

**1. Can you send the newest 30 year scenario that our controller prepares?**

Most recent file is attached in response.

**2. (p. 4) can you break down the \$2.25 million increase in salaries and benefit by cost of living, new positions, etc.?**

The table below breaks down the \$2.25 million increase in salaries and benefits. Of note, the budget incorporates all approved positions that are currently vacant, or were added during FY2018-19, at 100% for FY2019-20. New positions are budgeted for nine months of the year at the highest step (to be conservative we budget new positions at step 10 but try to hire at step 4 or lower). A final note on MAA reimbursable labor: the District is expecting lower labor reimbursements than last year. A majority of MAA projects are in the design phase verses construction; labor is only reimbursed for construction.

<b>NET Change from FY2018-19 to FY2019-20</b>	<b>2,247,968</b>
3% COLA	541,582
2.5% Step Increases	451,319
New Positions (S&B) at 9 months	426,727
Full Staffing for all other Positions	314,918
<b>Subtotal Salary shifts</b>	<b>1,734,546</b>
OPEB	(128,000)
Benefits	334,402
Workers Comp & Unemployment	(94,668)
Director Fees	7,000
<b>TOTAL</b>	<b>1,853,280</b>
Change in MAA Labor	394,688
<b>GRAND TOTAL</b>	<b>2,247,968</b>

**3. (p. 4) special projects crew - how many do we have and at what classification?**

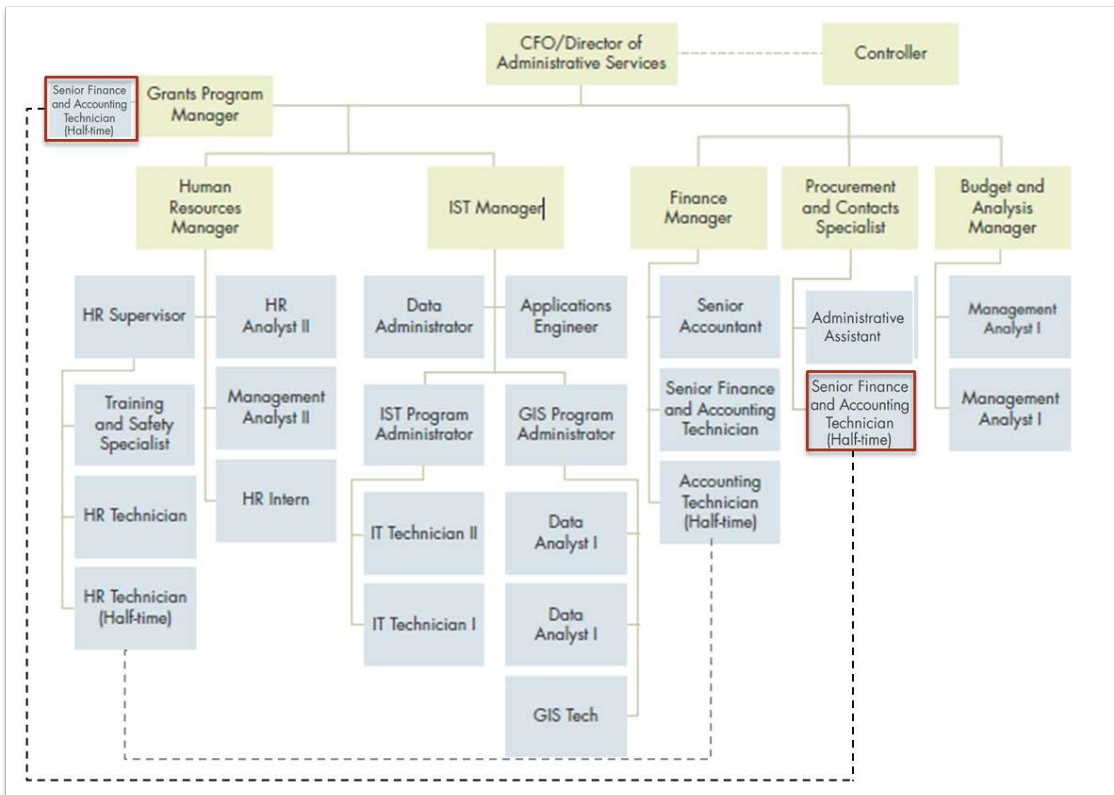
- Capital Field Projects Manager (1 at Range 31)
- Maintenance Supervisors (2 at Range 35)
- Equipment Mechanic Operators (3 at Range 28)
- Lead Open Space Technicians (2 at Range 24)
- Open Space Technicians (4 at Range 20)

**4. a new org chart would be great and perhaps a link to a table with all the positions/salary range (maybe these are included - )**

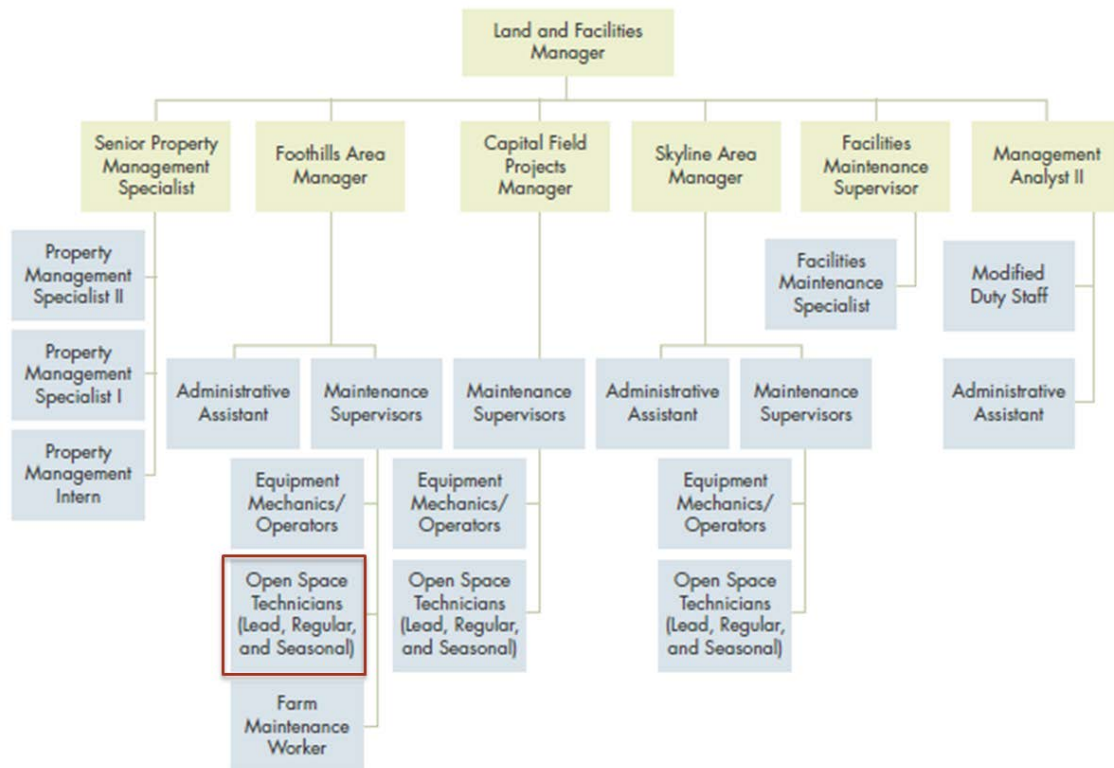
District org charts as of early May 2019 are attached in response. Additionally, new positions are shown below, in their respective department pages (Attachment 4, Section IV of the FY2019-20 Budget Book) and will be highlighted during the meeting on May 14, 2019. A link to the Classification and Compensation salary schedule is below.

[https://www.openspace.org/sites/default/files/hr\\_SalarySchedule.pdf](https://www.openspace.org/sites/default/files/hr_SalarySchedule.pdf)

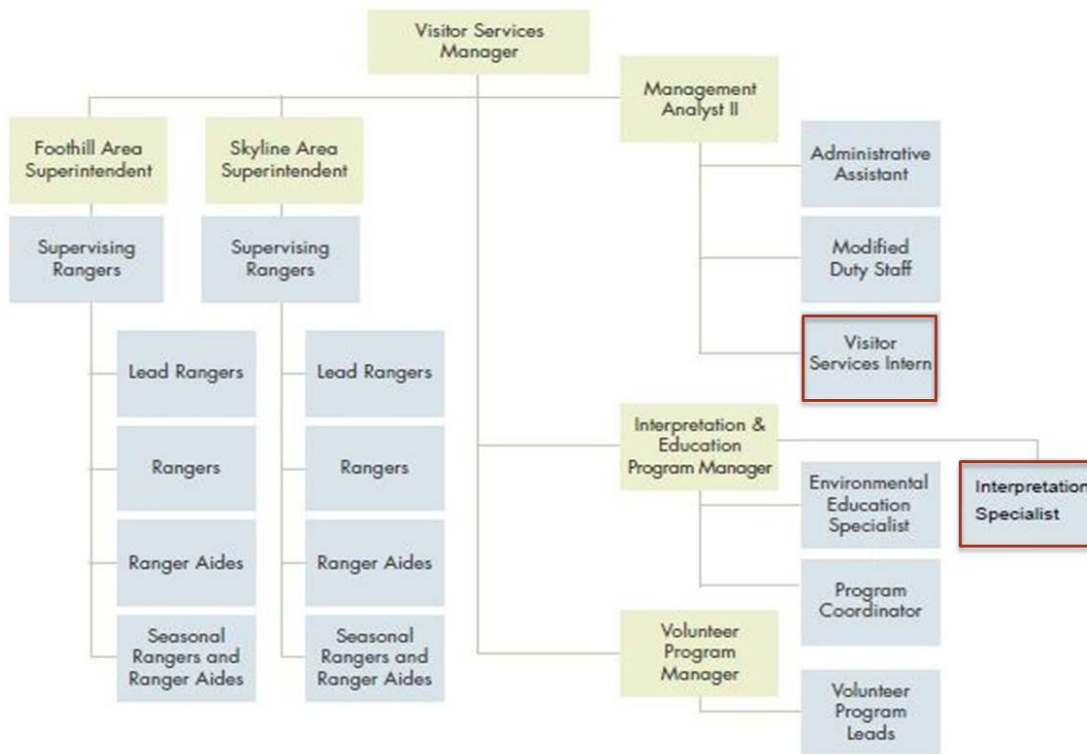
## Administrative Services:



## Visitor & Field Services: Land & Facilities



## Visitor & Field Services: Visitor Services



**5. (p. 8) new interpretative specialist @ \$169,000/year - how was this determined and how does it compare to other visitor service positions?**

In FY2019-20 total compensation for this position is budgeted at \$103,000 (9 months; \$77,000 in salary at range 31 step 10, and \$26,000 in taxes and benefits). Annualized for FY2020-21 this position will cost around \$141,000 (includes a 3% COLA). The \$169,000 amount referenced for FY2020-21 in the ABC report was overstated; essentially the annualized position was annualized. Since this amount is a projection for FY2020-21, the budget for FY2019-20 is not impacted.

Human Resources staff researched the level of compensation based on the job specifications for the classification. This position was budgeted at the same range as the Environmental Education Specialist and a Management Analyst I. We budget conservatively at top step (10) but try to hire at step 4 or below. This position will be working with the Environmental Education Specialist, and reporting to the same program manager.

**6. (p. 5) Gordon Ridge large land acquisition is not eligible for AA - why not eligible for regional redwoods project - I didn't remember it had such specific boundaries.**

There are no redwoods on the property and it is not located in the Pescadero Watershed. The property is located directly next to Tunitas Creek OSP, which coincides with *Portfolio 32 Tunitas Creek: Additional Watershed Preservation & Conservation Grazing*.

The property includes:

- Protection of Lower San Gregorio Watershed Steelhead & Coho Salmon Habitat
- Agricultural Protection & Conservation Grazing

# MROSD 30 YEAR CASH FLOW PROJECTION (FY19-48)

30YRCF031119

(\$Millions)      TAX GROWTH (\*): **3.5 %**      NON-MAA CAPEX BASE: **\$4.5 M**      22-32 RESERVE INCR: **\$22 M**  
 3/11/19      OPEX GROWTH: **5.5 %**      NON-MAA CAPEX GR: **4.0 %**      OTHER REVENUE GR: **2 %**  
 OPEX GR > TAX GR: **2.0 %**      GRANTS/MAA CAPEX: **6 %**      Occupy all of AO: **31-32**

FISCAL YEAR:	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27	27-28	28-29	29-30	30-31	31-32	32-33	FY19-33
BEGINNING GEN CASH	57.94	75.94	52.51	50.10	45.81	33.93	47.85	54.81	61.45	67.61	73.55	79.22	86.15	92.52	97.54	100.93	
TAX REVENUE	45.35	49.09	52.05	54.13	56.03	57.99	60.02	62.12	64.29	66.54	68.87	71.28	73.78	76.36	79.03	81.80	973.4
NET LEASE REVENUE		0.50	1.00	0.50		0.70	0.75	0.80	0.82	0.83	0.85	0.87	0.88	0.90			9.4
SALE OF BUILDING						10.00											10.0
OTHER REVENUE	<u>3.29</u>	<u>3.20</u>	<u>3.10</u>	<u>3.16</u>	<u>2.90</u>	<u>2.96</u>	<u>3.32</u>	<u>3.38</u>	<u>3.45</u>	<u>3.52</u>	<u>3.59</u>	<u>3.66</u>	<u>3.74</u>	<u>3.81</u>	<u>3.89</u>	<u>3.96</u>	51.6
OPERATING REVENUES	48.64	52.79	56.15	57.79	58.93	71.65	64.08	66.30	68.56	70.89	73.31	75.81	78.40	81.07	82.92	85.76	1044.4
OPERATING EXPENSES	27.46	31.00	33.56	35.91	37.89	39.47	41.64	43.93	46.35	48.90	51.59	54.42	57.42	60.57	63.91	67.42	714.0
<i>Operating Exp/Taxes</i>	61%	63%	64%	66%	68%	68%	69%	71%	72%	73%	75%	76%	78%	79%	81%	82%	
NON-MAA CAPEX	2.26	5.30	11.30	8.20	4.78	4.98	5.17	5.38	5.60	5.82	6.05	6.30	6.55	6.81	7.08	7.36	96.7
NEW FACILITIES	3.15	32.60	3.30	7.30	17.40	1.00											61.6
DEPOSITS/ADJUSTMTS	0.75	-3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-3.7
NON-MAA DEBT SERVICE	<u>8.84</u>	<u>11.02</u>	<u>10.40</u>	<u>10.68</u>	<u>10.74</u>	<u>12.28</u>	<u>10.31</u>	<u>10.34</u>	<u>10.46</u>	<u>10.23</u>	<u>10.00</u>	<u>8.16</u>	<u>8.06</u>	<u>8.67</u>	<u>8.54</u>	<u>8.36</u>	148.3
NON-MAA SPENDING	<u>42.46</u>	<u>76.22</u>	<u>58.56</u>	<u>62.09</u>	<u>70.81</u>	<u>57.73</u>	<u>57.13</u>	<u>59.65</u>	<u>62.41</u>	<u>64.95</u>	<u>67.64</u>	<u>68.88</u>	<u>72.02</u>	<u>76.06</u>	<u>79.52</u>	<u>83.15</u>	1016.8
OPERATING CASH FLOW	6.18	-23.43	-2.41	-4.30	-11.88	13.92	6.96	6.65	6.15	5.94	5.67	6.93	6.37	5.01	3.39	2.62	27.6
BOND PROCEEDS (NET)	<u>11.82</u>																0.0
ENDING GENERAL CASH	75.94	52.51	50.10	45.81	33.93	47.85	54.81	61.45	67.61	73.55	79.22	86.15	92.52	97.54	100.93	103.55	
COMMITTED RESERVES	<u>42.30</u>	<u>23.10</u>	<u>20.40</u>	<u>20.70</u>	<u>16.00</u>	<u>18.00</u>	<u>20.00</u>	<u>22.00</u>	<u>24.00</u>	<u>26.00</u>	<u>28.00</u>	<u>30.00</u>	<u>32.00</u>	<u>34.00</u>	<u>36.00</u>	<u>38.00</u>	
AVAILABLE GEN CASH	33.64	29.41	29.70	25.11	17.93	29.85	34.81	39.45	43.61	47.55	51.22	56.15	60.52	63.54	64.93	65.55	
BOND PROCEEDS (NET)	50.00			50.00			30.00			25.00			25.00			25.00	155.0
GO BOND DEBT SERVICE	2.59	2.59	5.64	6.46	7.21	7.70	8.60	9.75	9.99	10.52	11.49	11.49	12.03	12.99	12.98	13.53	143.0
GO BOND TAX REVENUE	2.45	5.14	5.35	6.78	7.57	8.09	9.02	10.23	10.49	11.05	12.06	12.06	12.63	13.64	13.63	14.21	152.0
INTEREST LESS COI	0.40	1.13	1.15	0.30	0.80	0.40	0.20	0.60	0.35	0.20	0.55	0.33	0.20	0.55	0.35	0.20	7.3
MAA CAPEX	11.79	11.00	17.00	21.00	27.00	25.00	12.00	12.00	12.00	10.00	10.00	9.50	10.00	10.00	9.50	10.00	206.0
LESS: GRANT INCOME	<u>1.06</u>	<u>0.50</u>	<u>2.00</u>	<u>1.76</u>	<u>1.62</u>	<u>1.50</u>	<u>0.72</u>	<u>0.72</u>	<u>0.72</u>	<u>0.60</u>	<u>0.60</u>	<u>0.57</u>	<u>0.60</u>	<u>0.60</u>	<u>0.57</u>	<u>0.60</u>	13.7
<b>NET MAA CAPEX</b>	<b>10.73</b>	<b>10.50</b>	<b>15.00</b>	<b>19.24</b>	<b>25.38</b>	<b>23.50</b>	<b>11.28</b>	<b>11.28</b>	<b>11.28</b>	<b>9.40</b>	<b>9.40</b>	<b>8.93</b>	<b>9.40</b>	<b>9.40</b>	<b>8.93</b>	<b>9.40</b>	192.3
BOND REIMBURSEMENT	<u>15.80</u>	<u>11.10</u>	<u>15.00</u>	<u>19.24</u>	<u>25.38</u>	<u>23.50</u>	<u>11.28</u>	<u>11.28</u>	<u>11.28</u>	<u>9.40</u>	<u>9.40</u>	<u>8.93</u>	<u>9.40</u>	<u>9.40</u>	<u>8.93</u>	<u>9.40</u>	192.9
<b>MAA FUND CASH</b>	<b>51.37</b>	<b>43.95</b>	<b>29.81</b>	<b>61.19</b>	<b>36.97</b>	<b>14.26</b>	<b>33.61</b>	<b>23.42</b>	<b>12.99</b>	<b>29.31</b>	<b>21.04</b>	<b>13.01</b>	<b>29.41</b>	<b>21.21</b>	<b>13.28</b>	<b>29.75</b>	
BOND PREMIUM CASH	3.70	1.64	0.01	1.50	0.50	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
ENDOWMENT CASH	<u>1.54</u>	<u>1.46</u>	<u>1.37</u>	<u>1.30</u>	<u>1.23</u>	<u>1.16</u>	<u>1.08</u>	<u>1.01</u>	<u>0.93</u>	<u>0.86</u>	<u>0.78</u>	<u>0.70</u>	<u>0.62</u>	<u>0.54</u>	<u>0.46</u>	<u>0.38</u>	1.17
ENDING TOTAL CASH	132.55	99.56	81.29	109.80	72.63	63.26	89.75	85.88	81.52	103.72	101.03	99.85	122.55	119.28	114.66	133.67	
<b>CUMM MAA CAPEX</b>	<b>54.3</b>	<b>65.3</b>	<b>82.3</b>	<b>103.3</b>	<b>130.3</b>	<b>155.3</b>	<b>167.3</b>	<b>179.3</b>	<b>191.3</b>	<b>201.3</b>	<b>211.3</b>	<b>220.8</b>	<b>230.8</b>	<b>240.8</b>	<b>250.3</b>	<b>260.3</b>	

[\*] Starting in 2021-22; 7.2% in 2018-19, 6.0% in 2019-20 and 4.0% in 2020-21

# MROSD 30 YEAR CASH FLOW PROJECTION (FY17-46)

30YRCF031119

3/11/19  
(\$Millions)

TAX GROWTH: **3.5** %      NON-MAA CAPEX BASE: **\$4.5 M**      32-46 RESERVE INCR: **\$1.00 M/year**  
 OPEX GROWTH: **4.50** %      NON-MAA CAPEX GR: **4.0** %      GRANTS/MAA CAPEX: **6** %  
 OPEX GR > TAX GR: **1.00** %      OTHER REVENUE GR: **2** %

FISCAL YEAR:	32-33	33-34	34-35	35-36	36-37	37-38	38-39	39-40	40-41	41-42	42-43	43-44	44-45	45-46	46-47	47-48	FY34-48
BEGINNING GEN CASH	100.93	103.55	105.98	109.18	110.93	112.64	116.53	123.39	130.57	136.97	144.61	149.53	152.93	155.21	158.07	157.83	
TAX REVENUE	81.80	84.66	87.62	90.69	93.86	97.15	100.55	104.07	107.71	111.48	115.38	119.42	123.60	127.93	132.40	137.04	1633.6
OTHER REVENUE	<u>3.96</u>	<u>4.04</u>	<u>4.12</u>	<u>4.21</u>	<u>4.29</u>	<u>4.38</u>	<u>4.46</u>	<u>4.55</u>	<u>4.64</u>	<u>4.74</u>	<u>4.83</u>	<u>4.93</u>	<u>5.03</u>	<u>5.13</u>	<u>5.23</u>	<u>5.34</u>	<u>69.9</u>
OPERATING REVENUES	85.76	88.70	91.75	94.90	98.16	101.53	105.01	108.62	112.36	116.22	120.22	124.35	128.63	133.06	137.64	142.37	1703.5
OPERATING EXPENSES	67.42	70.45	73.63	76.94	80.40	84.02	87.80	91.75	95.88	100.19	104.70	109.41	114.34	119.48	124.86	130.48	1464.3
<i>Operating Exp/Taxes+RR</i>	82%	83%	84%	85%	86%	86%	87%	88%	89%	90%	91%	92%	93%	93%	94%	95%	
NON-MAA CAPEX	7.36	7.66	7.97	8.28	8.62	8.96	9.32	9.69	10.08	10.48	10.90	11.84	12.31	12.80	13.32	13.85	156.1
DEPOSITS/ADJUSTMTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-2.10	-0.30	-0.30	-0.30	-2.09	-0.30	-0.25	-5.6
NON-MAA DEBT SERVICE	<u>8.36</u>	<u>8.16</u>	<u>6.95</u>	<u>7.93</u>	<u>7.43</u>	<u>4.66</u>	<u>1.03</u>										<u>36.2</u>
NON-MAA SPENDING	<u>83.15</u>	<u>86.27</u>	<u>88.54</u>	<u>93.15</u>	<u>96.45</u>	<u>97.64</u>	<u>98.15</u>	<u>101.44</u>	<u>105.96</u>	<u>108.57</u>	<u>115.30</u>	<u>120.95</u>	<u>126.35</u>	<u>130.20</u>	<u>137.88</u>	<u>144.08</u>	<u>1650.9</u>
OPERATING CASH FLOW	2.62	2.43	3.21	1.75	1.70	3.89	6.87	7.18	6.40	7.64	4.92	3.40	2.28	2.86	-0.24	-1.70	52.6
<b>ENDING GENERAL CASH</b>	<b>103.55</b>	<b>105.98</b>	<b>109.18</b>	<b>110.93</b>	<b>112.64</b>	<b>116.53</b>	<b>123.39</b>	<b>130.57</b>	<b>136.97</b>	<b>144.61</b>	<b>149.53</b>	<b>152.93</b>	<b>155.21</b>	<b>158.07</b>	<b>157.83</b>	<b>156.13</b>	
COMMITTED RESERVES	<u>38.00</u>	<u>39.00</u>	<u>40.00</u>	<u>41.00</u>	<u>42.00</u>	<u>43.00</u>	<u>44.00</u>	<u>45.00</u>	<u>46.00</u>	<u>47.00</u>	<u>48.00</u>	<u>49.00</u>	<u>50.00</u>	<u>51.00</u>	<u>51.00</u>	<u>51.00</u>	
AVAILABLE GEN CASH	65.55	66.98	69.18	69.93	70.64	73.53	79.39	85.57	90.97	97.61	101.53	103.93	105.21	107.07	106.83	105.13	
BOND PROCEEDS (NET)	25.00			25.00			25.00										50.0
GO BOND DEBT SERVICE	13.53	14.49	14.49	14.99	15.98	15.97	16.47	17.47	17.47	17.46	17.46	17.46	17.46	17.45	14.90	14.90	244.4
GO BOND TAX REVENUE	14.21	15.22	15.22	15.74	16.78	16.77	17.30	18.34	18.34	18.33	18.33	18.33	18.33	18.32	15.64	15.64	256.6
INTEREST LESS COI	0.20	0.60	0.40	0.10	0.60	0.40	0.10	0.60	0.40	0.30	0.30	0.30	0.30	0.30	0.30	0.30	5.3
MAA CAPEX	10.00	10.00	10.00	10.50	10.00	10.00	10.00	10.00	9.60								80.1
LESS: GRANT INCOME	0.60	<u>0.60</u>	<u>0.60</u>	<u>0.63</u>	<u>0.60</u>	<u>0.60</u>	<u>0.60</u>	<u>0.60</u>	<u>0.58</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>4.8</u>
<b>NET MAA CAPEX</b>	<b>9.40</b>	<b>9.40</b>	<b>9.40</b>	<b>9.87</b>	<b>9.40</b>	<b>9.40</b>	<b>9.40</b>	<b>9.40</b>	<b>9.02</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>75.3</b>
BOND REIMBURSEMENT	9.40	<u>9.40</u>	<u>9.40</u>	<u>9.87</u>	<u>9.40</u>	<u>9.40</u>	<u>9.40</u>	<u>9.40</u>	<u>9.02</u>	<u>2.10</u>	<u>0.30</u>	<u>0.30</u>	<u>0.30</u>	<u>2.09</u>	<u>0.30</u>	<u>0.25</u>	80.9
<b>MAA FUND CASH</b>	<b>29.75</b>	<b>21.68</b>	<b>13.40</b>	<b>29.38</b>	<b>21.38</b>	<b>13.18</b>	<b>29.70</b>	<b>21.78</b>	<b>14.02</b>	<b>12.22</b>	<b>12.22</b>	<b>12.22</b>	<b>12.22</b>	<b>10.43</b>	<b>10.43</b>	<b>10.43</b>	
BOND PREMIUM CASH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
ENDOWMENT	<u>0.38</u>	<u>0.35</u>	<u>0.32</u>	<u>0.29</u>	<u>0.26</u>	<u>0.23</u>	<u>0.20</u>	<u>0.17</u>	<u>0.14</u>	<u>0.11</u>	<u>0.07</u>	<u>0.04</u>	<u>0.01</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	0.38
ENDING TOTAL CASH	133.67	128.00	122.90	140.60	134.27	129.93	153.29	152.51	151.13	156.94	161.82	165.19	167.44	168.50	168.26	166.55	
<b>CUMM MAA CAPEX</b>	<b>260.3</b>	<b>270.3</b>	<b>280.3</b>	<b>290.8</b>	<b>300.8</b>	<b>310.8</b>	<b>320.8</b>	<b>330.8</b>	<b>340.4</b>	<b>340.4</b>	<b>340.4</b>	<b>340.4</b>	<b>340.4</b>	<b>340.4</b>	<b>340.4</b>	<b>340.4</b>	

# MROSD PROJECTED MEASURE AA TAX RATE

3/11/19

FISCAL YEAR: **17-18** **18-19** **19-20** **20-21** **21-22** **22-23** **23-24** **24-25** **25-26** **26-27** **27-28** **28-29** **29-30** **30-31** **31-32** **32-33**

AV GROWTH (starting 21-22): **3.5** %

ASSESSED VALUE (\$B)	265.5	284.6	301.7	313.8	324.7	336.1	347.9	360.0	372.6	385.7	399.2	413.2	427.6	442.6	458.1	474.1
MAA DEBT SVC-OLD (\$M)	2.59	4.65	7.27	5.96	5.31	5.30	5.30	5.30	5.29	5.29	5.29	5.29	5.29	5.29	5.28	5.30
MAA DEBT SVC-NEW (\$M)				1.00	2.90	2.90	3.55	4.70	4.70	5.24	6.20	6.20	6.74	7.70	7.70	8.24
less Bond Premium		2.06	1.63	0.50	1.00	0.50	0.25	0.25								
NET MAA DEBT SVC		2.59	5.64	6.46	7.21	7.70	8.60	9.75	9.99	10.52	11.49	11.49	12.03	12.99	12.98	13.53
MAA TAX REVENUE	2.45	5.14	5.35	6.78	7.57	8.09	9.02	10.23	10.49	11.05	12.06	12.06	12.63	13.64	13.63	14.21
<b>TAX RATE</b>	<b>\$0.92</b>	<b>\$1.81</b>	<b>\$1.77</b>	<b>\$2.16</b>	<b>\$2.33</b>	<b>\$2.41</b>	<b>\$2.59</b>	<b>\$2.84</b>	<b>\$2.81</b>	<b>\$2.87</b>	<b>\$3.02</b>	<b>\$2.92</b>	<b>\$2.95</b>	<b>\$3.08</b>	<b>\$2.98</b>	<b>\$3.00</b>

FISCAL YEAR: **32-33** **33-34** **34-35** **35-36** **36-37** **37-38** **38-39** **39-40** **40-41** **41-42** **42-43** **43-44** **44-45** **45-46** **46-47** **47-48**

AV GROWTH: **3.5** %

ASSESSED VALUE (\$B)	474.1	490.7	507.9	525.7	544.1	563.1	582.8	603.2	624.3	646.2	668.8	692.2	716.4	741.5	767.4	794.3
MAA DEBT SVC-OLD (\$M)	5.30	5.29	5.29	5.29	5.28	5.27	5.27	5.27	5.27	5.26	5.26	5.26	5.26	5.25	2.70	2.70
MAA DEBT SVC-NEW (\$M)	8.24	9.20	9.20	9.70	10.70	10.70	11.20	12.20	12.20	12.20	12.20	12.20	12.20	12.20	12.20	12.20
NET MAA DEBT SVC	13.53	14.49	14.49	14.99	15.98	15.97	16.47	17.47	17.47	17.46	17.46	17.46	17.46	17.45	14.90	14.90
MAA TAX REVENUE	14.21	15.22	15.22	15.74	16.78	16.77	17.30	18.34	18.34	18.33	18.33	18.33	18.33	18.32	15.64	15.64
<b>TAX RATE</b>	<b>\$3.00</b>	<b>\$3.10</b>	<b>\$3.00</b>	<b>\$2.99</b>	<b>\$3.08</b>	<b>\$2.98</b>	<b>\$2.97</b>	<b>\$3.04</b>	<b>\$2.94</b>	<b>\$2.84</b>	<b>\$2.74</b>	<b>\$2.65</b>	<b>\$2.56</b>	<b>\$2.47</b>	<b>\$2.04</b>	<b>\$1.97</b>



**PUBLIC**

**BOARD OF DIRECTORS**

**Hilary Stevenson**  
General Counsel

**Ana Ruiz**  
General Manager

**Mike Foster**  
Controller

**Mazarin Vakharia**  
Asst. General Counsel

**Sue Voiss**  
Risk Management Coordinator

**Maria Soria**  
Executive Assistant/  
Deputy District Clerk

**Jennifer Woodworth**  
District Clerk/Assistant  
to General Manager

**Loana Lumina**  
Administrative Assistant

**Stefan Jaskulak**  
CFO/ Director of  
Administrative Services

**Susanna Chan**  
Project Planning & Delivery  
Assistant General Manager

**Brian Malone**  
Visitor & Field Services  
Assistant General Manager

**PUBLIC AFFAIRS**  
**Korrine Skinner, Manager**

**Melanie Askay**  
Grants Program  
Manager

**HUMAN RESOURCES**  
**Candice Basnight, Manager**

**IST**  
**Casey Hiatt (Acting), Manager**

**ENGINEERING & CONSTRUCTION**  
**Jay Lin, Manager**

**REAL PROPERTY**  
**Mike Williams, Manager**

**VISITOR SERVICES**  
**Matt Anderson, Manager**

**LAND & FACILITIES SERVICES**  
**Michael Jurich, Manager**

**Cydney Bieber**  
Public Affairs  
Specialist II

**Joshua Hugg**  
Governmental  
Affairs Specialist

**Vacant**  
HR Supervisor

**Mindy Vargas**  
HR Analyst II

**Tad Hammer**  
Data Administrator

**Johnny Baldwin**  
Applications  
Engineer

**Felipe Nistal**  
Sr. Capital Project  
Manager

**Scott Reeves**  
Sr. Capital Project  
Manager

**Allen Ishibashi**  
Sr. Real Property  
Agent

**Elish Ryan**  
Planner III

Refer to Visitor  
Services Org Chart

Refer to Land &  
Facilities Services  
Org Chart

**Peggy Gibbons**  
Public Affairs  
Specialist II

**Carmen Lau**  
Public Affairs  
Specialist I

**Heather Reiter**  
Training & Safety  
Specialist

**Rutuja Khare**  
HR Analyst II

**Owen Sterzl**  
IT Program  
Administrator

**Jamie Hawk (Acting)**  
GIS Program  
Administrator

**Leigh Guggemos**  
Capital Project  
Manager III

**Zachary Alexander**  
Capital Project  
Manager III

**VACANT**  
Real Property  
Specialist II

**Jasmine Leong**  
Administrative  
Assistant

**NATURAL RESOURCES**  
**Kirk Lenington, Manager**

**Leigh Ann Gessner**  
Public Affairs  
Specialist II

**Jordan McDaniel**  
Administrative  
Assistant

**Rose Ferrer**  
HR Technician

**VACANT**  
HR Intern

**Davin Wong**  
IT Technician II

**Francisco Lopez Tapia**  
Data Analyst I

**Tanisha Werner**  
Capital Project  
Manager III

**Sean Smith**  
Capital Project  
Manager II

**PLANNING**  
**Jane Mark, Manager**

**Coty Sifuentes-Winter**  
Sr. Resource Mgmt  
Specialist

**Matt Baldzikowski**  
Sr. Resource Mgmt  
Specialist

**FINANCE**  
**Andrew Taylor, Manager**

**Janine Ward**  
Procurement &  
Contracts Specialist

**BUDGET & ANALYSIS**  
**Carmen Narayanan, Manager**

**Luke Mulhall**  
Administrative  
Assistant

**Tina Hugg**  
Sr. Planner

**Meredith Manning**  
Sr. Planner

**Thomas Reyes**  
IPM Coordinator

**Julie Andersen**  
Resource Mgmt  
Specialist III

**Aaron Hebert**  
Water Resources  
Specialist

**Warren Chan**  
Accountant

**Kimberly Whelan**  
Administrative  
Assistant

**Lupe Hernandez**  
Management  
Analyst I

**Elissa Martinez**  
Management  
Analyst I

**Whitney Berry**  
Planner III

**Gretchen Laustsen**  
Planner III

**VACANT**  
Planner III

**Aaron Peth**  
Planner II

**Amanda Mills**  
Resource Mgmt  
Specialist II

**Karine Tokatlian**  
Resource Mgmt  
Specialist II

**VACANT**  
Natural Resources  
Intern (Half-time)

**Lisa Jenkinson**  
Accounting  
Technician  
(Half-time)

**Debbie Ledger**  
Sr. Finance &  
Accounting  
Technician

**Leilani Hufana**  
Planner II

**Melissa Borgesi**  
Planner I/II

**Sophie Christel**  
Planner I/II

**Lewis Reed**  
Resource Mgmt  
Specialist II

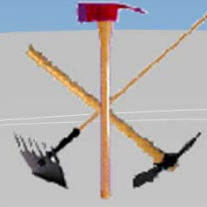
**Matt Sharp-Chaney**  
Resource Mgmt  
Specialist I

**Hayley Edmonston**  
Climate Resiliency  
Fellow

**Katarina Palermo**  
Natural Resources  
Intern (Half-time)



# Land & Facilities Services Department Organization Chart



**Michael Jurich**  
Land and Facilities Services Manager

**Michael Gorman**  
Foothills Area Manager

**Bryan Apple**  
Capital Projects Field Manager

**Craig Beckman**  
Skyline Area Manager

**Elaina Cuzick**  
Senior Property  
Management Specialist

**Susan Weidemann**  
Property  
Management  
Specialist II

**Jean Chung**  
Property  
Management  
Specialist I

**Jennifer Kavanagh**  
Admin. Asst.

**Gloria Bell**  
Admin. Asst.

**Deborah Bazar**  
Management Analyst II

**Adriana Headley**  
Admin. Asst.

**Modified Duty Staff**

**Michael Bankosh**  
Maintenance Supervisor

**Jim Mort**  
Maintenance Supervisor

**Dan Chamberlin**  
Acting Special Projects  
Maintenance Supervisor FFO

**Don Mackessy**  
Maintenance Supervisor SFO

**Grant Kern**  
Maintenance Supervisor

**Brendan Dolan**  
Maintenance Supervisor

**Omar Smith**  
Facilities Maintenance  
Supervisor

**Joe Mackessy**  
Facilities  
Maintenance  
Specialist

- Vacant Equipment Mechanic Operator
- Stephanie Towne Lead Open Space Technician
- Brian Fair Open Space Technician
- John Cifelli Open Space Technician
- Miguel Ojeda Farm Maintenance Worker

- Tom Hanson Equipment Mechanic Operator
- Vince Hernandez Lead Open Space Technician
- Ignacio Zavala Open Space Technician
- Frank Healey Open Space Technician
- Alex Rodriguez Open Space Technician

- Vacant Equipment Mechanic Operator
- Cody Fickes Lead Open Space Technician
- Steve Neighbors Open Space Technician
- Vacant Open Space Technician

- Erik Viik Lead Open Space Technician
- Ken Bolle Equipment Mechanic Operator
- Chris Perry Open Space Technician
- Holden Neal Equipment Mechanic Operator
- Trisha Marshall Open Space Technician

- Warren Jenkins Equipment Mechanic Operator
- Eric Stanton Equipment Mechanic Operator
- Brett Snider Open Space Technician
- Steve Reed Open Space Technician
- Brennon McKibbin Open Space Technician

- Steve Davison Lead Open Space Technician
- Rob Scilingo Acting Lead Open Space Technician
- Temporarily Vacant Open Space Technician
- Rich Hopp Open Space Technician
- Jessica Vizena Open Space Technician

Seasonal Open Space Technicians

Seasonal Open Space Technicians

56.5 FTEs in Land and Facilities Services  
48 Permanent Staff  
17 Seasonal Staff



41 FTEs Budgeted in Visitor Services  
 43 Actual Staff Members (including Seasonals)

Patrol Staffing (34 Badged Staff) Inc. 2 Seasonal Rangers

1 VS Manager, 2 Area Sups

5 Supervising Rangers

5 Lead Rangers

19 Rangers

Budgeted - 2 Seasonal Ranger (0.5 FTE each)

Budgeted - 2 Seasonal Ranger Aides [Not Badged] (0.5 FTE each)

**Visitor Services Department**  
**Effective May 2, 2019**  
*Numbers after names are radio call signs*

**Matt Anderson A10**  
 Visitor Services  
 Manager/Chief Ranger

