



Midpeninsula Regional
Open Space District

R-25-121
Meeting 25-26
September 24, 2025

AGENDA ITEM 5

AGENDA ITEM

Informational presentation on Board Policies 1.02 *Board Meetings* and 1.03 *Board Agenda* focused on agenda setting procedures

GENERAL MANAGER'S RECOMMENDATION *den*

Receive a refresher on agenda setting procedures as detailed in Board Policies 1.02 *Board Meetings* and 1.03 *Board Agenda*. No Board action required.

SUMMARY AND DISCUSSION

One of the topics of discussion raised at a Board Workshop held on March 25, 2025 related to how individual Directors are able to raise new or existing issues for full Board consideration. This discussion uncovered a lack of clarity among all Board members and the value of revisiting existing policies on agenda setting procedures to ensure strong understanding by the full Board.

Two relevant Board Policies exist that clarify the process by which individual Directors can request that an item be considered for Board discussion: Policy 1.02 *Board Meetings* (Attachment 1), and Policy 1.03 *Board Agenda* (Attachment 2). These policies provide guidance on how Directors may propose items for consideration on upcoming agendas, including timing, and the role of the Board President in reviewing such requests. To support clarity in interpreting these policies, staff will provide an informational overview of each. In addition, Policy 2.01 *Guidelines for Board-Staff Working Relationships* (Attachment 3) will be referenced during the informational overview as it applies to the process of preparing reports and presentations for agenda items.

FISCAL IMPACT

None

PRIOR BOARD AND COMMITTEE REVIEW

This item follows a Board discussion held at a Board Governance Workshop on March 25, 2025.

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

The General Manager is scheduled to return to the Board later this year to review a separate Board Policy that guides how Board correspondences are managed by the District (Board Policy 1.05 *Board Correspondence*).

Attachment(s)

1. Board Policy 1.02 *Board Meetings*
2. Board Policy 1.03: *Board Agenda*
3. Board Policy 2.01 *Guidelines for Board-Staff Working Relationships*

Responsible Department Head:
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Prepared by/contact person:
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Board Policy Manual

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| Board Meetings | Policy 1.02 Chapter 1 – Administration & Government |
| Effective Date: 01/08/2025 | Revised Date: 01/08/2025 |
| Prior Versions: 11/13/13 | |

GOALS

To have effective Board meetings; to have a clear delineation between public input and Board deliberation; to ensure effective use of time at Board meetings and to complete the District's public business in a timely manner; to foster control of the appropriate procedures for Board meetings, based on Robert's Rules of Order; to ensure public input in an orderly and consistent manner; to ensure an appropriate level of decorum during meetings; to provide for the clear recording and taking of minutes.

Regular Meetings

Public Resources Code § 5535

Regular Meetings of the Board of Directors of the Midpeninsula Regional Open Space District shall be held on the second and fourth Wednesday of each month at the hour of 7:00 p.m. Meetings shall be held at such place or places within the District as shall be determined by the Board of Directors. A majority of the members of the Board may cancel a meeting for cause or call the regular meeting for a different date or time. At least 72 hours before a regular meeting, the agenda for the regular meeting containing the time and location for the meeting and a brief description of each item of business to be transacted or discussed at the meeting, including items to be discussed in closed session, shall be posted in a location that is freely accessible to members of the public and on the District's website. If a regularly scheduled meeting occurs on the evening preceding Thanksgiving or Christmas Eve or on a holiday, the regular meeting shall be rescheduled or canceled.

Special Meetings

Special meetings may be called at any time by the President or at the request of a majority of the members of the Board. Except in the case of an "emergency situation" as defined (Government Code § 54956.5), written notice of such meeting shall be posted in a location that is freely accessible to members of the public, posted on the District's website and shall be mailed or emailed to the Board and other parties who have so requested at least 24 hours before the time specified for the meeting in the notice, provided that, unless otherwise provided by law, the failure to give or receive notice shall not affect the validity of any action taken at the meeting. The notice shall specify the time and place of the special meeting and the business to be transacted, which shall be determined by the Board or by the General Manager in consultation with the President. No other business shall be considered at the meeting. The agenda for a special meeting at which action is proposed to be taken on an item shall provide an opportunity for members of the public to directly address the Board concerning that item prior to action in the item.

Closed Sessions

The Board may hold closed sessions from which the public may be excluded for the consideration of the following subjects:

1. Appointment, employment, evaluation of performance, or dismissal of an employee or to hear complaints or charges brought against an employee
2. Labor negotiation matters
3. Proposed or pending litigation
4. Real property transactions
5. Matters embraced within the attorney-client privilege
6. Any other matters exempted by law (See Government Code § 54950 et seq., the Ralph M. Brown Act).

Items to be discussed in closed session shall be listed on the agenda for a regular or special meeting. A closed session item of an urgent nature not listed on the agenda may be added to the agenda provided that any action taken be pursuant to Board Policy 1.03 Board Agenda.

Prior to holding any closed session, the Board must disclose, in an open meeting, the item or items to be discussed in the closed session. The disclosure may take the form of a reference to the item or items as they are listed by number on the agenda. The Board may consider only those matters covered in its statement during the closed session.

After any closed session, at the Board meeting during which the closed session is held or at its next regular meeting, a public report shall be made regarding any action taken in closed session and the vote or abstention of every Board member present. These reports may be made orally or in writing.

Copies of any contracts, settlement agreements, or other documents that were finally approved or adopted in closed session shall be made available to any persons requesting such documentation. The requested documentation will be available at the end of the closed session in which the final action was taken unless substantive amendments require retyping, in which case the documents will be available as soon as the revisions are complete.

No person who attends a closed session shall disclose any statements, discussions, documents or votes made in closed session except as specified, required by the Brown Act, or where authorized by a majority of the Board.

Agenda

Any Board member or Board appointed staff member may place a matter on the agenda for Board consideration. The District Clerk shall prepare the agenda according to the order of business as determined by the General Manager who will confirm the agenda with the presiding officer prior to the posting of the agenda. A copy of the agenda and all available supporting materials shall be mailed, emailed or posted on the District's website by 5:00 p.m. on the Friday preceding each regular Board meeting. Supplementary materials may be received by the District Clerk after that time, provided the matter refers to an already agendized item.

Agendas will be available with no charge upon request to public officials, newspapers in the District, and members of the public at the District office by 9:00 a.m. on the Monday preceding the regular meeting. Agendas will be posted in a location that is freely accessible to members of the public and posted on the District's website at least 72 hours before a regular meeting or at least 24 hours before a special meeting.

Supporting materials (reports, memoranda, resolutions, nonconfidential written communications to the Board, and other informational materials not previously published or distributed) may be obtained upon request by public agencies, newspapers in the District and members of the public at the District office by 9:00 a.m. on the Monday preceding the regular meeting, and 24 hours before a special meeting.

Written materials distributed during a public meeting by any person in connection with a matter subject to discussion or consideration shall be made available for inspection at the meeting if prepared by District staff or by a member of the Board, or immediately after the meeting if prepared by some other person.

Standard communications to the Board from members of the public shall be deemed nonconfidential. Written communication will be available on the District's public portal or by contacting the District clerk. Communications deemed confidential which are forwarded to the Board shall be accompanied by a memorandum from the General Manager explaining the decision not to distribute materials to members of the public".

No action or discussion shall be undertaken on any item not appearing on the posted agenda by the Board, provided that matters deemed to be of an urgent nature by a two-thirds vote of the Board, (or, if less than two-thirds of the Board members are present a unanimous vote of those members present) with an explanation stated as to the urgency, may be acted upon. (See also Government Code § 54954.2(3))

Meetings to be Public

Public Resources Code § 5535.

All meetings of the Board of Directors shall, as provided by law, be open and public and shall be conducted in accordance with the Ralph M. Brown Act of the State of California. (Government Code § 54950 et seq., the Ralph M. Brown Act.)

Quorum

Public Resources Code § 5535.

At any meeting of the Board a majority of the Directors shall constitute a quorum for the transaction of business. When there is no quorum, the President, or Vice-President, or District Clerk or any other member of the Board of Directors, shall adjourn such meeting. No action shall be taken.

Rules of Order

Robert's Rules of Order shall be followed as interpreted by the presiding officer, subject to an appeal to the Board. In the event of a conflict between these Rules of Procedure and Robert's Rules of Order, these Rules of Procedure shall control.

The presiding officer should require individual Board and staff members to raise their hands to be recognized.

The presiding officer will recognize Board and staff members by name and will identify the makers of motions and seconds.

For each agenda item to be considered by the Board, the presiding officer shall provide a period of time for public comment prior to any vote taken. After the public comment period has closed, the public shall not interrupt the Board's deliberations, and only by vote of the presiding officer shall the Board accept additional public comments or Board questions of the public.

Board Action

Public Resources Code § 5547, 5544.2 and 5540 as amended.

A majority vote of all of the members of the board shall be sufficient of the taking of Board action or the conduct of business except where action is required to be taken by “four-fifths of the members of the District Board” or a “two-thirds vote of the Board” or language of similar import.

Action of the Board of Directors shall be taken by ordinance, resolution, or a motion duly recorded in the minutes of the meeting. The ayes and noes shall be taken upon the passage of all ordinances, resolutions or motions and entered into the minutes of the Board. An ordinance or resolution shall not be passed or become effective without the affirmative vote of at least a majority of the members of the Board.

The enacting clause of all ordinances passed by the Board shall be in these words: “Be it ordained by the Board of Directors of the Midpeninsula Regional Open Space District.”

All ordinances and resolutions shall be signed by the President of the Board and countersigned by the Board Secretary, and all ordinances shall be published once within thirty (30) days after adoption in a newspaper of general circulation printed, published and circulated in the District.

Minutes

Minutes of Board meetings shall be kept by the District Clerk. The District Clerk or their designee shall make a record using action minutes. Action minutes include the following:

- Date, hour and place of the meeting
- Call to order
- Closed Session report
- Type of meeting (regular, adjourned or special meeting)
- Names of the members of the governing body present and absent, including arrival time of late arriving Directors
- Agenda item title
- Brief summary record of public comment regarding matters not on the agenda and speakers name (if provided)
- Name of staff presenting staff reports
- Direction to staff

- A listing of public speakers (if provided) addressing the meeting under a specific topic of comment and whether they were in favor of or opposed to an item
- For public hearing items, information when the hearing was officially opened, closed, any written evidence, oral testimony including the name of the person speaking, and whether the testimony was in support of, opposed to, or neutral to the item
- Motions made
- Summary of Directors votes for or against an item
- Recorded votes
- Time of meeting adjourned

If the meeting is a study session or a meeting where the Board is specially to provide feedback, action minutes are expanded to include a record of the feedback.

The District Clerk shall be responsible for preparing and causing a copy of the minutes to be considered for approval to be forwarded to each Board member in the next regular mailing or as soon thereafter as possible.

Minutes of meetings to be considered for approval shall be available without charge upon request to public officials, newspapers within the District, and members of the public at the District office as soon as available following the meeting.

The draft minutes shall be forwarded to the Board for their consideration and approval. Once approved, the minutes constitute as the official record of each Brown Act meeting. If the Board makes any additions or corrections during the approval or amendment process, the District Clerk will revise the minutes accordingly. Upon the Board's approval of the revised minutes, they will be recorded as the official minutes.

Recording of Meetings

Board meetings and Committee meetings are recorded by electronic means and retained for the duration of time as approved by the Board pursuant to the Records Retention Schedule. The recordings shall be made by District staff and serve in part to assist in the preparation of the minutes of the meeting (see Government Code § 54953.5(b)).

Any person attending an open and public meeting shall have the right to record the proceedings with an audio or video tape recorder or a still or motion picture camera in the absence of a reasonable finding of the Board that such recording cannot continue without noise, illumination, or obstruction of view that constitutes, or would constitute, a persistent disruption of the proceeding (Government Code § 54953.5 (a)).

Board Policy Manual

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| Board Agenda | Policy 1.03 Chapter 1 – Administration & Government |
| Effective Date: | Revised Date: 12/14/2022 |
| Prior Versions: 11/13/13 | |

Agenda

All reports, ordinances, resolutions, and other matters intended to be considered by the Board at its regular meeting shall be delivered to the District Clerk no later than 5:00 p.m. on the preceding Wednesday for material requiring typing or other preparation, and not later than 5:00 p.m. on the preceding Thursday for material requiring reproduction only.

Any Board member or Board appointed staff member may request an item be considered for inclusion on the agenda for Board consideration. The District Clerk shall prepare the agenda according to the order of business as determined by the General Manager who will confirm the agenda with the Board President.

Items proposed to be added to the special orders of the day, consent calendar or regular business of the Board agenda require the Board President's agreement. If the Board President does not agree, the item would be agendaized at a subsequent meeting for the full Board to specifically discuss whether to entertain the item at a future meeting. The full Board may then discuss whether to place the item on a future agenda. Four (4) or more members of the Board must vote in favor of placing an item on a future agenda. The Board President in good faith will make every effort to place the item on the first available Board agenda in consultation with the General Manager. A copy of the agenda and all available supporting materials shall be electronically available by 5:00 p.m. on the Friday preceding each regular Board meeting or delivered by 7:00 p.m. on the Saturday preceding each regular Board meeting. Supplementary materials may be received by the District Clerk after that time, provided the matter refers to an already agendaized item.

Agendas will be available with no charge upon request to public officials, newspapers in the District, and members of the public at the District office by 9:00 a.m. on the Monday preceding the regular meeting. Agendas will be posted in a location that is freely accessible to members of the public and posted on the District's website at least 72 hours before a regular meeting or at least 24 hours before a special meeting.

Supporting materials (reports, memoranda, resolutions, nonconfidential written communications to the Board, and other informational materials not previously published or distributed) may be obtained upon request by public agencies, newspapers in the District and members of the public at the District office by 9:00 a.m. on the Monday preceding the regular meeting, and 24 hours before a special meeting.

Written materials distributed during a public meeting by any person in connection with a matter subject to discussion or consideration shall be made available for inspection at the meeting if prepared by District staff or by a member of the Board, or immediately after the meeting if prepared by some other person.

Absent extraordinary circumstances, communications to the Board from members of the public shall be deemed nonconfidential. A memorandum from the General Manager explaining the justification for this decision “not to distribute materials to members of the public” shall accompany the written communications when sent to the Board. There will be no charge for the materials if available; otherwise the cost of reproduction will be charged.

No action or discussion shall be undertaken on any item not appearing on the posted agenda by the Board, provided that matters deemed to be of an urgent nature by a two-thirds vote of the Board, (or, if less than two-thirds of the Board members are present a unanimous vote of those members present) with an explanation stated as to the urgency, may be acted upon. (See also Government Code § 54954.2.)

Board Member Requests to Place Matters on the Agenda for Reconsideration

Recognizing that reconsideration of prior Board actions may consume additional Board and staff time, reconsideration may only occur in special circumstances subject to the rules in this Section. If the Board has previously voted on a matter, a Board member may place a request for reconsideration of the prior Board action on the agenda if that member voted on the prevailing side. A motion to reconsider may be made at the same meeting such action was taken, the next Regular Board meeting, or any intervening Board meeting. If the motion to reconsider is made and approved at the same meeting the action was taken, the matter may be reconsidered at that meeting, at the next Regular Meeting, or any intervening Board meeting, at the discretion of the Board of Directors. The maker of the motion shall specifically articulate the new information, analysis and/or circumstances that warrant(s) reconsideration of the prior action. After a motion to reconsider has been made and approved by a majority of the Board, unless the matter is reconsidered at the same meeting Board action was taken, the District Clerk shall place the prior Board action on the Board agenda for reconsideration at the next Regular Meeting, an intervening Board meeting, or at the earliest feasible Board meeting if it is infeasible to agendize the matter at the next Regular Meeting, unless otherwise directed by the Board. The agenda, public notification and staff report for the reconsideration of the prior action shall clearly state that the item has been previously acted upon by the Board and is being reconsidered by the Board. Action on the reconsideration of the prior action shall adhere to regular Board policies and practices as if the item was being heard for the first time. The reconsideration rules contained in this Section shall not limit the Board’s inherent legislative authority to rescind, amend, repeal, or otherwise nullify a prior Board action at a subsequent Board meeting. The reconsideration rules in this Section are not applicable to Board-appointed employees or their designees who may agendize matters for reconsideration, amendment, rescission, or repeal if deemed necessary to efficiently conduct District business or accomplish the District’s mission.

Order of Business

The order of business shall be determined by the General Manager for the purpose of preparing meeting agendas, using the following format, unless in the General Manager's opinion, a different order would be more appropriate:

1. Roll Call
2. Pledge of Allegiance
3. Oral Communications
4. Special Orders of the Day
5. Adoption of Agenda
6. Adoption of Consent Calendar
7. Approval of Minutes (Consent Item)
8. Written Communications (Consent Item)
9. Unfinished Business
10. Public Hearings
11. Board Business
12. Informational Reports—Directors and Staff
13. Closed Session
14. Adjournment

The order of business as set forth in the meeting agenda shall not be departed from except by consent of the majority of the Board.

Roll Call

Before proceeding with the business of the Board, the District Clerk or minute taker shall call the roll of the Board of Directors, and the names of those present shall be entered into the minutes.

Pledge of Allegiance

The Pledge of Allegiance shall be recited at the first meeting of July, and a special presentation shall be made at that time.

Oral Communications—Public

Members of the public may address the Board under the category Oral Communications during meetings on any matter not on the agenda concerning the affairs of the District. The presiding member of the Board may limit the duration of time the speaker may have to speak under this section as necessary and appropriate for the orderly management of the meeting, which under normal circumstances will be three minutes. If the Oral Communications category exceeds fifteen minutes, the President, with the approval of the Board, may delay additional oral communications to a designated time later in the meeting. Members of the public may address the Board on any agenda item when that item is considered by the Board.

Absent extraordinary circumstances, the Board will not discuss oral communication items unless the communication relates to an item appearing on the agenda for that meeting. The Board may briefly respond, ask questions for clarification, provide information resource

references, request staff to report back at a future meeting, or place the item on the agenda of a future meeting.

A member of the public may request under oral communications that an item be removed from the consent calendar.

At beginning of each meeting, the President shall make a statement outlining the procedures for public comment.

Special Orders of the Day

Any Board member or Board appointed staff member may schedule special presentations, introductions or other activities deemed appropriate to this category, which shall be placed on the agenda by the District Clerk.

Adoption of Agenda

The Board shall determine the order of business to be considered at regular meetings, including placement of items removed from the consent calendar, and shall adopt the agenda, with additions or deletions. Only items of an urgent nature may be added to the agenda at this time, provided that any action be taken pursuant to the Agenda Section of this Policy.

Adoption of Consent Calendar

The following items shall normally be included on the consent calendar: 1) approval of minutes; 2) written communications; and 3) agenda items that the General Manager deems do not require Board discussion. All items on the consent calendar shall be approved by one motion unless a request is made by a Board member to remove an item from the consent calendar for separate discussion. A member of the public may request under oral communications that the Board remove an item from the consent calendar for separate discussion.

Board members, the General Manager, and members of the public may request that an item be removed from the Consent Calendar during consideration of the Consent Calendar.

Board members may ask brief questions for clarification or make brief statements on an item without removing it from the Consent Calendar.

Board members may vote "no" on Consent Calendar items without pulling them from the Consent Calendar by asking that the minutes reflect a "no" vote on a specified agenda item.

Approval of Minutes (Consent Item)

Unless removed from the consent calendar by a member of the Board or the public, the minutes of the previous Board meeting(s) shall be approved without reading during the adoption of the consent calendar, provided that the District Clerk has previously furnished each member of the Board with a copy.

Written Communications (Consent Item)

The District Clerk is authorized to receive and open all mail addressed to the Board of Directors from members of the public. Any such written communication addressed to the Board shall be reproduced and distributed in the next regular mailing to the Board members and to members of the press who have requested supporting materials (see the Agenda Section of this Policy).

All written communications, unless they relate to an item on the agenda, must be received no later than 5:00 p.m. on the Tuesday the week preceding a Board meeting in order to be distributed with the agenda and supporting materials and considered by the Board at the forthcoming meeting. If, in the opinion of the General Manager, a written communication should not be distributed with the agenda and supporting materials without a draft response, which has yet to be prepared, the written communication may be distributed later, but no later than at the forthcoming Board meeting. Written communications not directly related to an item on the agenda received after the 5:00 p.m. Tuesday deadline may be distributed with the agenda and supporting materials and considered by the Board at the forthcoming meeting if, in the opinion of the General Manager, time is of the essence for consideration of the written communication by the Board. Written communications directly related to an item on the agenda will be accepted for distribution up to 3:00 p.m. on the day of the meeting. Written communications directly related to an item on the agenda but received after 3:00 p.m. on the day of a meeting must be accompanied by thirty copies for distribution in order to be considered by the Board as written communication at the meeting.

Draft replies to written communications which have not been considered by the Board may be submitted with the written communication, provided such draft replies are labeled as follows: "Draft Response prepared by Staff." Any member of the Board may request that such written communication be placed on the agenda as an emergency item in accordance with the Agenda Section of this Policy for consideration by the Board.

The Board shall consider the recommendation of the General Manager and determine whether a written communication shall be placed on the agenda in accordance with the procedures of the Agenda Section of this Policy, considered in connection with an item already on the agenda, and/or referred to a committee, a Director or staff for simple acknowledgement, response or draft response or shall determine that an adequate response has been made.

A written communication addressed to an individual Director may, at the discretion of the individual Director, be considered a personal letter, a written communication or may be relayed to the members of the Board as an informational item.

Members of the public may read written communications into the District's record during oral communications at a regular meeting and offer explanations of any such document. The presiding member of the Board may limit presentations of the speakers, including the reading of a written communication, to three minutes. Written communications received at a regular Board meeting shall be reproduced and distributed to absent Board members and to members of the press who have requested supporting materials no later than the next regular mailing to the Board. Written communications which are distributed to the Board at a time other than a regular mailing shall be distributed to members of the press who have requested supporting

materials within two working days of when they are sent to the Board. Written communications accompanied by an extraordinary quantity of attachments may, at the discretion of the General Manager, be duplicated and distributed with some or all the attachments excluded. The General Manager shall note on the written communication or in an accompanying memorandum that the entire written communication, including attachments is available at the District office for public review. The General Manager shall determine the most appropriate method for presenting the attachments to the Board of Directors. Copies of the excluded attachments will be made available on the same basis as any other public record.

If a Board member represents the District before another agency or organization, the Board member shall represent the majority position of the Board.

When contacting another agency or organization in a personal capacity, Board members should indicate that his/her comments are given as an individual and not as an official representative of the District Board of Directors.

Unfinished Business

When a regular meeting is adjourned before the completion of the agenda, all unfinished items shall be listed under Unfinished Business on the next regular Board meeting agenda, at the discretion of the General Manager or unless otherwise designated by a majority of the Board.

Public Hearings

Any matter which, in the opinion of the Board of Directors, President, or General Manager requires notice to and response by members of the public may be placed on the agenda under this category.

During consideration of agenda items the following sequence is to be adhered to, unless specific exceptions are agreed to by the Board:

1. Presentation on agenda item;
2. Board and staff members may ask questions for clarification, followed by preliminary Board comments and discussion if any;
3. Public Comment period;
4. Board discussion and deliberations; additional comment from public only when requested by Board members and directed through the presiding officer;
5. Board action on agenda item.

Persons addressing the Board should be requested to state their names and city for the record.

Persons who are recognized should address the Board from the lectern microphone (when attending the meeting in person) prior to speaking, not speak from their seats.

The person recognized by the President should address the Board, not staff members or other audience members. There should not be a dialogue between audience members and staff, or between audience members. Public comments and questions should be directed through the President.

Only one person at a time should address the Board; other audience members should wait to be recognized before speaking. The President should discourage out-of-turn speaking by the public.

At the close of public comment, the President should indicate that the matter is now returned to the Board for deliberation and decision.

Board Business

These are business items being presented to the Board for consideration that do not fall under the category of Unfinished Business (see the Unfinished Business Section of this Policy). Action in the form of an ordinance, resolution, motion or direction to staff may be required for items in this category.

Informational Reports—Directors and Staff

Informational, short reports by Directors and staff members on items of interest to the District may be given under this category. No action is expected but could occur at a regular meeting with a vote as required by the Agenda Section of this Policy.

Informational reports should be restricted to brief announcements or reports related to District business and shall generally be no more than three minutes per person. There shall be no action or discussion concerning Informational Reports.

Board members may refer a matter to staff, request staff to report back to the Board at a future meeting as an informational report or place the matter on a future agenda.

Informational reports of a personal nature that are unrelated to District business should not be shared during a public meeting.

Fees Charged for Special Mailings

Reasonable fees may be charged by the General Manager for reproducing and mailing materials on special projects.

Board Policy Manual

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| Guidelines for Board-Staff Working Relationships | Policy 2.01 Chapter 2 – District Personnel & Board Support |
| Effective Date: 11/20/91 | Revised Date: 12/14/2022 |
| Approved by Board Action: | |
| Prior Versions: 11/20/91, 4/9/92, 1/11/93, 8/26/93, 2/14/96, 4/9/97, 1/28/98, 10/25/04, 1/28/09, 11/13/13, 9/23/15 | |

Purpose

To set forth the guidelines and procedures for working relationships between District staff and the District's Board of Directors. The Board of Directors is the policy-making body of the District, while the General Manager is the administrative head of the agency under direction of the Board of Directors. One of the primary functions of the General Manager is to oversee the work of the agency staff in executing Board policy and other Board direction. Each District staff member ultimately takes guidance and direction from the General Manager and is hired with General Manager final approval and their performance evaluations are reviewed and completed with final sign-off from the General Manager.

Policy

Neither the Board President nor Board of Directors shall direct, request, or attempt to influence either directly or indirectly, the hiring, termination, or discipline of any person of employment by the General Manager or in a manner interfere or prevent the General Manager from exercising individual judgement in the personnel matters pertaining to District staff. Issues concerning the performance of an employee must be directed to the General Manager. Except for the purpose of obtaining information that already exists, the Board members are to work through the General Manager or designee for other types of requests and solicitations of new information. Board members should refrain from giving direct orders or instructions to any subordinates of the General Manager. Any information requested by any Board member shall be distributed by the District Clerk or the General Manager to all Board members, as appropriate, to ensure all are privy to the information.

Board member Inquiries and Requests for Information**A. General**

Board communications with District staff should be limited to normal District business hours unless the circumstances warrant otherwise. Responses to Board member questions posed outside of normal business hours should be expected no earlier than the next business day. A request for information, records, written work or analysis by District staff with support work of up to one (1) hour will be provided. Requests over one hour must be approved by the Board at a future Board meeting.

The General Manager can authorize a deviation from this policy if he/she determines that the request needs to be filled before the Board next meets.

Board members and management will endeavor not to surprise each other with important information.

Any Board member will advise the General Manager when he/she feels staff is attempting to direct or set Board policy.

B. Routine Requests for Information and Inquiries.

Board members may contact staff directly for information made readily available to the general public on a regular basis by District staff (e.g., “What is a specific preserve’s hours of operation?” or “How does one request a permit for camping at Black Mountain?”). Under these circumstances staff shall treat the Board member no differently than they would the general public, and the Board member shall not use their elected status to secure preferential treatment. The General Manager generally does not need to be advised of such contacts.

C. Non-Routine Requests for Readily Available Information.

Board members may also contact staff directly for easily retrievable information *not routinely requested by the general public* so long as it does not require staff to discuss the issue or express an opinion (e.g., “How many permits were issued for Black Mountain this year?” or “Under what circumstances does the District lower its flags to half mast?”). The General Manager generally does not need to be advised of such contacts.

D. Non-routine Requests Requiring Special Effort.

If an individual Board member suggests that staff time be spent on a project not previously approved by the Board, he/she will contact the General Manager. The General Manager will then make an initial assessment of the project, evaluating its consistency with established goals and policies, effects on other projects, and availability of staff and financial resources including the approximate amount of staff time required to complete the assignment. The General Manager will then communicate the information to the Board and obtain Board majority approval prior to proceeding with more in-depth assessment taking more than one hour of staff time, or proceeding with the project. Responses to such requests shall be copied to all Board members, the General Manager, the General Counsel as appropriate, and affected Department Managers.

E. Questions Regarding Board Reports.

Where possible, Board members should forward any questions regarding staff Board reports to the General Manager and District Clerk at least 36 hours in advance of the Board meeting for which that item is agendaized. Questions should be limited to those needed for the Board member to make a decision on the recommendation(s) in the Board report. All responses shall be provided to all Board members, General Counsel, and members of the public. Questions received less than 36 hours prior to a Board meeting may be responded to at the Board meeting. During Board meetings, any questions from Board members having to do with non-agenda items shall be directed to the General Manager for follow-up.

F. Meeting Requests.

Any Board member request for a meeting with staff must be directed to the Board's appointees. When in doubt about the appropriateness of a communication with staff, Board members shall ask the General Manager for advice.

Volunteer Related Interactions

Board members may serve in District volunteer programs under the same terms and conditions as any member of the volunteering public. When volunteering, they agree to conduct themselves as would any other member of the volunteering public. They will accept all direction from staff members organizing the volunteer activity. Staff conducting volunteer activities will treat Board members as they would any other volunteer, and will bring any difficulties to the Department Manager or General Manager for resolution.

Public Related Interactions

1. Board members shall treat staff professionally and will refrain from publicly reprimanding staff members. Any concerns about employee performance should be discussed privately with the General Manager. Staff members shall treat members of the Board professionally.
2. The Board shall not prohibit public criticism of its policies, procedures, programs or services, but shall request members of the public to refrain from personal attacks upon individual staff members.
3. District staff shall acknowledge the Board as having the final authority to make policy decisions. The Board of Directors shall acknowledge staff as implementing and administering the Board's policies through the General Manager.
4. Board appointees will actively support and implement Board decisions through their staff.