



September 29, 2005

The Honorable Terrence R. Boren
Marin County Superior Court
P.O. Box 4988
San Rafael, CA 94913-4988

Re: Response to Marin Civil Grand Jury Report

Dear Judge Boren:

Attached please my comments on the findings and recommendations in The Bloated Retirement Plans of Marin County, Its Cities and Towns.

FINDINGS

I agree with the findings numbered: F3, F5, F6, F9, F10 based on the information presented in the report.

I disagree wholly or partially with the findings numbered:

- F2. I don't disagree with this finding, however, I simply note that Ross does participate in Social Security.

I cannot respond to the following findings without further investigation: Finding F1, F7, F8.

RECOMMENDATIONS

Recommendations numbered R4 and R10 have been implemented. The Town of Ross has a long history of not increasing staffing levels based solely on increased revenue sources. We also thoroughly considered the implications of public safety retirement obligations in our negotiations with public safety for the 2004-2008 contract.

Recommendations numbered R1, R2, R3, R5, R6, R7 and R9 will not be implemented because they are not reasonable. As a small organization with less than 20 employees, we do not have the resources to initiate statewide pension reform. We are willing to look at any proposed revisions to the CalPERS pension system and to throwing our support behind any movements which could keep a lid on the financial demands of providing

employee pension. With respect to R9, because the Town's retiree healthcare benefits commitment is modest, it will not have a material impact on the Town's annual budget.

Please feel free to contact me at 415.453.1453 extension 107 if you have any questions or at gbroad@townofross.org.

Sincerely,



Gary Broad
Town Manager

C: Catherine D. McKown, Foreperson
Marin County Civil Grand Jury
County of Marin
3501 Civic Center Dr., Room #303
San Rafael, CA 94913-4988

RESPONSE TO GRAND JURY REPORT FORM

Report Title: The Bloated Retirement Plans of Marin County, Its Cities and Towns

Report Date: May 9, 2005

Response by: Gary Broad

Title: Town Manager

FINDINGS

I (we) agree with the findings numbered: F3, 5, 6, 9, 10

I (we) disagree wholly or partially with the findings numbered: F2

(Attach a statement specifying any portions of the findings that are disputed; include an explanation of the reasons therefor.)

RECOMMENDATIONS

Recommendations numbered R4, 10 have been implemented.

(Attach a summary describing the implemented actions.)

Recommendations numbered _____ have not yet been implemented, but will be implemented in the future.

(Attach a timeframe for the implementation.)

Recommendations numbered ~~_____~~ require further analysis.

(Attach an explanation and the scope and parameters of an analysis or study, and a timeframe for the matter to be prepared for discussion by the officer or director of the agency or department being investigated or reviewed, including the governing body of the public agency when applicable. This timeframe shall not exceed six months from the date of publication of the grand jury report.)

Recommendations numbered R1, 2, 3, 5, 6, 7, 9 will not be implemented because they are not warranted or are not reasonable.

(Attach an explanation.)

Date: 9/29/05 Signed: Gary Broad

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