



# STAFF REPORT

---

**Meeting Type:** Board of Directors  
**Title:** Ranger John McConneloug Retirement Resolution  
**From:** Shaun Horne, Director of Watershed Resources  
**Through:** Ben Horenstein, General Manager  
**Meeting Date:** February 3, 2026

---

**TYPE OF ITEM:**        X        Action                      Information

**RECOMMENDATION:** Approve Retirement Resolution for Ranger John McConneloug

**SUMMARY:** Ranger John McConneloug is retiring from the District after 20 years of service with Marin Water. Staff is requesting that the Board of Directors approve a Resolution acknowledging Ranger McConneloug's 20 years of services as a Marin Water Ranger.

**DISCUSSION:** At the time Marin Municipal Water District began operations in November 1916, it inherited watershed lands previously patrolled by private *Lake Keepers* and *patrolmen* from predecessor water companies. These early staff were responsible for guarding watershed lands, preventing trespass, and performing basic maintenance and fire patrol duties. In 1917, the District formally began hiring *Patrolmen* and *Lakekeepers* to oversee its growing watershed property, including fire prevention and general patrol. By 1968, the District was still using patrolmen, but *Lakekeepers* were phased out and replaced with *Recreation Attendants*. Throughout these decades, the patrol functions continued to evolve with watershed stewardship, visitor safety, and fire response as core duties. In 1974–1975, the District reorganized watershed staffing, separating patrol and maintenance, and officially establishing the Land Management Division. Job classifications were split between Rangers and watershed maintenance workers. In 1975, the title *Patrolman* began to transition toward *Park Ranger*, reflecting broader duties beyond simple patrol.

During the 1980s and 1990s, Park Rangers increasingly received emergency medical (EMT) and wildland fire training. By 2004, all Park Rangers were certified as EMTs. From 2002–2003 onward, formal memoranda of understanding were established with the Marin County Fire Department, integrating District resources into larger local fire response efforts. The Park Ranger program became a California POST (Peace Officers Standards and Training) accredited in 2010, and the District was recognized as part of FIRESCOPE (a statewide mutual aid fire response system). Rangers serve as peace officers, wildland firefighters, EMTs, search-and-rescue specialists and more. The District's Rangers trace more than a century of evolution from informal watershed keepers to a professional ranger force

with public safety, natural resource stewardship, and enforcement authority integrated into watershed management and emergency response across the Mt. Tamalpais watershed.

Ranger McConneloug has been working as a Ranger for over 25 years and served the District for more than 20 years as a Watershed Ranger on Mt. Tamalpais. During this time, he experienced and contributed to much of the evolution of the Ranger position and division, while working extensively on the Mt. Tamalpais Watershed and supporting the security of the District's water distribution infrastructure. Ranger McConneloug played an active role in interpretive education and watershed stewardship on Mt. Tamalpais. He routinely led family-friendly educational hikes, including programs such as *"Newts to Roots"* at Lake Lagunitas, promoted responsible recreation through engagement at *Slow and Say Hello* outposts, shared the history and stories of the mountain with visitors, and enforced trail and watershed regulations. He is widely acknowledged by fellow Rangers as technically sophisticated, highly capable, and dependable in complex field operations. His peers recognize his strong command of equipment, procedures, and evolving technologies, as well as his ability to apply this expertise effectively in challenging watershed and Mt. Tamalpais environments. Ranger McConneloug is perhaps best known for developing the District's Bike Patrol Program and integrating E-Bikes into the Bike Patrol program to improve efficiency, response, and effectiveness of the Rangers.

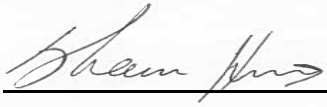

Staff is requesting that the Board of Directors approve a Resolution acknowledging Ranger McConneloug's 20 years of services as a Marin Water Ranger.

**ENVIRONMENTAL REVIEW:** None.

**FISCAL IMPACT:** None.

**ATTACHMENT(S):**

1. Proposed Resolution

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
Watershed	 Shaun Horne Watershed Resources Director	 Ben Horenstein General Manager