











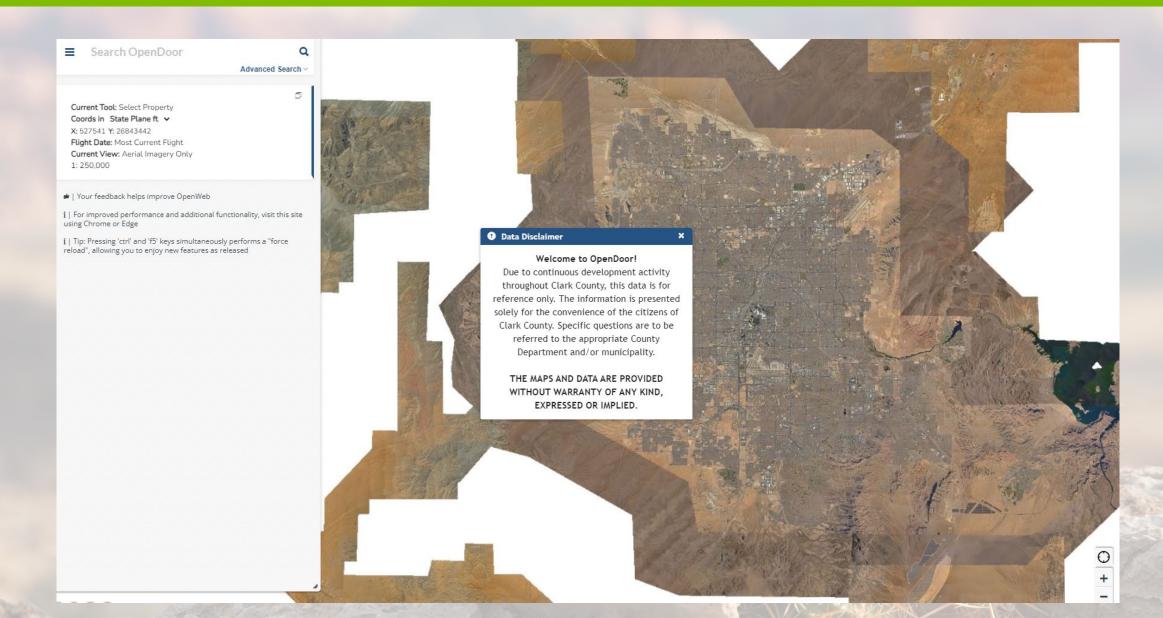




CENTRALIZED APPROACH







Positions Added

Deputy District Attorney (50% to DCP)

Programmer Analyst (50% to DCP)

Program Administrator

Principal Environmental Specialist

> P.T. Management Assistant

Adaptive Management Program (AMP) Coordinator

Senior Biologist

AMP Biologist – Wildlife Species Monitoring

Biologist

AMP Biologist - Plant and Habitat Monitoring

Biologist

AMP Biology Technician -Misc. Field Support

Biology Technician

Avoidance and **Minimization Measures** (AMM) Coordinator

Senior Biologist

AMM MSHCP Species Biology Technician

Biology Technician

AMM MSHCP Species Biology Technician

Biology Technician

AMM MSHCP Species Biology Technician

Biology Technician

AMM MSHCP Species Biology Technician

Biology Technician

Reserve System Coordinator

Senior Environmental Specialist

Reserve System Specialist

Environmental Specialist

Riparian Habitat Restoration Specialist

Environmental Specialist

Upland Habitats Restoration Specialist

Environmental Specialist

Public Outreach GIS and Technology Coordinator

Senior GIS Specialist

Coordinator

Public Information Officer

P.T. Fellowship

Management Assistant

Budget, Finance, and Administrative Coordinator (50% to DCP)

Senior Management Analyst

Contract Management, Purchasing Liaison, Grants Administration

Senior Management Analyst

Mitigation Fee Specialist, **Administrative Support**

Administrative Specialist

OTHER COST SAVINGS





- Reserve System—
 - Acquisition vs. Mitigation on Federal Lands
 - Law Enforcement
- Monitoring Use of Models and New Technologies
- Grant Funds

CURRENT FEE





Adopted into NRS in 1991

Does not allow adjustments for inflation

Why has it worked for this long?

- Rapid Development
- SNPLMA
- Interest Rates

