



## Southern Marin Fire Protection District

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June 25, 2015

Faye D'Opal, Presiding Judge  
Marin County Superior Court  
Marin County Civil Grand Jury  
3501 Civic Center Drive, Room 275  
San Rafael, CA 94903-4257

Re: Marin County Civil Grand Jury Report - "Pension Enhancements: A Case of Government Code Violations and A Lack of Transparency"  
Report Date: April 9, 2015  
Public Release Date: April 16, 2015

Dear Judge D'Opal,

Attached is the response of the Board of Directors of the Southern Marin Fire Protection District to the findings and recommendations of the Grand Jury's Report titled, "Pension Enhancements: A Case of Government Code Violations and A Lack of Transparency". The response was approved during the Board's public meeting on June 24, 2015.

Sincerely,

Christian Tubbs  
Interim Fire Chief/District Manager

Cc: Board of Directors  
Gregory W. Stepanicich, Richards, Watson & Gershon

Enclosure: Response