



Midpeninsula Regional
Open Space District

R-25-148
Meeting 25-30
November 12, 2025

AGENDA ITEM 10

AGENDA ITEM

Approval of Salary Adjustments and Amended Classification and Compensation Plan for Board Appointee Controller

BOARD APPOINTEE EVALUATION COMMITTEE'S RECOMMENDATIONS

As a result of the Board of Director's (Board) evaluation of the performance of the Midpeninsula Regional Open Space District's (District or Midpen) Board Appointees for Fiscal Year 2024-25 (FY25), the Board Appointee Evaluation Committee recommends the following compensation adjustments for the Controller for FY26: Adjust the Controller's base salary upward to \$80,641, plus a one-time merit pay bonus of \$4,032.

The Board Appointee Evaluation Committee recommends the adoption of a resolution approving the salary adjustments. The Board Appointee salary changes will be adopted through the Board approved Classification and Compensation Plan.

DISCUSSION

The Board Appointee Evaluation (BAE) Committee was established to conduct the evaluation process for its Appointees. The BAE Committee was instructed to serve as the District's negotiator and met with the Board Appointees to discuss their performance and compensation. The Board has three appointees: the General Manager, the Controller, and the General Counsel.

The Board, working through the BAE Committee, implemented this process and completed this year's annual evaluation of the performance of the Controller during the summer through fall of 2025.

The Board is very pleased with the Controller Mike Foster's accomplishments and overall performance in FY25. The Board relies on Mr. Foster's excellent financial oversight and independent analysis to help guide the District's effectiveness and long-term success. The Controller's robust 30-year financial model, actual-to-forecast revenue and spending analysis, 47 years of executive-level institutional knowledge, and helpful insights and advice about District policies and operations continue to be extremely valuable to the Board. The Board looks forward to continuing to work with him as Midpen's Controller over the coming year and beyond.

The Controller met all performance standards and critical deadlines for FY25. Based on his excellent performance for FY25, the BAE Committee recommends providing the Controller compensation noted above. Salary changes will be adopted through the Board approved Classification and Compensation Plan.

BOARD COMMITTEE REVIEW

The recommended performance review and salary adjustments were thoroughly reviewed by the Board Appointee Evaluation Committee, prior to review by the entire Board.

FISCAL IMPACT

For the Controller: Total of the annual salary plus one-time adjustment equals \$80,641 with a one-time merit pay bonus of \$4,032.

PUBLIC NOTICE

All public noticing requirements of the Brown Act have been met. No additional notice is necessary.

CEQA COMPLIANCE

This item is not subject to the California Environmental Quality Act (CEQA).

NEXT STEPS

If approved, the compensation adjustments and merit bonuses will be amended accordingly.

Attachments:

1. Resolution Approving Salary Adjustment and Revised Employment Agreement for the Controller

Submitted by: Board Appointee Evaluation Committee
Director Cyr
Director Gleason
Director Riffle, Chair

Staff Contact:
Candice Basnight, Human Resources Manager

RESOLUTION NO. XX-__

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
MIDPENINSULA REGIONAL OPEN SPACE DISTRICT APPROVING AN
AMENDED CLASSIFICATION AND COMPENSATION PLAN, A
SALARY INCREASE AND A ONE-TIME MERIT PAY BONUS FOR THE
DISTRICT'S CONTROLLER**

WHEREAS, effective July 8, 2009, the Board of Directors of the Midpeninsula Regional Open Space District entered into a District Controller Employment Agreement ("Agreement") with Michael L. Foster, employing him as the District's Controller; and

WHEREAS, the Agreement provides for an annual review of the District Controller's performance and determination of meritorious pay, which the Board has completed; and

WHEREAS, the Board is very pleased with the Controller's excellent performance during this evaluation period. His ability to provide to the staff and the Board sound recommendations, a long-term financial model, and wisdom gained over his many years of service to the District has been incredibly valuable. He met or exceeded all the goals previously set for him during his last annual review; and

WHEREAS, the Board, based on its annual review of the Controller's performance, desires to grant him an adjustment to his base salary, to \$80,641 per year, with a one-time merit pay bonus of \$4,032 in recognition of his performance during Fiscal Year 2025.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Midpeninsula Regional Open Space District as follows:

1. The Controller's base salary shall be adjusted to \$80,641, per year, retroactive to July 1, 2025, for Fiscal Year 2025-26.
2. The relevant portion of the District's Classification and Compensation Plan shall be amended to reflect the following:

Board Appointee Group Compensation	Hourly	Monthly	Annual	Effective	Last Revised
Controller - <i>Part-time position</i>	\$116.1633	\$6,720	\$80,641	7/1/2025	11/12/2025

3. The Board grants the Controller a one-time merit pay bonus of \$4,032.

* * * * *

PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regional Open Space District on November 12, 2025, at a regular meeting thereof, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

Zoe Kersteen-Tucker, Secretary
Board of Directors

Jed Cyr, President
Board of Directors

APPROVED AS TO FORM:

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.

Maria Soria, District Clerk