



STAFF REPORT

Meeting Type: Board of Directors
Title: Request to Fill Natural Resources Technician II (Vegetation Management)
From: Shaun Horne, Director of Watershed Resources
Through: Ben Horenstein, General Manager
Meeting Date: July 15, 2025

TYPE OF ITEM: X Action Information

RECOMMENDATION: Approve adding a Natural Resources Technician (Vegetation Management) II position as an additional Full Time Equivalent (FTE) position to be filled on an as need bases as a 2 – year limited duration assignment in the Watershed Division

SUMMARY: In 2023, the District hired a limited-term Natural Resources Technician (Tech) in the Watershed Division. Since January 2023, the Tech has tracked, coordinated and implemented important parts of the invasive plant control and rare plant protection measures identified in the District’s Biodiversity, Fire, and Fuels Integrated Plan (BFFIP).


DISCUSSION: In October 2019, the District adopted the BFFIP, and associated Programmatic Environmental Impact Report (PEIR), which describes the actions the District will implement to reduce wildfire hazards and to maintain and enhance ecosystem function. Vegetation management under the BFFIP aims to reduce fuel loads, maintain fuelbreak infrastructure, preserve defensible space, and reduce invasive weed species. Vegetation management is conducted continuously throughout the year with the chief goal of reducing fuel loads and maintaining the watershed’s biological diversity. Prior to 2023, the District utilized a specialized contractor to support invasive plant management occurring under the Early Detection Rapid Response Program (EDRR) and BFFIP on the District’s Watershed lands. To fund the Tech position the District re-allocated funds from the BFFIP contractor budget.

The Tech position is critical to supporting the District’s ongoing invasive plant mapping, monitoring, and management. Staff is requesting that the Board approve adding this FTE position to be filled as a two-year limited term position into the Watershed Division. This position requires skills in native and invasive plant identification, GIS mapping, and knowledge of invasive plant management treatment methods carried out under the BFFIP.

ENVIRONMENTAL REVIEW: Not Applicable.

FISCAL IMPACT: The Natural Resources Technician II pay with benefits ranges from \$79,720 to \$106,304. Funds for this position are budgeted in the District Operations (2504) and Capital funding for the BFFIP in the Watershed Division. Funds to support the BFFIP are currently budget and include the costs for the Tech position.

ATTACHMENT(S): None.

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