped this question*

Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."

*Respondent skipped this question*

Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."

*Respondent skipped this question*

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

*Respondent skipped this question*

**Q6: Provide your comments about the Grand Jury Report.**

Dear CSPP,

Thank you for the invitation to participate in the survey and for your work on pension reform. At this time I am not providing responses to the survey questions, as the City may be called upon to respond formally to this Grand Jury Report. The formal response is a product of Council discussion and deliberation of the findings. Accordingly, it is general Council policy and practice that the individual councilmembers do not individually respond to surveys of this nature.

Sincerely,  
Stephanie Moulton-Peters

#25



**COMPLETE**

**Collector:** Email Invitation 2 (Email)  
**Started:** Tuesday, May 12, 2015 2:36:58 PM  
**Last Modified:** Friday, May 15, 2015 4:07:21 PM  
**Time Spent:** Over a day  
**First Name:** Nancy  
**Last Name:** Barnard  
**Email:** NBarnard@msmosquito.com

**Custom Data:** Trustee - Mosquito District  
**IP Address:** 50.174.64.227

PAGE 2

**Q1: How concerned are you about the findings of the Grand Jury Report?**

(no label)

Concerned

**Q2: Your position on Grand Jury Recommendation Number 1: "The Employers develop, adopt and implement a policy and procedures (including staff training) to prevent future violations of the California Government Code when increases in pension benefits are proposed. The Employers should consider making their legal counsel responsible for ensuring compliance with the Government Code."**

I agree with this recommendation.

**Q3: Your position on Grand Jury Recommendation Number 2: "The Employers develop, adopt and implement a policy for "reporting out" to the public regarding the employment and pension costs in terms of the amount and the Employer's ability to pay on a current cash flow basis."**

I agree with this recommendation.

**Q4: Your position on Grand Jury Recommendation Number 3: "Each Employer establish a Citizens' Pension Oversight Committee comprised of resident tax payers who would: 1.) review pension funding levels in light of the Employer's ability to pay; 2.) review proposed pension changes before final Employer approval of any collective bargaining agreement; 3.) review the Employer's compliance with Government Codes related to pensions; 4.) develop written quarterly reports for the public as to the financial security of the pension fund."**

I agree with this recommendation.

**Q5: The Grand Jury report states: "All of these actions appear to have violated the legal obligations of the public Employers under the Government Code and the rights of the citizens of Marin County." In addition it states: "The violations discussed above may have prevented the formation of a valid contract, which means that the future benefits under the collective bargaining agreement may or may not have vested under the California Rule." Should an independent legal investigation be conducted to determine the extent of violations and whether the contracts formed under such violations are valid?**

Yes, there should be an independent investigation.

**Q6: Provide your comments about the Grand Jury Report.**

*Respondent skipped this question*