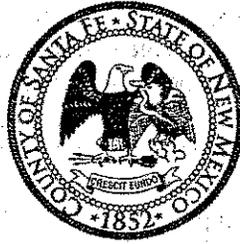


Henry P. Roybal
Commissioner, District 1

Anna Hansen
Commissioner, District 2

Robert A. Anaya
Commissioner, District 3



Anna T. Hamilton
Commissioner, District 4

Ed Moreno
Commissioner, District 5

Katherine Miller
County Manager

MEMORANDUM

Date: January 10, 2017

To: Board of County Commissioners

From: Maria Lohmann, Senior Planner
Phillip Montano, Facility Operations Maintenance Manager

Via: Katherine Miller, County Manager

Re: **Recognition of Santa Fe County Open Space, Trails and Parks Maintenance Crew for Completion of Training and Continued Dedication to Open Space Management**

The Santa Fe County Open Space, Trails and Parks Maintenance Staff consists of five maintenance staff and one foreman. This maintenance crew manages approximately 6,500 acres of open space, 46 miles of trail and 18 parks.

Shane Martinez, Maintenance Technician Lead
Cedric Griego, Maintenance Technician
Josue Maldonado, Maintenance Technician
Daniel Padilla, Maintenance Technician
Reyes Lujan, Maintenance Technician
David Padilla, Maintenance Foreman

Planning staff and Operations staff has been working with consultants to develop best management practices, creation of action plans for riparian and grassland environments, and to develop prescriptions for forest health to guide in the management of open space properties. These projects have included staff training for the Open Space, Trails and Parks Maintenance personnel to enhance staff capacity. This inter-departmental coordination effort is key in managing the resources on our open space properties. This training was rigorous, and included 8 field day training sessions and one classroom training.

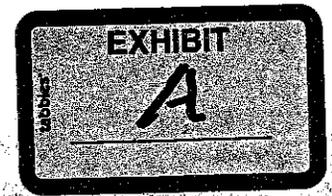
Staff would like to recognize the Open Space Maintenance crew for all of their hard work, dedication and enthusiasm in participating in these trainings, and to acknowledge the hard work they do every day. Skills that the crew gained include assessment of conditions in both riparian and grassland environments, identification of restoration activities in order to attain the desired conditions, and monitoring protocols along with best management practices. The Crew attained specific knowledge and expertise on County Open Spaces in order to become proficient land managers and maintain the integrity of the resources on these properties.

The County is fortunate to have such a group of talented staff who share a unique connection to Santa Fe County, the communities in the area and the valuable public lands where they work. The Crew's ability to quickly and seamlessly process and assimilate the information presented into their collective skill set was impressive to the consultants and other County staff. This Crew working in the field assists the County in managing the open space properties in a sustainable, efficient and meaningful manner.

The consultant team lead by Ecotone Landscape Planning has also made particular note of the inherent knowledge and skills of each crew member. Their observations and recommendations are included in Exhibit A.

The trainings identified in this memo are the first in a series of trainings planned to enhance the County's capacity in enhanced land management of open space properties. Throughout 2018, maintenance staff will be participating in additional trainings including but not limited to noxious weed identification and treatment, sawyer safety, cultural resources management, trail building, erosion control, native species identification, and wildlife habitat management.

We look forward to building on the strengths, skills and knowledge of this team and other staff as we continue to deliver innovative and effective land management and stewardship through the Open Space Program at Santa Fe County.



Santa Fe County Open Space & Trails Maintenance Crew Evaluations

By Ecotone Landscape Planning, LLC

Jan-Willem Jansens, Richard Schrader, Mollie Walton

December 22, 2017

In November and December 2017, the Santa Fe County Open Space & Trails Maintenance Crew participated in a hands-on field training program on Best Practices for maintaining Open Space properties and in support of several Open Space management plans. The training program was part of Santa Fe County's contract work with Ecotone Landscape Planning, LLC to build capacity in the County's Open Space program.

Ecotone's interactions with crew members during the training days offered the trainers an opportunity to identify the strengths of each crew member. This document offers our statements of evaluation and recognition of each of the crew members.

The entire crew received skills training and information on the following topics:

- Field inspection protocols, including reporting along the chain of command
- Field monitoring with the Bullseye Methods for grasslands and riparian areas
- Identification of several most common noxious weeds
- Identification of several common drainage problems and soil erosion features
- Identification of common native plants
- Lop & scatter techniques for slash and brush
- Construction of a rock bowl and one-rock-dam for soil conservation purposes
- Knowledge of wildlife-friendly fencing
- Insight in some removal practices of noxious weeds
- Insight of recommended best practices for Open Space management in Santa Fe County, as presented in the Best Practices Manual and Open Space Management Plans for Grasslands and Riparian Areas.

We found the crew to be very engaged in the learning process and excited to have a chance to improve their skills. Additionally, we found that everyone on the crew is hard working, positive, engaged, and exhibiting excellent team work skills. We experienced that the crew manager, Dave Padilla, and crew foreman Shane Martinez, have created a positive and supportive crew atmosphere and team culture.

Shane Martinez

- Has several years of experience working with the County Open Space program
- Has learned many different land restoration and maintenance techniques

- Is a natural leader
- Pays attention to and is aware of how each person on his crew is doing
- Takes initiative; is assertive
- Experienced in land stewardship
- Has affinity with land restoration work and loves his connection to land
- Quiet observer and good listener
- Practical, action oriented attitude
- Understands the logistical requirements for the crew work
- Has a good understanding of what it takes to complete many crew tasks

Cedric Griego

- Is thoughtful about the work and land health aspect
- Has profound observation skills and is truly curious about plant & soil health
- Is a pleasure to work with and is supportive of his team mates
- Is inquisitive and shows to be a life-long learner
- Has thorough knowledge of native plants
- Has a positive, encouraging, and constructive demeanor

Josue Maldonado

- Is very engaged and active
- Is a lifelong learner and engages in asking good and tough questions
- Has exceptional critical thinking skills
- Is creative in solutions-oriented thinking
- Actively and promptly engages in any new task
- Has an ambitious attitude and wants to excel
- Takes care of his team mates and is supportive of others
- Is outgoing and expressive; has good communication skills

Daniel Padilla

- Has knowledge of local plants and great interest in local plants; is recognized in the crew as a plant expert
- Has a very pleasant demeanor
- Has a love of learning
- Wants to learn and advance his career
- Is interested in interfacing with the public
- Is thoughtful about larger, public aspects of Open Space Management
- Is a hard worker and ready to take initiative

Reyes Lujan

- Is actively engaged in learning
- Is a quiet observer
- Is interested in team work
- Has a positive attitude
- Has a ready willingness to get to work and is a hard worker

