



Midpeninsula Regional
Open Space District

R-25-120
Meeting 25-26
September 24, 2025

AGENDA ITEM 4

AGENDA ITEM

Annual Year-End Report for Fiscal Year ending June 30, 2025

GENERAL MANAGER'S RECOMMENDATION

(57) *dear*

Informational item only. No Board action required.

SUMMARY

The Fiscal Year 2024-25 (FY25) year-end progress report looks back at the Midpeninsula Regional Open Space District's (District) advancements in achieving its goals as set out in the FY25 Budget and Action Plan. Included as supplemental attachments to this report are the FY25 Major Accomplishments Report (Attachment 1) and the FY25 Year-End Action Plan Report (Attachment 2). The Major Accomplishments Report is a public-facing document that presents significant project milestones, program achievements, grants secured and special acknowledgments in FY25. The Year-End Action Plan Progress Report groups projects by program area and provides important details such as the adopted fiscal year project scope, whether the project scope was completed as planned, and, where applicable, specific reasons for deviations from the adopted project scope or schedule. A broad analysis of the progress made on the FY25 Budget and Action Plan is included in this report.

DISCUSSION

FY25 Major Accomplishments Report

The District proudly presents the FY25 Major Accomplishments Report (Attachment 1). This public document highlights major project milestones, programmatic achievements, secured grants and special acknowledgements, all of which have advanced the District's mission and Coastside mission:

Midpen mission:

To acquire and preserve a regional greenbelt of open space land in perpetuity, protect and restore the natural environment, and provide opportunities for ecologically sensitive public enjoyment and education.

Coastside mission:

To acquire and preserve in perpetuity open space land and agricultural land of regional significance, protect and restore the natural environment, preserve rural character, encourage viable agricultural use of land resources, and provide opportunities for ecologically sensitive public enjoyment and education.

In FY25, the District celebrated many achievements including making progress on 124 project milestones, 37 of which are Measure AA-funded. Some examples from the report (Attachment 1) include:

- Land Acquisition and Preservation
 - Permanently protected an additional 388 acres of open space land in Cloverdale Ranch, El Sereno, Purisima Creek Redwoods, Russian Ridge, and Sierra Azul Open Space Preserves
 - Land valued at \$8.6 million
- Natural Resource Protection and Restoration
 - Launched a vital “head starting” program to support the conservation of the endangered San Francisco garter snake
 - Completed studies and schematic designs of roadway improvements for safe wildlife passage along Alma Bridge Road fronting Sierra Azul Open Space Preserve
 - Initiated fuel breaks along Highways 35 and 84, and completed maintenance on existing fuel breaks in Coal Creek, Teague Hill and La Honda Creek Open Space Preserves
 - Restored over seven acres of a former Christmas tree farm comprised of dense, overgrown Douglas-fir trees in Bear Creek Redwoods Open Space Preserve
 - For the first time in 14 years, the District conducted a 9-acre prescribed burning operation in Sierra Azul Open Space Preserve
 - Completed 650+ acres of brush management, upgrades to water systems and wildlife-friendly fencing installations as a part of the Conservation Grazing Program, which serves to manage grassland habitats and reduce wildfire risk
- Public Access, Interpretation and Education
 - Completed and opened the new Thimbleberry Trail to the public in Bear Creek Redwoods Open Space Preserve
 - Constructed 1.6 miles of trail in La Honda Creek Open Space Preserve, connecting the upper and lower regions of the preserve (public opening scheduled for November)
 - Completed environmental review work and preliminary designs necessary for the Highway 17 Wildlife and Trail Crossings
 - Expanded preserve accessibility districtwide, including new ADA parking spaces and upgraded trails
 - Employed a new trail-junction numbering system within El Corte de Madera Creek Open Space Preserve
 - Programmatically and financially supported nine community partners through the Community Partnership Program
 - Volunteers provided 15,000+ docent naturalist and stewardship volunteer hours, 300+ docent naturalist guided public activities with nearly 2,500 participants, and 18 field trips serving 400+ students
- Assets and Organizational Support
 - Completed an organizational assessment to capture staff perspectives, values, and systemic opportunities for internal and external engagement
 - Geographic Information Systems team continued to receive awards and accolades for recently released applications
 - Received \$605,000 in grants with another \$18 million under review

FY25 Year-End Action Plan Analysis

The District's Board of Directors (Board) adopted the FY25 Capital Improvement and Action Plan (CIAP) on June 26, 2024, with a total of 119 projects. The District subsequently added 18 projects mid-year, bringing the total to 137 projects on the CIAP. The 18 projects are included in Attachment 2 and noted in the FY25 Adopted Scope Status column as "added mid-year", along with an explanation about why they were added to the action plan. 50% of the projects that were added are land acquisition opportunities that arose after budget adoption.

In FY25, the District completed or made progress on 124 of the 137 adopted project scopes (91%), a rate consistent with recent years. As detailed in Table 1, the percent of FY25 project scopes completed as planned is 53% and scopes partially completed is 37%. The most common reasons for delays or non-completion are partner coordination issues (11 project scopes) and scope/schedule refinements (13 project scopes).

Many project scopes requiring scope/schedule refinements originally anticipated and noted this potential need in the board-adopted FY25 Budget and Action Plan. Specific reasons for refinements are varied and project-dependent, including new engineering information, funding changes (e.g., loss of FEMA consideration), the decision to combine projects, ongoing coordination needs with other departments, and administrative delays (e.g. bidding schedules or contract finalization).

Together, partner coordination issues and scope/schedule refinements account for 47% of all partially completed project scopes. Other contributing factors to delays included reallocation of staff resources mid-year to address higher-priority work items, internal staffing challenges (e.g., vacancies and capacity issues), and external factors such as permitting, environmental review, site conditions, and consultant availability.

Two project scopes were cancelled, and 10 were deferred. One project was cancelled after being determined ineligible for FEMA funding, which required it to be rescope and programmed for future fiscal years. The other cancellation was a real property opportunity that did not materialize. Project scope deferrals were made for various reasons, primarily permitting issues and external partner coordination needs, in addition to other external factors. Lastly, one project was reassigned due to a change in project eligibility requiring a new project number.

Table 1. Project Scope Status Trend

Project Scope Status as of June 30, 2025	FY23		FY24		FY25		3-Year Avg
	#	%	#	%	#	%	%
Completed as Scoped	58	47%	71	53%	73	53%	51%
Scope Partially Completed	59	47%	46	35%	51	37%	39%
Cancelled/Deferred	8	6%	16	12%	12	9%	9%
Reassigned	0	0%	0	0%	1	1%	Less than 1%
Total	125	100%	133	100%	137	100%	

FY25 “Big Rocks” Update

Big Rocks Project Scopes Completed

As of June 30, 2025, staff successfully completed the project scope for seven of the 10 FY25 Big Rocks initiatives. These project accomplishments are highlighted in more detail in the FY25 Major Accomplishments Report (Attachment 1).

- Climate Resilience & Biodiversity
 - *Alma Bridge Road Wildlife Passage (VP22-002)*: Technical studies and schematic designs. Initiated the 65% design development and permitting process.
 - *Wildlife Corridor: Highway 17 Crossing (MAA20-001)*: Caltrans project approval and environmental document phase. Initiated the Caltrans plans, specifications, and estimates phase.
 - *Los Gatos Creek Watershed Phase 2 (61056)*: Cultural and botanical surveys. Year 1 treatments began.
- Public Access & Trails
 - *Bay Area Ridge Trail: Highway 17 Crossing (MAA20-002)*: Caltrans project approval and environmental document phase. Initiated the Caltrans plans, specifications, and estimates phase.
 - *La Honda Creek Trail Connections (MAA05-007)*: Constructed 1.6 miles of new trail.
- Implement FOSM Refresh
 - *FOSM Update (10004)*: Filled all new FY25 recommended positions and initiated all FY25 implementation actions.
- Infrastructure Improvements
 - *Skyline Field Office Renovation (31914)*: Selected project site and kicked off project planning activities.

Big Rocks Project Scopes Partially Completed

The FY25 scope of work for the three remaining FY25 Big Rocks initiatives is anticipated to be completed in FY26 due to specific challenges listed below. The reasons for delays are also included in the FY25 Year-End Action Plan Report (Attachment 2).

- Public Access & Trails
 - *Phase 2 Trail Improvements, Bear Creek Redwoods (MAA21-011)*: Construction of the remaining northeastern trailhead entrance to the preserve delayed due to prolonged Caltrans permitting process.
- Infrastructure Improvements
 - *Coastal Field Office (20132)*: Chain of title clean-up delayed the property acquisition.
- Purisima Creek Redwoods
 - *Purisima Creek Road Vehicle Access (35035)*: Design development delayed; however, delay allowed time to finalize FEMA-compliant bidding and contracting templates.

FY25 Budget to Actuals Analysis

Unaudited, preliminary actuals of FY25 CIAP project expenditures show a net budget remaining of \$13.6 million (Table 2). As explained further below, the balance is primarily due to postponed property purchases as well as delays in equipment delivery and invoice receipt, which accounts for 76% of the net budget remaining. Not including these delays, CIAP project expenditures show a net budget remaining of \$3.3 million.

In Fund 30, the Highway 17 Wildlife and Trail Crossings project scopes (MAA20-001 and MAA20-002) were completed as planned, with a combined budget of \$1.4 million remaining at the time of this report. The Highway 17 project teams are still awaiting invoices from Valley Transportation Authority for the design consultant work completed in FY25, so additional expenses are anticipated to be posted in FY25. Additionally, closing escrow on the \$3.0 million Alves property open space purchase (MAA01-007) was postponed while the seller resolves a vesting title issue. This expenditure, when posted, will fall under FY26.

In Fund 40, closing escrow on the \$5.5 million Coastal Field Office property purchase (20132) was postponed for the seller to address an issue with the chain of title as required by the insurance company. Additionally, \$0.8 million for the Radio System Assessment and Upgrade project (65407) is unspent due to equipment delivery delays. Both expenses will occur in FY26.

For a full breakdown of each FY25 CIAP project, including project scope status and amended budget remaining, please see the FY25 Year-End Action Plan Report (Attachment 2).

Note: A full report on FY25 budget to actuals, including operating expenses and revenues, will be presented to the Board in calendar year 2025, following the completion of the annual audit.

Table 2. FY25 CIAP Amended Budget Balance (Unaudited)

Fund/Status	Adjusted Budget	Actual	Remaining
10 - General Fund Operating	\$2,920,409	\$2,542,272	\$378,137
Cancelled/Deferred	0	0	0
Completed as Scoped	1,669,409	1,433,792	235,617
Scope Partially Complete	1,251,000	1,108,480	142,520
20 - Hawthorns	87,000	54,391	32,610
Scope Partially Complete	87,000	54,391	32,610
30 - Measure AA Capital	16,659,971	11,554,253	5,105,718
Cancelled/Deferred	142,061	2,375	139,686
Completed as Scoped	12,030,312	10,472,288	1,558,024
Scope Partially Complete	4,487,598	1,079,591	3,408,007
40 - General Fund Capital	17,671,325	9,615,860	8,055,465
Cancelled/Deferred	152,000	29,105	122,895
Completed as Scoped	5,850,500	5,076,062	774,438
Reassigned	0	0	0
Scope Partially Complete	11,668,825	4,510,693	7,158,132
Grand Total	\$37,338,705	\$23,766,775	\$13,571,930

FISCAL IMPACT

None

PRIOR BOARD AND COMMITTEE REVIEW

- June 26, 2024: Board adoption of the FY25 Budget and Action Plan ([R-24-82](#), [minutes](#)).

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.

Attachments:

1. FY25 Major Accomplishments Report
2. FY25 Year-End Action Plan Report

Responsible Department Head/Contact Person:
Ana María Ruiz, General Manager

Prepared by:
Rafaela Ocegüera, Budget & Finance Manager
Elissa Martinez, Budget & Analysis Supervisor
Jordan McDaniel, Management Analyst I

Contact person:
Rafaela Ocegüera, Budget & Finance Manager



FY25 Major Accomplishments Report

JULY 1, 2024-JUNE 30, 2025



Headquarters in Los Altos, California



MISSION To acquire and preserve a regional greenbelt of open space land in perpetuity, protect and restore the natural environment, and provide opportunities for ecologically sensitive public enjoyment and education.

COASTSIDE MISSION To acquire and preserve in perpetuity open space land and agricultural land of regional significance, protect and restore the natural environment, preserve rural character, encourage viable agricultural use of land resources, and provide opportunities for ecologically sensitive public enjoyment and education.

PHOTO CREDITS

Cover, top: Russian Ridge Open Space Preserve (Jasmine Leong)

Cover, lower left: Russian Ridge Open Space Preserve (Clair Sapilewski)

Cover, lower middle: Midpen Community Outreach Event, Santa Clara County Earth Day (Ben King)

Cover, lower right: Skyline Ridge Open Space Preserve (Jeff Butterworth)

This page: Coal Creek Open Space Preserve (Frances Freyberg)

FY25 Major Accomplishments Report

JULY 1, 2024-JUNE 30, 2025

As we conclude fiscal year 2025 (FY25), this report highlights significant achievements within the Midpeninsula Regional Open Space District's (Midpen) priority program areas. Accomplishments related to specific areas of interest span all four priority program areas. An accompanying icon key is provided below to indicate both priority program areas and areas of interest throughout this report.

PRIORITY PROGRAM AREAS

Land Acquisition and Preservation

Midpen seeks to purchase or otherwise acquire interest in the maximum feasible area of strategic open space land within the district, including baylands, foothills and ridgelines, and link its open space lands with federal, state, county and city parklands and watersheds.

Public Access, Education and Outreach

Midpen provides public access to the open space lands for low-intensity recreational uses to everyone, regardless of physical abilities or economic status.

Natural Resource Protection and Restoration

Midpen protects and restores the natural diversity and integrity of its resources for their value to the environment and the public.

Assets and Organizational Support

Midpen employs a highly capable, professional workforce and provides them with the facilities and resources needed to run an efficient and responsible organization on behalf of the public.

ICON KEY



Land
Acquisition
and
Preservation



Natural
Resource
Protection and
Restoration



Public Access,
Education
and Outreach



Assets and
Organizational
Support



Agriculture



Diversity,
Equity and
Inclusion



Wildlife Fire
Resiliency



Measure AA

Midpen is proud of the work we've accomplished to serve our communities and region, in close collaboration with partner agencies. All projects and programs reflect the priorities set annually by the board of directors.

View Major Accomplishments Reports from prior fiscal years at openspace.org/reports.



Land Acquisition and Preservation



* After final surveys, an additional 1.25 acres from South Cowell was added in FY25 after the FY26 Budget-in-Brief was printed.



EL SERENO OPEN SPACE PRESERVE—DUAL ACQUISITIONS SUPPORT REGIONAL TRAILS AND WILDLIFE CORRIDORS

In late 2024, Midpen acquired two properties—totaling 36.6 acres—to expand and enhance El Sereno Open Space Preserve. The larger, 35.2-acre property acquisition will fill a critical gap between the expansive trail networks located on each side of Highway 17 via a future trail overcrossing planned for construction in FY28. The future trail link through the newly acquired property will connect the regional Bay Area Ridge Trail and Juan Bautista de Anza National Trail. This property acquisition also protects wildlife dispersal areas near the proposed location of the Highway 17 wildlife undercrossing, located approximately a quarter mile south of the property.



Left: View from the 35.2-acre property looking out towards the future wildlife undercrossing location, El Sereno Open Space Preserve (Aaron Peth)
Right: View from the 1.4-acre property looking south into the Santa Cruz Mountains, El Sereno Open Space Preserve (Jasmine Leong)

The smaller, 1.4-acre acquisition secures the main public entry point into the preserve from the west for hikers, maintenance crews and emergency services. This smaller purchase supports the future expansion of the Bay Area Ridge Trail further westward to connect with Sanborn-Skyline County Park and safeguards wildlife habitats in the Guadalupe and San Tomas Aquino Watersheds.

RUSSIAN RIDGE OPEN SPACE PRESERVE EXPANDS

In May 2025, Midpen significantly expanded Russian Ridge Open Space Preserve by purchasing a 273.5-acre open space property, permanently safeguarding a beautiful mosaic of woodlands, shrublands, open grasslands and 44 acres of redwood forest. It also protects two seasonal streams that are vital to the Upper San Gregorio Creek Watershed. Nestled between the Russian Ridge and Skyline Ridge Preserves, this land is a haven for wildlife. It provides essential habitat for the American badger, a species of special concern in California. Crucially, it offers potential habitat for the California red-legged frog, which is federally listed as a threatened species, and the San Francisco garter snake, a federally listed endangered species. This expansion ensures that these valuable natural areas and their inhabitants will thrive for generations to come.



View from the 273.5-acre property looking northwestwardly, Russian Ridge Open Space Preserve (Jasmine Leong)



KEY LAND SECURED FOR FUTURE REGIONAL TRAIL AND WILDLIFE IN SIERRA AZUL OPEN SPACE PRESERVE

Midpen purchased a 40-acre property in March 2025, essential for the development of the future Mount Umunhum-to-the-Sea Trail that will one day connect people from the Mount Umunhum summit and its surrounding trails westward toward Loma Prieta and beyond to the Santa Cruz County coastline. In addition to trail access, this property plays a vital role in connecting larger natural areas within the 19,500-acre preserve and surrounding open space lands, creating pathways for wildlife between the Santa Cruz Mountains and the Diablo and Gabilan ranges. These linkages are critical for maintaining genetic diversity, facilitating migration and dispersion and supporting large home ranges.



View from the 40-acre property looking westwardly, Russian Ridge Open Space Preserve (Jasmine Leong)



Natural Resource Protection and Restoration

SUSTAINING A LOCAL ENDANGERED SPECIES: THE SAN FRANCISCO GARTER SNAKE

With a rust-red head and bright red and turquoise stripes running down its dark black body, it is clear why the San Francisco garter snake (*Thamnophis sirtalis tetrataenia*) has been called the most beautiful snake in the world. Despite its name, this dazzling snake lives primarily in San Mateo County, though its historic range stretches from San Francisco to northern Santa Cruz County. Sadly, this reptile is critically endangered, with only a few thousand individuals left in the wild.

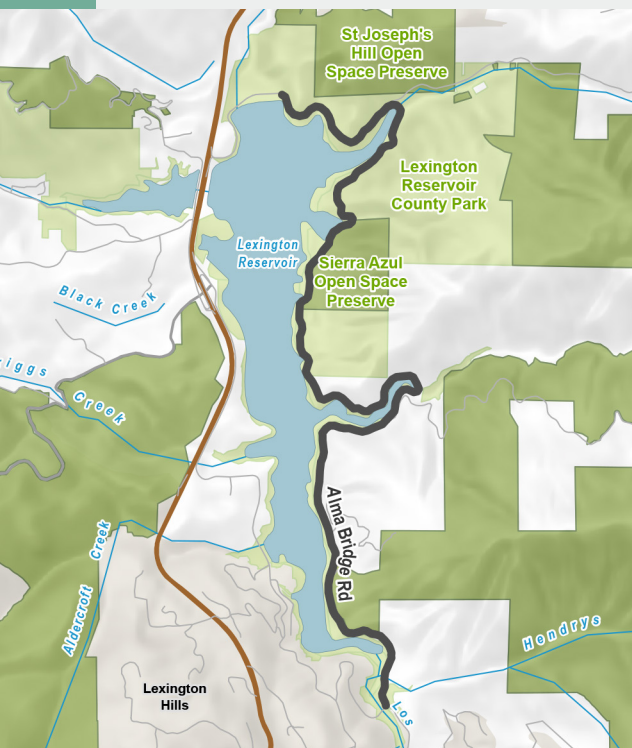


A San Francisco garter snake on Midpen lands (Patrick Apfeld)

Midpen and its partners launched a vital “head-starting” program as part of a conservation effort to support the federally endangered San Francisco garter snake. Working with partner agency biologists at the United States Geological Survey, gravid (pregnant) female snakes were captured from a healthy and abundant population on a Midpen preserve and transported to the San Francisco Zoo to raise their offspring in a safe environment, with the goal of joining them with other populations that are on the brink of extirpation (local extinction) to increase the health and size of these populations. This partnership effort includes genetic work to deepen our understanding of conservation strategies for these vibrant reptiles. Achieving the conservation target of 10 sustainable breeding populations of over 200 individuals each could result in their removal from the endangered species list. There are currently only about half a dozen such populations, some falling short of the 200-snake threshold.

ENHANCING WILDLIFE CONNECTIVITY ON ALMA BRIDGE ROAD

Midpen is collaborating with Santa Clara County and other local agencies on the Alma Bridge Road Wildlife Passage project which aims to enhance wildlife connectivity, specifically for California newts, across Alma Bridge Road near Lexington Reservoir within zones of known high roadkill counts. This past year, Midpen completed the technical studies and schematic designs for proposed roadway improvement options that will facilitate safe wildlife passage. Midpen also initiated the 65% design development and permitting process and is finalizing a CEQA (California Environmental Quality Act) exemption that aims to speed up the environmental review process for projects that are specifically designed to help wildlife and the environment.



Left: Alma Bridge Road Wildlife Passage (the dark green line along Lexington Reservoir represents the project area). Above: Alma Bridge Road (Mark Brandi).

NEW TRAIL NAME SHEDS LIGHT ON A SOLITARY, NOCTURNAL SPECIES

Midpen renamed a 1.2-mile section of Bay Area Ridge Trail in Russian Ridge Open Space Preserve to “Badger’s Byway”, acknowledging and highlighting the presence of American badgers in the Skyline region. American badgers (*Taxidea taxus*), a listed species of special concern, are true ecosystem engineers. Their digging causes disturbances in the soil, which positively affects soil properties and the resulting landscapes. Badgers remain one of the least understood mammals in North America because of their nocturnal, underground lifestyle and lack of historical data. Midpen is working to change that through this year’s trail renaming initiative, which reflects its commitment to raising public awareness about the vital yet often overlooked lives of wildlife in our open spaces and to building broader support for their protection.



American badgers on Midpen lands, nighttime (left, Ken Hickman) and daytime (right, Clair Sapilewski).



WILDLAND FIRE RESILIENCE AND FOREST HEALTH

Midpen is dedicated to protecting our natural spaces and surrounding communities from the threat of catastrophic wildfires. While large fires are thankfully rare in Midpen preserves, our staff work year-round on proactive strategies to prevent, prepare for and respond to potential fires. This effort involves several key components, ensuring our landscapes are healthy and resilient.

Reducing Fire Fuels and Creating Safety Zones

A major part of Midpen’s wildlife preparedness work involves reducing the amount of flammable vegetation (what we call “fuel”) and creating fuel breaks, which are areas where vegetation is thinned or removed to slow a fire’s spread. This is crucial for ensuring safe escape routes. This year, Midpen initiated fuel breaks along Highways 35 and 84, and completed maintenance on existing breaks in multiple preserves, including Coal Creek, Teague Hill and La Honda Creek Open Space Preserves. Midpen also successfully tackled the removal of highly flammable eucalyptus trees along Highway 84 and on Monte Bello Road. Additionally, Midpen joined forces with local fire agencies to expand fuel reduction efforts in Russian Ridge and Skyline Ridge Open Space Preserves along the roadway frontage of Skyline Boulevard, clearing about 25 acres of this community escape route.



Before and after fuel reduction efforts along Highway 35. (Christian Bonner)

Restoring Healthy Habitats

Midpen's wildland fire resiliency efforts also focus on restoring the health of natural habitats. This is demonstrated through multi-year plans to reduce wildfire fuels and rehabilitate ecosystems at locations such as Bear Creek Redwoods, Long Ridge, El Sereno, Felton Station, and Saratoga Gap Open Space Preserves, as well as the Cathedral Oaks area within Sierra Azul Open Space Preserve. These long-term efforts strengthen the resilience



Bear Creek Redwoods Open Space Preserve
(Frances Freyburg)

of these landscapes against increasingly intense wildfires. A great example from this year is the restoration of over seven acres of a former Christmas tree farm comprised of dense, overgrown cultivar Douglas-fir trees (*Pseudotsuga menziesii*) in Bear Creek Redwoods. These trees supported minimal native understory, provided low-quality wildlife habitat and exhibited low resiliency to wildland fire. Midpen conducted this work in a phased approach to avoid detrimental impacts to wildlife, minimize pathogen spread and allow for the reuse of mulched biomass as erosion control cover. Additionally, Midpen maintained 5.3 acres of montane chaparral habitat in Sierra Azul by reducing knobcone pine, a tree species known to encroach into habitat that supports the Santa Cruz kangaroo rat, a critically imperiled "keystone" species. Removing woody plants from the target area maintains habitat suitability for the kangaroo rat while simultaneously reducing fire risk.

Prescribed Fire Plans in Action

For the first time in 14 years, Midpen collaborated with Cal Fire and Santa Clara County to conduct a nine-acre prescribed burn operation in a closed area of Sierra Azul Open Space Preserve in fall 2024. A prescribed burn is a science-based tool in which low-intensity, controlled fire is intentionally set, allowed to burn then fully extinguished. These burns mimic natural fire cycles, helping to clear out excess vegetation, promote healthier and open grasslands, improve habitat for wildlife and reduce the risk of large, uncontrolled wildfires. Midpen staff also developed two additional plans this year for future prescribed fires at other preserve locations.



Prescribed burn at El Sereno Open Space Preserve. Top left: before the prescribed burn (Midpen Staff). Top right: during the prescribed burn (Michael Gorman). Bottom left: Midpen staff on the day of the prescribed burn (Michael Gorman). Bottom right: After the prescribed burn (Midpen Staff).



CONSERVATION GRAZING AND IMPROVED AGRICULTURAL INFRASTRUCTURE

Conservation grazing is a tool Midpen uses to care for working lands by enhancing biodiversity, reducing wildland fire risk and supporting local agriculture on the San Mateo County Coast. This year, Midpen improved rangelands that are part of its conservation grazing program across La Honda Creek, Purisima Creek Redwoods, Tunitas Creek and Skyline Ridge Open Space Preserves. Improvements included brush management across more than 650 acres, upgrades to water systems and the installation of wildlife-friendly fencing. These efforts improve grazing distribution, helping remove excessive non-native thatch and encouraging the growth of diverse native wildflowers and grasses. They also support responsible cattle management and exclusion practices to safeguard nearby creeks and riparian habitats.



Miramontes Ridge Open Space Preserve (Matthew Shapero).



Miramontes Ridge Open Space Preserve (Matthew Shapero).



Purisima Creek Redwoods Open Space Preserve (Matthew Shapero).



Public Access, Interpretation, Education & Outreach



EXPANDING PUBLIC ACCESS AT BEAR CREEK REDWOODS OPEN SPACE PRESERVE

In fall 2024, as part of a Measure AA-funded project to expand public access and restore redwood habitat at Bear Creek Redwoods, Midpen opened an entirely new area of the preserve to the public. With the addition of the recently completed Thimbleberry Trail, a total of four miles of trail have been recently opened in the northeastern area of the preserve to equestrians and hikers. Work at the nearby historic Alma College area continues, with the planting of native species and groundcover plugs as a part of a multi-year effort to successfully revegetate the site following the rehabilitation of numerous historic structures on the premises. Midpen's new trails and outstanding contributions to expand and enhance public trail use in California were recently recognized with the prestigious Merit Award for Development through the California Trails and Greenways awards program.

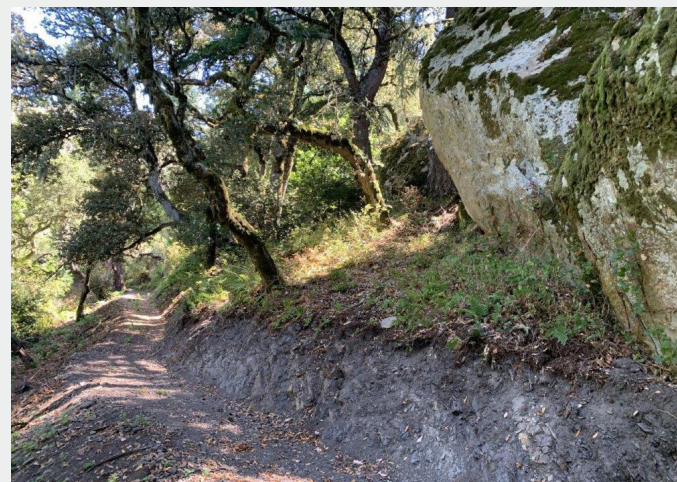


Views of the recently completed Thimbleberry trail in lower Bear Creek Redwoods Open Space Preserve (Bryan Apple).



UPPER LA HONDA CREEK TRAIL DEVELOPMENT

Midpen's trail crew continued building trails in La Honda Creek Open Space Preserve. In FY25, the trail crew constructed 1.6 miles of new trail, including a trail segment that connects the Coho Vista Trail in upper La Honda Creek to an existing, improved ranch road and a new trail further south, in the central area of the preserve. The highly anticipated public opening of the new trails and the long-awaited connection between upper and lower La Honda Creek Preserve is scheduled to occur in fall 2025.



Views of the new trail work and rock outcroppings in the central area of La Honda Creek Open Space Preserve (Bryan Apple).



MAJOR PROGRESS ON THE HIGHWAY 17 WILDLIFE AND TRAIL CROSSINGS

The Highway 17 Wildlife and Trail Crossings project aims to build a wildlife undercrossing and a separate multi-use trail overcrossing near Lexington Reservoir. These crossings will reduce wildlife-vehicle collisions, connect more than 50 miles of regional trails, and link over 30,000 acres of protected public lands and habitat—providing safe passage for mountain lions, deer, and other wildlife across Highway 17.

This year, Midpen completed the environmental review work and preliminary designs necessary for the project. Santa Clara Valley Transportation Authority (VTA) is taking the lead on the next crucial step of completing the Caltrans plans, specifications and estimates phase. VTA will be meticulously working on the detailed design of the two crossings, preparing all the necessary documentation to move us closer to construction.

During FY25, the project's environmental documentation and public disclosure efforts were graciously recognized with prestigious awards, including a Project Merit Award from the Environmental Business Journal in 2024 and an Outstanding Environmental Analysis Document Award from the Association of Environmental Professionals in 2025. These accolades highlight the project's commitment to balancing environmental protection with the need for wildlife connectivity and regional trail connections.

Midpen staff receiving an Outstanding Environmental Analysis Document Award from the Association of Environmental Professionals in 2025



PLANNING FOR PUBLIC ACCESS IN THE HAWTHORNS AREA OF WINDY HILL OPEN SPACE PRESERVE

Midpen is preparing the Hawthorns Area Plan, a comprehensive use and management plan, for the Hawthorns Area in Windy Hill Open Space Preserve. In FY25, Midpen's Board of Directors reviewed the proposed public access recommendations, which were prepared by a public access working group comprised of residents, and approved incorporating the conceptual parking and trail options into the Hawthorns Area Plan. These approvals will inform the next phases of work: project schematic design, preparation of a comprehensive use and management plan and environmental review.



EXPANDING PRESERVE ACCESSIBILITY

Over the past year, Midpen made a substantial investment in preserve-wide ADA improvements, significantly enhancing accessibility for everyone. This includes adding new ADA parking spaces and upgrading trails to ADA standards at Skyline Ridge, Russian Ridge and Pulgas Ridge Open Space Preserves. Improvements include surface hardening, reducing steepness and adding new access ramps. These improvements are part of Midpen's larger, ongoing ADA Barrier Removal Project, which was created to systematically remove accessibility barriers at Midpen facilities and preserves.

A newly constructed ADA parking space at Pulgas Ridge Open Space Preserve (Sean Yao).



IMPROVING PRESERVE NAVIGATION

El Corte de Madera Creek Open Space Preserve, with its 34 miles of winding trails through redwood forests, is now easier to explore due to a new trail-junction numbering system. Midpen staff developed this user-friendly system to help visitors quickly pinpoint their location within the nearly 3,000-acre preserve. Every trail intersection now has a unique number that matches both printed and digital maps. The new numbered signs were installed in August 2024, and all maps—including those on Midpen’s website and popular offline navigation apps like **Avenza** and **OuterSpatial**—have been updated. Building on this success, Midpen plans to implement similar numbering systems at Rancho San Antonio, Bear Creek Redwoods and La Honda Creek Open Space Preserves.

Example of trail junction numbering in El Corte de Madera Creek Open Space Preserve



ENHANCING OUR PRESERVE USE PERMIT SYSTEM

Did you know that some activities on Midpen open space preserves require a use permit? Permits are issued for activities that include groups of 20 or more, like ceremonies, camping, after-hours astronomy viewing, photography shoots and parking at some preserve locations. Most permits are free of charge and applications are available online. This year, a new preserve use permit system was deployed on Midpen’s website, improving security, reliability and access to permits. These efforts will help ensure smooth coordination with the public and other organizations regarding the use of Midpen preserves.



ADA improvements to the Skyline Trail, Skyline Ridge Open Space Preserve (Sean Yao).

INTERPRETATION AND EDUCATION PROGRAMS

Docents are dedicated, long-term volunteers who are passionate about educating and inspiring Midpen preserve visitors. You'll find docent naturalists leading interpretive hikes and bike rides throughout the preserves. At Skyline Ridge Open Space Preserve, outdoor education docents guide field trips for elementary school students, and on weekends, the nature center docents warmly greet visitors at the David C. Daniels Nature Center. The following statistics show just how much docents have contributed to Midpen's mission in FY25.



Docent naturalist hours



Docent naturalist guided activities



Docent-guided activity participants



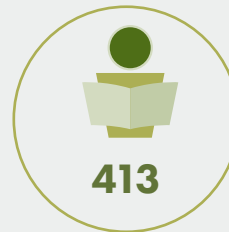
David C. Daniels Nature Center visitors



Outdoor education docent hours



Spaces & Species Field Trips hosted by outdoor education docents



Elementary school students served



Top Left: Nature History Docent-Led Group Hike, Bear Creek Redwoods Open Space Preserve (Catherine Xun). Above: Spaces and Species Field Trip, Skyline Ridge Open Space Preserve (Jeff Butterworth). Left: David C. Daniels Nature Center Visitors, Skyline Ridge Open Space Preserve (Shannon Mess).

TRAILS AND STEWARDSHIP PROGRAMS

Volunteers in our Trails and Stewardship Program actively contribute to a more resilient environment and an engaged community. They deliver hands-on landscape restoration, assist visitors along the trails, contribute to community science and increase community awareness through both short- and long-term programs.

Volunteer efforts in FY25 included:



Advanced Resource
Management Stewards
volunteer hours



Volunteer trail patrol
hours



Volunteer trail patrol
reports



Land and Community
Group Steward
volunteer hours



Land and Community
Group Steward projects



Top Left: Land Steward Volunteers working on yellow starthistle removal, Pulgas Ridge Open Space Preserve (Ellen Gartside). Above: Community Group Stewards: West Valley College working on French broom removal, Coal Creek Open Space Preserve (Catherine Caldwell). Left: Community Group Stewards: Sierra Alpine Hikers working on trail brushing, Saratoga Gap Open Space Preserve (Catherine Caldwell)



COMMUNITY PARTNERSHIP PROGRAM

Through the Community Partnership Program, Midpen touches a diverse range of people, providing the extra boost they may need to engage their own communities outdoors in a holistic, supported way. The program works to address specific barriers such as transportation, language support, safety concerns, knowledge about outdoor recreation and other resources needed that provide comfort and ease to individuals unfamiliar with outdoor recreation and enjoyment. Supported community partners foster dialogue and create opportunities to bridge gaps in understanding and ensure that a wider range of community members can enjoy and learn safely in open space lands. In FY25, Midpen programmatically and financially supported nine community partners through the program.

Latino Outdoors

8 community hikes, 1 virtual program
Latino families, youth, seniors and particularly new preserve users



Silicon Valley Bicycle Coalition

6 community bike rides
Diverse communities consisting of new and experienced riders



Bay Area Older Adults

6 community hikes
Seniors with financial, physical and educational barriers



Saved by Nature

6 community hikes
All Bay Area residents but especially communities who have been historically underfunded



Branching Out

6 hikes
LGBTQIA+



Boys and Girls Club of the Coastside

2 hikes
Coastside youth and young adult



Student Conservation Association

2-week long field project
Youth and young adult conservation career seekers



Vista Center

2 hikes
Blind and visually impaired people



East Palo Alto Library

1 pilot hike
Families, youth, seniors from the East Palo Alto area



COMMUNITY EVENTS

Informational tabling events provide opportunities for face-to-face interaction between Midpen representatives and the public, raising awareness of Midpen and allowing for meaningful conversations and direct feedback. Through a compelling and informative display, these events aim to spark interest in Midpen's work and encourage deeper community engagement in open space conservation. In FY25, a total of 50 outreach events were held across the region and included the following:

Sunnyvale Art and Wine Festival

Pasifika STEM Fair

State Parks Coastal Wildflower Day

Sempervirens Fund Redwoods Festival

Sustainable Pescadero Spring Picnic

POST's Wild and Scenic Film Festival

Coastal Career Fair

Community Firewise Day

Mountain View Pride



Midpen Community Outreach Events. Left: Santa Clara County Earth Day (Ben King), Portola Redwoods State Park (Eric Schmidt).



Assets and Organizational Support



SUPPORTING AN INCLUSIVE AND HEALTHY CULTURE AND BROAD ENGAGEMENT

This year marked a pivotal step forward with the completion of a comprehensive organizational assessment that captures staff perspectives, values and systemic opportunities for growth to enhance internal and external opportunities for inclusivity and engagement in Midpen's work. Guided by these insights, Midpen staff collaborated across departments to develop a multi-year action plan grounded in Midpen's strategic goals and objectives, shared common values and accountability. The plan sets out clear goals to foster a culture of care, respect, and belonging—both within the organization and in our external relationships. Internally, it emphasizes inclusive leadership, strong communication, and meaningful staff development and engagement. Externally, it focuses on strengthening community partnerships, enhancing public engagement, and deepening connections with tribes and neighboring communities.



DEI-focused staff engagement events, Administrative Office (Midpen Staff).

AWARD-WINNING AI: MIDPEN BALANCES WILDLIFE STUDY AND PUBLIC PRIVACY

The Center for Digital Government (CDG) presented Midpen with a Government Experience Award for its innovative Wildlife Camera and Constituent Privacy AI project. This project, a collaborative effort between Midpen's Natural Resources and Information Systems and Technology departments, uses a custom-developed AI platform to blur human faces within wildlife photos before they are uploaded for analysis. This approach allows Midpen to continue vital scientific research on wildlife—studying usage, movement patterns and important habitats—while also protecting the privacy of preserve visitors. Midpen was one of only two special districts nationwide to be recognized by CDG, a leading national institute focused on technology policy in state and local government.



IMPROVING SKYLINE AREA FIELD OPERATIONS

Since 2009, Midpen's Skyline Field Office has been identified for upgrades to meet current and future operational needs. The current field office and site supports over 50 field staff and has become too small to accommodate the personnel growth. This growth in staff directly corresponds with the substantial expansion in land acreage under Midpen's care, requiring increased capacity for patrol, maintenance and land stewardship work in addition to the growing challenges of more frequent wildfires and intense winter storms. After being deferred due to competing priorities and limited capacity, the Skyline Field Office project successfully restarted in 2023. Last year, Midpen conducted a rapid assessment of potential field office locations, considering operations, public interface and environmental factors. The selected future site is along Skyline Boulevard within Monte Bello Open Space Preserve, and technical studies and designs are now in progress.



Skyline Field Office meeting (left) and exterior (right), Skyline Ridge Preserve (Galli Basson).

LEVERAGING GIS TO VISUALIZE MIDPEN LANDS AND TRAILS FOR THE COMMUNITY

While spreadsheets are valuable for data organization, mapping unlocks deeper understanding. Mapping reveals spatial distribution, concentration areas and empowers data-driven decisions with a geographic lens. This year, Midpen's Geographic Information Systems (GIS) team continued to receive awards and accolades for recently released applications, including:

Special Achievement in GIS (SAG) Award for **Trail Explorer** and **Open Data Midpen**.

Second place award in the Dashboard Map category for **Trail Explorer** at the Esri User Conference.

Recognized as Highly Commended for the Excellence & Innovation Award for **Trail Explorer** by the California Geographic Information Association.

Featured by Esri in a case study on **Trail Explorer**, highlighting the team's innovative approach and dedication to providing inclusive and comprehensive tools that improve trip planning and preparedness for preserve users.



Midpen's Trail Explorer App viewed on the web and mobile device.

FINANCIAL TRANSPARENCY AND OPERATIONAL EXCELLENCE

In addition to receiving the California Society of Municipal Finance Officers Budget Award for the 8th straight year, Midpen also received the Government Finance Officers Association's special Triple Crown Medallion for preparing annual comprehensive financial reports that embody the spirit of transparency. The **Triple Crown Medallion** includes the following awards:

Distinguished Budget Presentation Award (ninth year).

Annual Comprehensive Financial Report Award (seventh year).

Popular Annual Financial Report Award (sixth year).

LEGISLATIVE ENGAGEMENT

Midpen staff in the Legislative Program reviewed over a thousand bills in 2024 and identified specific legislation for action. Four out of five of the Program's Priority 1 bills were signed into law by the Governor, with Midpen actively supporting two of these bills, including SB 867 (Allen) leading to the \$10 billion climate bond (Prop 4), which designates \$180 million for wildlife crossings and approximately \$3 billion in total allocations that Midpen may access. Other successful Priority 1 bills addressed rodenticides, CEQA streamlining for restoration projects and state-level actions in support of wildlife connectivity.

FUNDING IMPACT: GRANTS PROGRAM

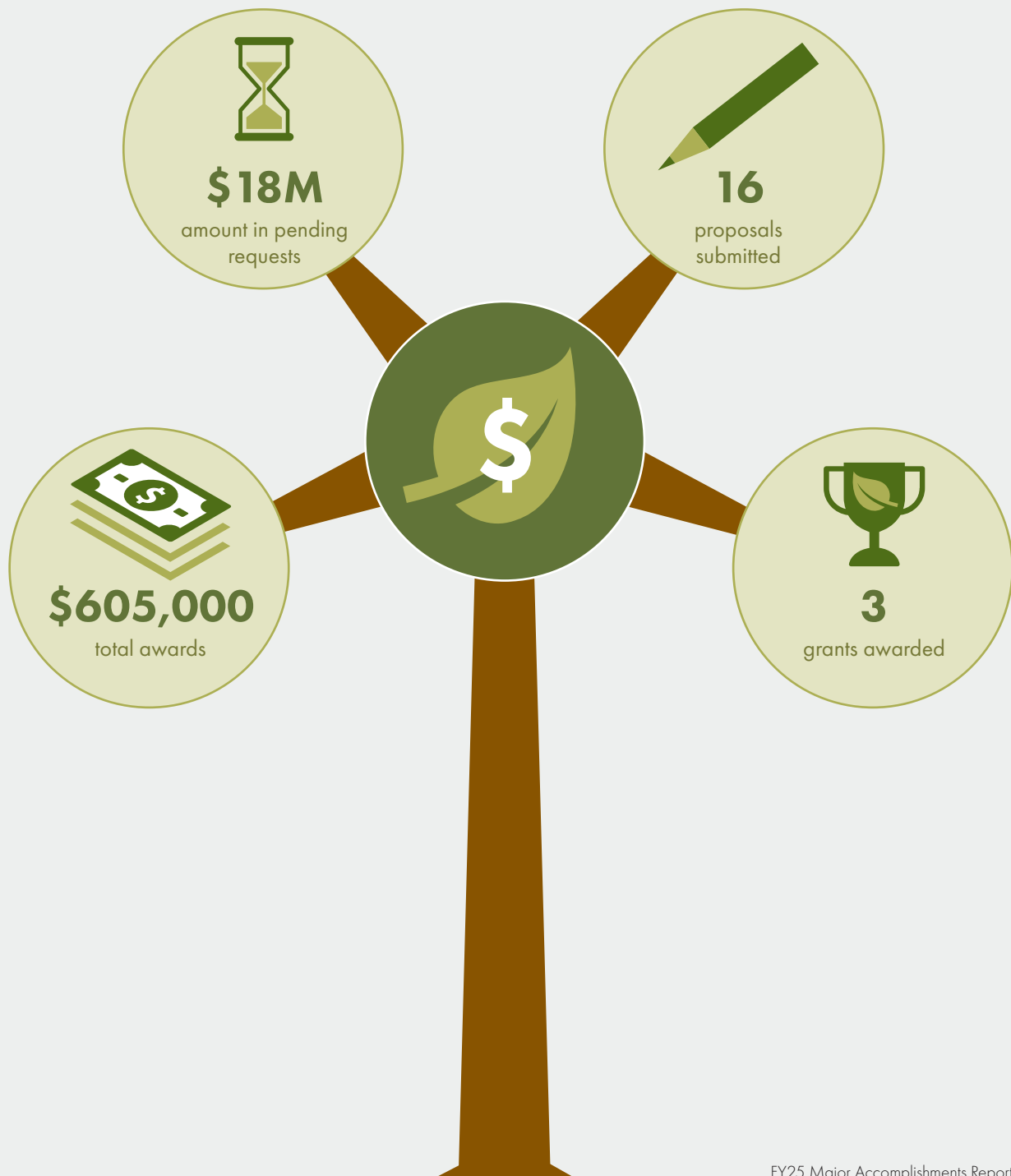
This past year, Midpen's Grants Program has been instrumental in driving critical initiatives, securing funding and fostering partnerships that make a tangible difference. The program resulted in three grant awards totaling **\$605,000** to advance Midpen's mission. Midpen currently has **\$18 million** in pending funding requests, poised to unlock even greater opportunities in the coming years.

We appreciate the incredible support from our FY25 funding partners:

The Orange County Community Foundation

The Maxwell/Hanrahan Foundation

Federal Emergency Management Agency (FEMA)



YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
Land Acquisition and Preservation					
1	20125	Cal-Water Land Exchange, Teague Hill Preserve	Land & Facilities and Planning to identify the alignment of the new trail route on Cal Water property to set the location of the trail easement corridor.	In Progress	Transactional documents continue to be negotiated with Cal-Water's Legal department. Trail alignment planning was put on hold pending finalization of the transactional documents.
2	MAA01-005	Johnston Ranch Land Acquisition	Complete 100% fee transfer escrow.	Complete	N/A
3	MAA01-007	Alves Property Open Space Acquisitions	Added mid-year.	In Progress (Added mid-year)	Added mid-year as an unexpected acquisition opportunity for a combined purchase with the proposed Coastal Field Office site; purchase opportunity materialized after budget adoption. Currently in escrow, with close of escrow anticipated by early fiscal year 2026; delay due to seller needing to fix a vesting title issue on their side requiring additional time before staff can close escrow.
4	MAA03-006	South Cowell Upland Land Conservation	Complete 100% fee transfer escrow.	Complete	N/A
5	MAA08-002	Jodicke Property Acquisition	Added mid-year.	Cancelled (Added mid-year)	Seller approached the District with intention to transfer property; however, seller ultimately declined the transaction for the time being.
6	MAA08-003	Pratt Trust Property Acquisition	Added mid-year.	Complete (Added mid-year)	Added midyear as a new acquisition opportunity that materialized after budget adoption.
7	MAA13-003	Cloverdale Ranch Land Opportunity	Continue due diligence work related to the Phase 3 purchase option. Bring proposed Conservation Management Units for Cloverdale Ranch (for lands already owned by the District) to the PNR and board for consideration.	In Progress	Phase 3 negotiations and due diligence still underway due to complexity of acquisition and large number of stakeholders. Also, a different approach is being taken to manage sensitive areas within the property at this time, utilizing a comprehensive Interim Guidance Document rather than designating Conservation Management Units until more site planning is done regarding existing and future uses, and more information is collected about the property.
8	MAA19-005	Dunham Property Acquisition	Added mid-year.	Complete (Added mid-year)	Added midyear as a new acquisition opportunity that materialized after budget adoption.
9	MAA20-003	Edwards Property Acquisition	Added mid-year.	Complete (Added mid-year)	Added mid-year following the Board decision to proceed with the northern Highway 17 trail crossing as the property provides the necessary trail connection.
10	MAA25-005	Graf-Scholer Property Acquisition	Added mid-year.	Complete (Added mid-year)	Added midyear as a new acquisition opportunity that materialized after budget adoption.
11	MAA25-006	Estrada Property Acquisition	Added mid-year.	Complete (Added mid-year)	Added midyear as a new acquisition opportunity that materialized after budget adoption. Project adopted as part of VP25-001 while in negotiation phase.
12	None	Districtwide Purchase Options and Low-Value Land Fund	As low-value purchase opportunities become available move to complete land purchases under the General Manager's authority.	Complete	N/A

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
13	Supporting Project	Trail Naming for Lennie Roberts	Added mid-year.	Complete (Added mid-year)	Added midyear following board suggestion to recognize prominent community leader with partnership (City of Half Moon Bay & Peninsula Open Space Trust) and neighbor support.
14	VP06-002	El Mirador Land Conservation	Pursue opportunity for a land division and purchase of El Mirador property with POST and, if approved by the board, initiate the purchase as an addition to Windy Hill Preserve.	In Progress	Purchase not yet complete because Peninsula Open Space Trust is working with other co-owners to divide the property.
15	VP08-002	Pratt Property Purchase	Added mid-year.	Complete (Added mid-year)	Added midyear as a new acquisition opportunity that materialized after budget adoption.
16	VP10-003	Transfer of Upper Alpine Road from San Mateo County	Initiate quitclaim deed transfer of the Upper Alpine (Road) Trail right-of-way for public trail use from San Mateo County.	Deferred	San Mateo County Real Estate staff does not have capacity to complete the project.
17	VP15-001	Redwood Forest Land Opportunity	Continue to pursue land opportunities.	Deferred	No properties currently qualified under this project.
18	VP20-003	Quint Trail Easement	Secure a trail easement through private property.	Deferred	Unable to secure trail easement because private property owner was not interested in negotiating the property rights at this time.
19	VP23-004	Mount Umunhum Land Conservation	Purchase land from willing sellers as opportunities present themselves.	In Progress	Made an offer on a property and waiting on a response.
20	VP25-001	Sierra Azul and Loma Prieta Land Conservation	Continue to pursue land opportunities.	Complete	N/A
21	VP25-004	Cunningham-Walsh Acquisition	Added mid-year.	In Progress (Added mid-year)	Finalization of purchase and agreement on the transactional documents required extended review time by the seller. Note: Board authorized the purchase in September 2025 with close of escrow expected by end of December 2025.
Natural Resource Protection and Restoration					
22	35012	Driscoll Ranch New Agricultural Well	Bid, award contract and start construction.	Complete	N/A
23	35016	Toto Ranch New Agricultural Well(s)	Complete permitting, solicit bids, award contract and start construction.	In Progress	Project scope changed to tie into existing water well in lieu of drilling new well, delaying the start of the project and construction work.
24	35033	Miramontes Ridge - Madonna Creek Dam Repair	Repair and stabilize downstream face of dam. The scope of work and budget is subject to change following additional assessment from FEMA and staff.	In Progress	The scope/schedule was subject to the timing of the FEMA funding decision. The decision came in late in the fiscal year, causing construction to be pushed out to August 2025. Construction is expected to be completed by November.
25	61017	Fuel Reduction Implementation	Continue fuel reduction work outlined in the Vegetation Management Plan to reduce fuels that contribute to wildfire risks. May need to split into additional projects.	Complete	N/A
26	61023	Los Gatos Creek Watershed - Wildland Fire Resiliency	Implement third year of the fuel treatment/habitat restoration plan at Bear Creek Redwoods. Implement second year of the fuel treatment/habitat restoration plan in the Cathedral Oaks area of Sierra Azul. Implement first year of treatment at Long Ridge and Saratoga Gap preserves.	Complete	N/A

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
27	61030	Toto Ranch Agricultural Plan	Finalize and execute the agricultural lease agreement. Complete CEQA review.	In Progress	Selected a consultant to draft the agricultural plan; however, the consultant became unresponsive despite multiple attempts to connect. Ultimately, the consultant backed out of the project due to other workload priorities. New attempt to solicit consultant services is scheduled for FY26.
28	61031	Wildland Fire Capacity	Continue work along Alpine Road in Russian Ridge and Skyline Ridge preserves. Continue work for ecosystem fire resiliency for Kings Mountain manzanita at El Corte de Madera Creek Preserve.	In Progress	The project scope was not completed as planned largely due to a pending confirmation of a federal grant; grant funded work may not proceed until all grant approvals are secured. Regardless of the grant status, completion of fuel reduction work on Alpine Road is scheduled for FY26 and will require external contractors. In addition, IPM work (which includes vegetation management as fuel treatments) was put unexpectedly on hold given project manager on leave.
29	61045	Miramontes Ridge - Johnston Ranch Ponds	Hire a consultant to prepare concept level designs for habitat enhancements and begin permitting/CEQA.	Reassigned	Project became eligible for Measure AA funding once the Board approved the design in FY25, at which time the project was reassigned and given a new project number (changed from General Fund Capital 61045 to Measure AA Fund 30 MAA01-008).
30	61050	Purissima Creek Redwoods - Purissima Ponds	Begin rebuilding pond berm. The scope of work and budget is subject to change following additional assessment from FEMA and staff.	In Progress	The adopted scope was subject to the timing of a FEMA funding decision. Funding decision came in late in the fiscal year. Since then, technical studies have been completed that will inform the design development. Construction is scheduled for summer 2026.
31	61056	Los Gatos Creek Watershed Phase 2	Begin year 1 of treatment, including the removal of high priority invasive species from projects sites. Begin seed procurement for post-treatment.	Complete	N/A
32	61058	Big Dipper Boundary Fencing Project	Scope fence, complete a Request for Bids for construction of the fence in the late 2024/early 2025. Award the contract and complete the fence installation.	Complete	N/A
33	61059	Bluebrush Canyon Cross-fence	Scope fence locations, complete a Request for Bids and construction of the fence in late 2024/early 2025.	Complete	N/A
34	61060	Gordon Ridge Cross-fence	Scope fence locations, complete a Request for Bids and construction of the fence in late 2024/early 2025.	Complete	N/A
35	80058	Districtwide Aquatic Habitat Assessment and eDNA Collection	Added mid-year.	Complete (Added mid-year)	Project was added mid-year after being deferred the prior year. The project was reinitiated after hiring of a new Resource Management Specialist I with capacity to take on the project.
36	80059	Groundwater Well Decommissioning	Hire a contractor to assess and select wells for decommissioning, location TBD.	Complete	N/A
37	80065	IPM Implementation of Valley Water Grant	Year eight of project implementation.	In Progress	Resource protection measures (buffers for birds nesting) limited the ability to complete the full work.

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
38	80069	Mountain Lion Conservation Research	Continue collaring and behavioral modification work. Develop draft Human-Mountain Lion Interaction Management Plan to reduce potential conflicts with mountain lions in high visitor use areas and refine recommendations.	Complete	N/A
39	80072	Irish Ridge Restoration	Implement first year of the habitat restoration plan. The scope of work and budget is subject to change following additional assessment from staff.	In Progress	This project was combined with the Purisima Comprehensive Use and Management Plan project (see project # MAA03-012), resulting in a schedule delay that will potentially allow for self-mitigation as well as reduce costs and permitting requirements.
40	80073	Oversight of Lehigh Quarry Activities	Review Reclamation Plan Amendment Application and provide comments to Santa Clara County. Continue to work with partners, stakeholders, county and Lehigh to maximize protection of Midpen interests. Monitor Ridgeline Easement and report results to Santa Clara County.	Complete	N/A
41	80081	Pescadero Watershed Sediment Reduction Implementation	Concept-level plans and costs for four options for pond improvements are anticipated in FY24. Selection will be made in FY25 for further development to 30% design plans to be discussed with regulatory agencies and San Mateo County.	In Progress	The adopted scope was modified (reduced) in Q3 based on new information from an engineering study. The modified scope was fully (100%) completed by the end of FY25. Staff will return to the board for next steps in FY26.
42	80083	Santa Cruz Kangaroo Rat Habitat and Population Management	Continue implementation of pilot fuels treatment under Wildland Fire Resiliency CEQA that protects and maintains kangaroo rat habitat.	Complete	N/A
43	80090	CEQA Review for Integrated Pest Management Implementation	Finalize CEQA and approve the updated IPM Program.	In Progress	Project timeline extended due to staff capacity, including IPM Coordinator vacancy.
44	80092	Long Ridge Forest Health Treatment	Complete pre-treatment surveys and develop a treatment plan for Douglas fir removal and restoration of the oak woodland habitat.	In Progress	Restoration planning has been deferred to Q1 of FY26 due to consultant capacity.
45	80093	Prescribed Fire Plan Implementation	Identify areas for prescribed fire. Draft up to three burn plans depending on prior years implementation and implement at least one burn. Monitor and implement corrective actions, as needed. The scope of work and budget is subject to change following additional assessment from staff.	In Progress	The adopted scope included the caveat that scope/schedule adjustments could be made following additional assessment from staff. Project timeline extended due to key project manager on unexpected leave. In addition, CZU CalFire Unit is requesting that they lead the production of burn plans.
46	80095	San Gregorio Creek Fish Habitat Enhancement	Complete construction.	Deferred	Project construction was deferred by one year due to unforeseen delays by the National Oceanic and Atmospheric Administration in issuing regulatory permit approvals.
47	80096	San Francisco Garter Snake Partnership	Work with USFWS and CDFW to permit capture of San Francisco garter snakes from donor sites for head starting, captive or translocation to release sites. Begin CEQA. Exemption anticipated for sites currently with San Francisco garter snakes, higher level document may be required for sites that do not currently have San Francisco garter snakes. As approved by permitting and CEQA, perform capture, rearing, and release.	In Progress	Reintroduction at La Honda Creek Preserve, where snakes do not currently reside, is now scheduled for future phases as this may require a higher level CEQA document and additional funding. Remainder of the scope has been completed.

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
48	80097	Wildlife Conservation Board Grant Reforestation Projects	Remove Douglas fir from Phase 2 sites of Christmas tree farm at Bear Creek Redwoods, remove eucalyptus from Cathedral Oaks area of Sierra Azul and implement Integrated Pest Management (IPM) treatment.	Complete	N/A
49	80098	Science Symposium	Added mid-year.	Complete (Added mid-year)	N/A
50	80034-44	Programmatic State and Federal Environmental Permitting	Finalize negotiations with regulatory agencies and receive final permits.	In Progress	Regulatory permit finalization was delayed due to new guidance from the California Department of Fish and Wildlife, who directed the District to secure additional permits to implement restoration and routine maintenance.
51	MAA01-006	Madonna Creek Habitat Enhancement, Water Supply and Bridge Replacement	Develop concept designs for habitat improvements.	In Progress	The adopted scope was revised mid-year to "Hire a consultant to update the hydraulics analysis of Madonna Creek to reassess the risk of future flood damage to the lower pond, dam, and remediated dump site", which is a necessary first step before designs can be developed. The revised scope includes repair of the staff plate at the lower pond that was damaged during 2023 flooding.
52	MAA01-008	Johnston Ranch Habitat and Agricultural Water Supply Improvements	Added mid-year.	Complete (Added mid-year)	Project became eligible for Measure AA funding once the Board approved the scope/design in FY25, at which time the project was reassigned and given a new project number (changed from General Fund Capital 61045 to Measure AA Fund 30 MAA01-008). Completed scope of work for FY25.
53	MAA02-004	Stevens Creek Shoreline Nature Area Restoration	Continue site enhancements, monitoring and technical studies toward Phase 2. The scope of work and budget is subject to change following additional assessment from staff and given that site access in a given year is dependent on weather conditions and water levels.	In Progress	Additional time required to determine feasibility of federal funding and levee construction to support range of restoration options. Based on recent information, tidal marsh and managed pond options may continue to be feasible. This led to an award of contract in July 2025 to proceed with technical studies and basis-of-design for both options for future Board consideration.
54	MAA03-002	Purisima Upland Site Cleanup and Soil Remediation	Remediate former oil facility and other areas, clean up debris, and install erosion control as needed. The scope of work and budget is subject to change following additional assessment from staff.	In Progress	The public bidding process and construction have been delayed until summer 2026 to secure Water Board approvals, as well as to partner with the California Geologic Energy Management Department to add "oil well abandonment" to the project scope.
55	MAA03-007	Water Improvements at Lobitos Ranch	Develop grazing water supply plan and complete spring improvement.	Complete	N/A
56	MAA05-010	Restoration Forestry Demonstration Project	Begin implementation of forest plan (Year 1).	In Progress	The intended project scope for FY25 was not captured as intended (should have been written as "begin development of forest plan" instead of "implementation") due to an oversight during the budget development process.
57	MAA05-014	Lone Madrone Corrals	Prepare feasibility studies, determine location and prepare design documents, and complete CEQA review.	Complete	N/A

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
58	MAA13-001	Cloverdale - Operational Road System Review and Repairs	Pending acquisition, proceed with design and CEQA review of ranch road improvements. Prepare materials for submittal to regulatory agencies for permitting.	In Progress	Scope was overly ambitious for the year, with insufficient capacity available throughout the year. Majority of scope has shifted to FY26 and will involve hiring of civil engineer to assist with design.
59	MAA13-002	Cloverdale Reservoir Monitoring Improvements	Execute Phase 2 of consultant contract to assess reservoir system.	Complete	N/A
60	MAA20-001	Wildlife Corridor: Highway 17 Crossing	Complete Caltrans Project Approval & Environmental Document (PA&ED) phase, including board certification of final CEQA document. Continue to work with Valley Transportation Agency to finalize design plan and secure permits. Begin preparing bid package materials for implementation. Finalize work on Mitigation Credit Agreement.	Complete	N/A
61	MAA21-007	Bear Creek Redwoods Preserve Plan: Invasive Weed Treatment and Restoration	Complete second year of invasive species treatment in Phase 2 area of Bear Creek Redwoods.	Complete	N/A
62	Supporting Project	Strategic Plan for Adaptation and Resilience to Climate Change	Begin to develop the Strategic Plan for Adaptation and Resilience to Climate Change in collaboration with Midpen staff.	Complete	N/A
63	VP22-001	Alma Bridge Road Newt Study	Added mid-year.	Complete (Added mid-year)	Added as a mid-year project to complete botanical surveys for the study that were originally planned for FY24 but carried over into FY25 (fund 10 - General Fund Operating). Note: the capital implementation project is separate and falls under fund 40 (General Fund Capital).
64	VP22-002	Alma Bridge Road Wildlife Passage	Begin design and CEQA review.	Complete	N/A
Public Access, Interpretation and Education					
65	31901	ADA Barrier Removal	Complete Year 6 of barrier removals. The scope of work and budget is subject to change following additional assessment from staff.	Complete	N/A
66	31904	Purisima Preserve Multimodal Access - Implementation	Initiate development of program scenarios and implementation details for high priority TDMs.	Complete	N/A
67	35008	Kennedy Trail Retaining Wall	Negotiate a secure trail easement.	In Progress	Waiting on town of Los Gatos to work with neighbor in establishing a trail easement on the existing Kennedy Trail that was made a permit condition for their subdivision application.
68	35015	Rancho San Antonio Road and ADA Improvements	Finalize design, conduct CEQA review and obtain regulatory and County permits.	In Progress	Final designs and permits were delayed to conduct additional community outreach efforts and solicit feedback on alternatives to inform the final design alternative. Additional time also required to evaluate surface design to support rural aesthetic while allowing for ADA path delineation.
69	35030	Fremont Older Parking Area Improvements	Assess site conditions and prepare conceptual design documents. Present proposed improvements as the CEQA project description for review and approval by the board. The scope of work and budget is subject to change following additional assessment from staff.	In Progress	Project delayed to divert staff resources to a big rock project (Bear Creek Stables Repair). Item now scheduled to go to PNR in October.

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
70	35031	Guadalupe Creek Crossing Replacement	Continue regulatory permit review and development of construction documents.	Complete	N/A
71	35032	Bear Creek Redwoods - Parking Lot Culvert	Obtain CEQA clearance and regulatory permits for replacing 60", 500' culvert under parking lot.	In Progress	CEQA clearance and permits have been obtained. Project construction was deferred to the summer of FY27 until the North Parking Area is completed to avoid visitor conflicts since the culvert replacement will require closure of the Alma Parking Area.
72	35035	Purisima Creek Road Vehicle Access	Develop design and construction plans. Start CEQA review. The scope of work and budget is subject to change following additional assessment from FEMA and staff.	In Progress	Design work was delayed to first finalize a required FEMA-compliant Request for Proposals and Qualifications form and contract templates (required FEMA coordination and direction). A design engineer contract was ultimately awarded in late May 2025.
73	61025	FFO Trail Bridge Replacements	Complete bridge replacement work. The scope of work and budget is subject to change following additional assessment from staff.	In Progress	Project delays resulted from ongoing interdepartmental coordination on the Guadalupe Creek Crossing project that would serve as mitigation for culvert-related impacts. Several vacancies/acting assignments during the fiscal year also affected staff capacity.
74	61044	Monte Bello Black Mountain Trail Extension	Initiate technical studies.	Complete	N/A
75	61049	El Corte de Madera - Spring Board Trail Culvert and Bridge	Initiate design and engineering for repairs and replacement structures.	Cancelled	Original project was deemed ineligible for FEMA funding and therefore cancelled in FY25. The project was also changed and re-scoped/expanded to include new bridges, culverts and a road-to-trail conversion that will be programmed for future fiscal years.
76	MAA02-005	Pedestrian Gate Access Bay Trail via Rutgers	Added mid-year.	In Progress (Added mid-year)	The District and City of East Palo Alto adopted an Amendment to the Bay Trail MOU in February, 2025, allowing staff to move forward with executing on the project. Negotiations with SFPUC on the location of the new fence and gate took longer than anticipated, delaying the bidding and construction schedule.
77	MAA03-009	Purisima-to-the-Sea Parking	Complete final conceptual design and forward to the board for approval. Begin design development. Prepare and submit regulatory permits.	Complete	N/A
78	MAA03-010	Purisima-to-the-Sea Trail	Complete trail design and engineering. Submit regulatory and county permit applications.	In Progress	Schedule was modified in order to align with the Purisima Comprehensive Use and Management Plan project (see project # MAA03-012), which is providing the required CEQA clearance.
79	MAA03-012	Purisima Preserve Comprehensive Use and Management Plan	Complete preparation of the CUMP and CEQA review. Obtain board certification of the CEQA document and approval of the CUMP.	In Progress	CEQA certification and Comprehensive Use and Management Plan approval were delayed due to reallocation of staff time to the Bear Creek Stables Repair project and unanticipated delays to the Purisima-to-the-Sea Trail project.

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
80	MAA03-013	Highway 35 Multi-Use Trail Crossing and Parking Implementation	Bring on design/engineering consultant, compete the schematic design/35% drawings and submit for environmental review.	Complete	N/A
81	MAA05-007	La Honda Creek Trail Connections	Proceed with construction.	Complete	N/A
82	MAA05-012	Paulin Culvert/Bridge Improvements	Continue regulatory permit review and development of construction documents.	Complete	N/A
83	MAA06-002	Hawthorns Area Plan	Complete public access conceptual planning with Public Access Working Group. Upon board approval of concept parking and trail system design, incorporate conceptual plan into and begin preparing the Hawthorns Area Plan document. Obtain board approval of the Hawthorns Area Plan as the project description to initiate environmental review.	Complete	N/A
84	MAA10-001	Alpine Road Regional Trail, Coal Creek	Complete negotiations with San Mateo County in accordance with the Memorandum of Understanding for transfer of right-of-way and other property rights. Conduct regulatory monitoring.	In Progress	Initial work was pursued by the District, however, San Mateo County Real Estate staff has not had the capacity to work on the right of way transfer.
85	MAA11-003	Rancho San Antonio Multimodal Access - Implementation (MAA Eligible)	Consider implementation of MAA-eligible Tier 2 strategies, if deemed necessary (dependent on outcomes of Tier 1 strategies and likelihood of beneficial impact of Tier 2 strategies).	Complete	N/A
86	MAA11-004	Rancho San Antonio Deer Hollow Farm Restroom	Obtain permits, solicit bids, award contract and complete construction.	Deferred	Project is on hold pending additional research on appropriate permitting option direction.
87	MAA11-005	Rancho San Antonio Permanent Carpool Parking Implementation	Initiate feasibility and site planning study with consultant. Conduct coordination with the county and obtain the county's consensus. Obtain board approval of concept plan as project description for environmental review. Initiate public engagement.	In Progress	Project on hold while Santa Clara County and District negotiates on agreement.
88	MAA17-005	Upper Stevens Creek Trail Connection	Pending partnership agreement related to existing conditions and feasibility study phase, and agreed-upon project scope with Santa Clara County Parks, initiate trail scouting and evaluation of parking opportunities. Initiate technical studies and existing conditions and opportunities and constraints analysis if possible.	In Progress	Delays in project initiation stemmed from Santa Clara County Parks staff capacity limitations and the need for Santa Clara County to have extended discussions with the Metropolitan Transportation Commission (MTC) pertaining to a grant that is funding the initial phase of work.
89	MAA20-002	Bay Area Ridge Trail: Highway 17 Crossing	Complete Caltrans Project Approval & Environmental Document (PA&ED) phase, including board certification of final CEQA document. Continue collaboration with VTA on Plans, Specifications and Estimates (PS&E), permitting of crossing structure and improvements within the Caltrans ROW. Continue to work on securing property access for connecting trails before constructing the trail crossing. Continue to work on developing agreements as needed with partner agencies and organizations.	Complete	N/A

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
90	MAA20-004	El Sereno Loop Trail	Initiate trail construction.	Deferred	Awaiting the execution of cooperative agreements between Caltrans and Valley Transportation Authority to initiate construction. Meanwhile, continued coordination with Grants and Public Affairs on congressional earmark funds.
91	MAA21-004	Bear Creek Stables Project	Complete project design and environmental review. Receive County Use Permit. Solicit bids, award contract.	In Progress	A board ad hoc committee was formed to provide the Board with additional long-term option(s) for consideration, resulting in the approval of a revised project scope that necessitated revisions to the design documents and a permit application resubmittal.
92	MAA21-006	Bear Creek Redwoods - Alma College Cultural Landscape Rehabilitation	Purchase and install year 2 of native nursery plants, seed, plant protections and fencing.	Complete	N/A
93	MAA21-011	Phase 2 Trail Improvements, Bear Creek Redwoods	Enter into maintenance agreement of northeast trailhead with Santa Clara County. Secure building permit, bid and award, and begin construction of northeast trailhead.	In Progress	The final project element (the northeast trailhead entrance) is currently in Caltrans permitting review, and construction has been pushed back to summer 2026 pending Caltrans permit approval.
94	MAA22-004	Beatty Parking Area and Trail Connections	Re-initiate project and re-confirm project scope and program with board. Resume development of conceptual plan alternatives and development of trail design plans.	Complete	N/A
95	Supporting Project	Badger Educational Items	Russian Ridge Bay Area Ridge Trail Renaming	Complete	N/A
96	Supporting Project	Cloverdale Interim Public Access	Make necessary infrastructure improvements to implement a limited permit access program for individuals to access limited areas of the preserve. Designate and improve a permit staging area and trails. Complete signage as needed. Incorporate permits into Midpen's current permit system.	Deferred	This project was planned to fall solely under the District's routine maintenance permit. However, San Mateo County has determined that a Coastal Development Permit is required for any improvements in the Coastal Zone, included minor/temporary improvements. The project was therefore deferred to FY26 with the Planning Department as the lead.
97	Supporting Project	Evaluate and Implement Dynamic Signage in District Preserves	Evaluate existing preserve parking for new dynamic sign implementation. Year 1 will focus on feasibility and prioritization of preserves as alternatives to RSA.	Complete	N/A
98	Supporting Project	Regional Trails and Active Transportation/Access to Open Space Planning and Coordination	Continue participation in regional trails planning and active transportation planning efforts that include Bay-to-Sea Trail, Bay Area Ridge Trail priorities, SFPUC South Skyline Ridge Trail Extension, Stevens Creek Trail, Caltrans D4 Pedestrian Plan, Unincorporated San Mateo County Active Transportation Plan, etc.	Complete	N/A
99	Supporting Project	Trail Designation Thornewood Preserve	Make minor repairs and improvements to service road and bring to board for approval of inclusion as part of the trail network.	Complete	N/A
100	Supporting Project	Trail Junction Numbering System	Implement pilot at ECDM.	Complete	N/A
101	VP05-002	La Honda Creek Parking and Trailhead Access - Feasibility Study and CEQA Review	Pending board approval of project description, initiate environmental review.	Complete	N/A

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
102	VP11-001	Rancho San Antonio Multimodal Access - Implementation (Non-MAA Funded)	Placeholder for evaluation of Tier 2 strategies, if needed.	Complete	N/A
103	VP14-001	California Riding and Hiking Trails	Finalize transfer of trail easements from State Parks to District.	Deferred	State Parks lacks the staff capacity to finalize the transfer of the trail easements.
104	VP21-005	Bear Creek Redwoods North Parking Area	Complete the design development and construction documentation. If required, complete additional CEQA review and obtain board certification of CEQA findings. Begin local permitting. Begin interpretive element design.	In Progress	CEQA findings were delayed to await the final draft design for the parking area. A CEQA Addendum will be prepared in FY26 and brought to the Board for certification.
Assets and Organizational Support					
105	10001	Records Management	Complete paper scanning with the District Clerk, Legal, Human Resources, Public Affairs and Land & Facilities departments and complete migrating scanned files to trusted system.	In Progress	The consultant experienced significant staffing changes, resulting in delays to the project timeline that require elements to be shifted forward to the subsequent fiscal year. Additionally, there were staffing vacancies/onboarding resulting in limited availability.
106	10003	Diversity, Equity and Inclusion Program Actions	Complete internal organizational assessment report and DEI Action Plan. Initiate implementation of priority recommendations. Evaluate efficacy of DEI efforts completed to date. Continue with trainings and building leadership competencies. Continue engagement with external partners and stakeholders.	In Progress	Additional trainings sessions to accommodate field staff schedules, and careful review of assessment results and additional time to prepare findings and action items resulted in slight delay to the Action Plan, which was completed in July 2025.
107	10004	FOSM Update	Implement FOSM Refresh recommendations scheduled for FY25.	Complete	N/A
108	20132	Coastal Field Office	Secure coastal field office site through lease or purchase.	In Progress	Property transaction not yet finalized due to the need to clean-up the chain of title per the title insurance company.
109	31202	New Administrative Office (AO) Facility	Added mid-year.	Complete (Added mid-year)	Project added mid-year to complete the installation of bronze tactile items to interpretive wall mural due to delays in fabrication/meeting design criteria.
110	31914	Skyline Field Office Renovation	Continue programming and pre-design analysis.	Complete	N/A
111	35004	Sierra Azul Ranger Residence	Complete construction.	In Progress	Project scope increased as result of County permit requirements, which extended the project schedule. Remaining items to complete septic and driveway improvement were finalized in July 2025.
112	35010	Structure Disposition	Implement board decisions for structures evaluated in FY23/FY24, including demolition of Rapley Barn, Paul Cabin, Conley Cabin and Quam residence. Conduct research and assess conditions of McKannay property and develop disposition recommendations for board consideration. The scope of work and budget is subject to change following additional assessment from staff.	Complete	N/A

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
113	35034	Prospect Road Culvert Replacement	Solicit bids and hire contractor to initiate project. The scope of work and budget is subject to change following additional assessment from staff.	In Progress	The adopted scope included the caveat that scope/schedule adjustments could be made following additional assessment from staff. The construction window was pushed back to later summer/early fall to conduct work within a stream channel during the driest times of the year to avoid water quality and wildlife impacts.
114	35036	Resource Management Permit for the Former Event Center Site	Begin site improvements as required by the county.	Complete	N/A
115	35037	Annex Building Repairs	Evaluate needed repairs to foundation and scope of work for repairs to kitchen, restroom and office space. Evaluate current use permit.	Complete	N/A
116	35039	Allen Road Washout Repair	Project accelerated and is being performed concurrently with MAA05-012 Paulin Culvert Replacement. Continue regulatory permit review and development of construction documents.	Complete	N/A
117	35041	Fremont Older Residence Roof Replacement	Perform structural assessment, identify regulatory requirements to inform the repair, prepare cost estimates and prepare bid package.	Complete	N/A
118	35042	Lone Madrone Mobile Home Replacement	Added mid-year.	Complete (Added mid-year)	Staff were able to begin surveys to inform next steps of the project. Also completed a septic assessment and topographic survey in advance of the permitting package submittal.
119	35044	Coastal Field Office Build Out	Programming, planning, and develop conceptual design - timing dependent on property purchase.	In Progress	Site selection and property purchase process was not finalized until mid-year. See Real Property project # 20132 for justification. Preliminary programming, planning and conceptual design activities were initiated. Further work must await escrow closure of the property.
120	40014	Legislative Initiative Regarding Permitting	Pursue sponsored legislation through the second year of the two-year legislative session.	Deferred	Course of action pending Natural Resources department feedback following the conclusion of the OSRMP process in fall 2025.
121	51705	Cybersecurity Audit	Complete cybersecurity audit. Staff time only.	Complete	N/A
122	51709	Cybersecurity Implementation	Implement Year 1 recommendations identified in cybersecurity audit.	Complete	N/A
123	51710	Districtwide Firewall Upgrade	Procure and install firewalls.	Complete	N/A
124	51711	Preserve Use Permit System	Research and select Permit Management System.	Complete	N/A
125	61051	Skyline Ridge - Skyline Ridge Road at Big Dipper Inholding	Complete construction.	In Progress	The public bidding process was delayed in order to finalize FEMA-compliant RFPQ and contract templates. Construction now scheduled to be completed by the end of 2025.
126	61057	Title 24 Residential Improvements	Perform audit of all residential district locations that would benefit from energy efficiency improvements.	Deferred	Deferred due to the re-deployment of staff resources for numerous other priorities (Bear Creek Stables Repair Ad Hoc Committee process, administering numerous unexpected turnovers in tenant residences, and a major department division to form the Land Stewardship & Trails and Facilities & Fleet Departments).

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
127	61061	Hawthorns Driveway Repair	Added mid-year.	Complete (Added mid-year)	Added mid-year as a stand alone project (versus as part of an operating program) due to substantial repair work required and associated costs exceeding the \$50,000 capital threshold. Driveway repairs were originally scoped as routine, operational maintenance.
128	65407	Radio System Assessment and Upgrade	Finalize vendor agreements, vendor design and planning, establish outstanding tower leases, vendor build and ship, begin installation of equipment.	In Progress	Delay in the delivery of a critical piece of equipment postponed installation until FY26.
129	None	Ranger Laptop Refresh	Complete the configuration and issuance of ranger laptops.	Complete	N/A
130	None	Vehicle and Machinery/Equipment Purchases	<p>Vehicles: Visitor Services is replacing one 1-ton truck and adding one 1-ton truck along with three fire pumpers. Land & Facilities is replacing two vehicles (one dump truck and one F350) and adding one F150 Lightning to support the conservation grazing program manager position. One Ford Transit Van is being added to support Public Affairs.</p> <p>Equipment: Land & Facilities is replacing three pieces of equipment (two John Deere tractor-mowers and one remote-controlled tractor-mower) and adding two pieces of equipment (one deck mower and one ATV).</p>	In Progress	Delivery of one Ford transit van to support Public Affairs was pushed out to FY26 to finalize the outfitting specifications and obtain cost estimate.
131	Supporting Project	20-Year MAA Project Implementation Plan	Confirm scope & timeline for remaining MAA projects. Begin to develop master schedule for each Portfolio.	Complete	N/A
132	Supporting Project	Basic Policies for the Coastsides Protection Area	Finalize basic policies for the Coastsides Protection Area with committee guidance and present to the full board for approval. Incorporate into Midpen's existing Basic Policy.	In Progress	Project schedule slightly delayed due to project manager needing to focus on other unplanned board priorities; final Board approval of Basic Policy updates occurred instead in August 2025.
133	Supporting Project	Computer System Failover (Off-site)	Assess available off-site computer system failover solutions. Renew the current solution or implement a new one that better meets business needs.	Complete	N/A
134	Supporting Project	Fleet Management	Research and select Fleet Management System	Complete	N/A
135	Supporting Project	GM Signature Authority Legislation	Pursue sponsored legislation through the second year of the two-year legislative session.	In Progress	Bill proposal not authored in 2025 legislative session. This was due to rescoping the bill proposal based on discussions with legislators and the General Manager's Office. Rescoped bill will be pursued in 2026 legislative session.
136	VP06-003	Hawthorns Historic Complex Partnership	Pending board approval of vision, goals, exploratory ideas, and interim improvements and maintenance plan, initiate conceptual plan development. Initiate public and stakeholder engagement.	In Progress	Project scope changed to focus on partnership opportunity that came up mid-year related to the lower barn. Work completed focused on exploring permitting avenues with the Town of Portola Valley to support and expedite partnership reuse of the lower barn.

YEAR-END REVIEW OF FY25 ACTION PLAN PROJECTS

ATTACHMENT 2

#	Project #	Project Name	FY25 Adopted Project Scope	FY25 Adopted Scope Status	FY25 Status Reason
137	VP06-004	Hawthorns Structures Stabilization/Repairs	Initiate implementation of board decisions regarding the Hawthorns Historic Complex structures.	Complete	N/A