



# STAFF REPORT

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**Meeting Type:** Finance & Administration Committee/Board of Directors  
**Title:** Review of Revised Board Compensation Policy  
**From:** Molly MacLean, General Counsel  
**Through:** Ben Horenstein, General Manager  
**Meeting Date:** April 25, 2024

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**TYPE OF ACTION:**                      Action                      Information                      X                      Review and Refer

**RECOMMENDATION:** Review proposed changes to the Board Compensation Policy and refer it to a regular bi-monthly Board meeting to allow the Board to consider approval of the revised policy

**SUMMARY:** At the January 25<sup>th</sup> Finance and Administration Committee Meeting, staff presented a review of the current Board Compensation Policy, along with legal requirements, comparisons to other similar agencies and areas for possible revisions and to gather input from the Committee/Board. Based on this input, staff has prepared revised Board Compensation Policy for the purpose of updating outdated information and achieving greater clarity. Staff will present the revised policy and requests that the Committee review and refer this item to a future regular Board meeting to allow the Board to consider approval.

**DISCUSSION:** The Board Compensation Policy, Board Policy No. 42, last updated in January of 2006, as well as District Code section 2.10.060 govern how much each Board member may receive for services rendered to the District as Board Directors. State law also governs the amount and the manner of compensation for municipal water district directors and requires that district director compensation be paid on a per diem basis, which rules out the adoption of a fixed month stipend. State law further addresses what service is appropriate for compensation and requires that the legislative body adopt a policy to cover any events not expressly addressed by state law.

Based on input received at the January 25<sup>th</sup> Finance and Administration Committee, staff has prepared a revised Board Compensation Policy for the purpose of addressing outdated information contained in the current policy and to achieve greater clarity as to which services by a Director are appropriate for compensation. The proposed revisions do not address any change in the per diem compensation amount at this time, as staff felt that correctness and clarity should take priority. Staff proposes to present more on the compensation amount at a future date.

Staff will walk through the revised Board Compensation Policy, highlight changes and address any questions or concerns.

**ENVIRONMENTAL REVIEW:** Not applicable.

**FISCAL IMPACT:** Negligible. The proposed revisions to the Board Compensation Policy does not address the per diem compensation amount of \$200, and does not substantially change the number events for which the Directors may seek compensation.

**ATTACHMENT(S):**

1. Current Board Policy No. 42 – Compensation of Elected or Appointed Officials
2. Revised Board Policy No. 42 – Compensation of Marin Municipal Water District Directors

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
General Counsel's Office	 Molly MacLean General Counsel	 Ben Horenstein General Manager