



Midpeninsula Regional  
Open Space District

R-21-75  
Meeting 21-18  
June 9, 2021

## AGENDA ITEM 11

### AGENDA ITEM

Recognition of the Midpeninsula Regional Rangers Peace Officers Association

### GENERAL MANAGER'S RECOMMENDATION

Adopt a resolution recognizing the Midpeninsula Regional Rangers Peace Officers Association as a new employee organization, pursuant to the Employer/Employee Relations Policy.

### SUMMARY

Midpeninsula Regional Open Space District (District) Rangers have organized to form the Midpeninsula Regional Rangers Peace Officers Association in accordance with District policies. The General Manager recommends that the Board of Directors (Board) adopt the attached resolution to ratify the staff determination that this group should be formally recognized by District management as a new employee organization. This action alone results in no fiscal impact.

### DISCUSSION

In 1989, the District established the Employer/Employee Relations Policy (EER) pursuant to California Government Code section 3500 which sets forth orderly procedures for the administration of the relationship between District management and employee organizations. In particular, the EER provides a basis for recognizing the right of public employees to form and be represented by a new bargaining unit. In accordance with the EER, in March of 2021, a group of District Rangers petitioned the District to recognize a new employee organization, separate from the Midpeninsula Regional Open Space District Field Employees' Association (FEA).

In accordance with applicable law, the General Manager and her designee charged with implementing the EER (the Human Resources Manager) followed the procedure prescribed in the EER to determine whether to recognize the new employee organization, including a secret ballot vote of all employees proposed to be included within it. A majority of the eligible employees voted to approve the formation of the Midpeninsula Regional Rangers Peace Officers Association. It is proposed to be comprised of three classifications: Supervising Ranger, Lead Ranger, and Ranger, which constitute a total of 26 positions in the Visitor Services Department. This change results in a decrease to the number of FEA members to bring the FEA's total number of represented positions to 32.

The new employee organization requests to be called the Midpeninsula Regional Rangers Peace Officers Association. Upon formal recognition by the Board, District management will work with the new organization to negotiate a Memorandum of Understanding.

**FISCAL IMPACT**

None.

**BOARD AND COMMITTEE REVIEW**

There was no prior Committee or Board review of this item.

**PUBLIC NOTICE**

Public notice was provided as required by the Brown Act.

**CEQA COMPLIANCE**

This item is not a project subject to the California Environmental Quality Act.

**NEXT STEPS**

Upon approval of this resolution, District management will initiate negotiations with the new Midpeninsula ~~Regional Rangers~~ Peace Officers Association bargaining unit on the terms of a new employment contract.

Attachment

1. Resolution acknowledging the formation of the Midpeninsula ~~Regional Rangers~~ Peace Officers Association

Responsible Manager:  
Stefan Jaskulak, CFO and Administrative Services Director

Prepared by/Contact person:  
Candice Basnight, Human Resources Manager

**RESOLUTION NO. 21-\_\_**

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
MIDPENINSULA REGIONAL OPEN SPACE DISTRICT  
ACKNOWLEDGING THE FORMATION OF THE MIDPENINSULA  
REGIONAL-RANGERS PEACE OFFICERS ASSOCIATION**

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**WHEREAS**, the proposed employee organization has applied for recognition and has satisfied the requirements and process for recognition pursuant to applicable law and the Midpeninsula Regional Open Space District Employer / Employee Relations Policy; and

**WHEREAS**, the General Manager recommends that the District recognize this new employee organization.

Now, therefore, the Board of Directors of Midpeninsula Regional Open Space District does hereby resolve as follows:

1. The new employee organization comprised of Rangers, Lead Rangers, and Supervising Rangers known as the Midpeninsula Regional-Rangers Peace Officers Association is hereby recognized by the District.

PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regional Open Space District on \_\_\_\_\_, 2021, at a regular meeting thereof, by the following vote:

\* \* \* \* \*

**AYES:**  
**NOES:**  
**ABSTAIN:**  
**ABSENT:**

**ATTEST:**

**APPROVED:**

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Larry Hassett, Secretary  
Board of Directors

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Curt Riffle, President  
Board of Directors

**APPROVED AS TO FORM:**

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Hilary Stevenson, General Counsel

I, the District Clerk of the Midpeninsula Regional Open Space District, hereby certify that the above is a true and correct copy of a resolution duly adopted by the Board of Directors of the Midpeninsula Regional Open Space District by the above vote at a meeting thereof duly held and called on the above day.

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Jennifer Woodworth, District Clerk