

Chapter 5: Plan Implementation

Essential Staffing, Mission-Critical Projects and Major Maintenance Needs

The Service relies on two systems to track the needs of the Wetland Management Districts and other units of the National Wildlife Refuge System. These systems are the Refuge Operating Needs System and the Maintenance Management System. Each station has scores of projects in each system, representing a need which is often beyond the realities of funding. However, each station has identified its most critical needs which form a realistic assessment of funding needed to meet many of the goals, objectives, and strategies identified in the CCP. These needs also form the basis for the President's budget request to Congress. These critical needs are listed below in the categories of essential staff, mission-critical projects, and major maintenance projects. A complete listing of projects in the Operating Needs System is found in Appendix F and it represents the long-term needs of Morris Wetland Management District to operate at optimum levels.



TSPWMS Photo

Essential Staffing Needs

Wildlife Biologist
Visitor Services Specialist

Mission-Critical Projects

Prairie Chicken Reintroductions
Native Prairie Restoration
Water Level Management
Visitor Services

Major Maintenance Projects

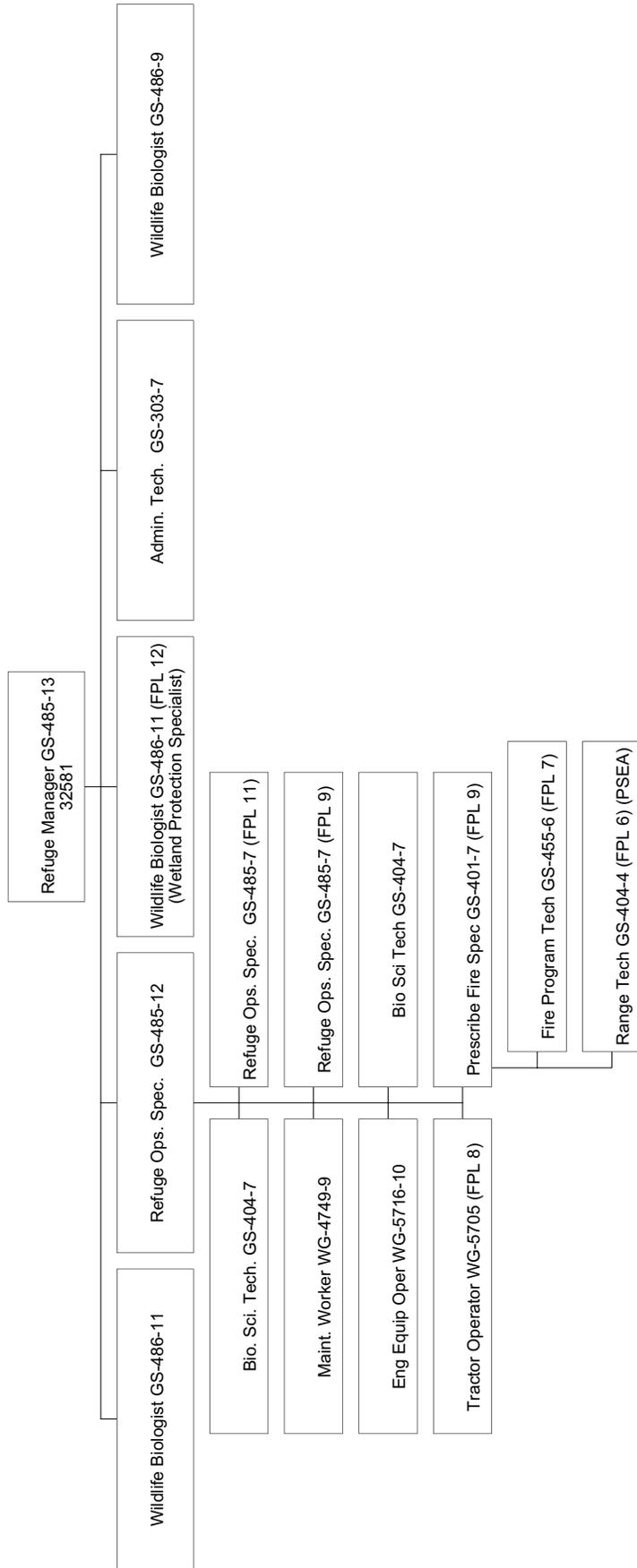
Replace Storage Building at Benson Site
Replace Roof on Maintenance Building
Replace Boundary Fences
Replace Tractor
12 Additional Projects

Total Funding Needs: \$1,435,000

Step-down Management Plans

The draft list of Step-Down Management Plan necessary to implement the direction of the CCP include only the Inventory and Monitoring Plan, which will be completed December 2002.

Figure 11: Staffing Chart



A cultural resource management plan will also be prepared to meet the requirements of Section 14 of the Archaeological Resources Protection Act and Section 110(a)(2) of the National Historic Preservation Act.

Partnership Opportunities

Within the Private Lands Program, the Refuge maintains partnerships with all eight county Soil and Water Conservation Districts, and local, state, other federal agencies, and other groups such as Ducks Unlimited, Pheasants Forever and Minnesota Waterfowl Association and watershed districts.

We will seek to develop partnerships with additional public and private groups as opportunities arise.

Monitoring and Evaluation

Monitoring is critical to successful implementation of this plan. Monitoring is necessary to evaluate the progress toward objectives and to determine if conditions are changing.

Accomplishment of the objectives described in this CCP will be monitored annually by the District Manager's supervisor. Successful performance will be tied to the accomplishment of objectives that are scheduled for that year. The public will be informed about the activities of the District staff through news releases and information on each District's web site.

The techniques and details for monitoring related to specific objectives will be specified in the Inventory and Monitoring Step Down Plan.

Substantial changes are likely to occur within the Service and the local community during the next 15 years. The Plan and its objectives will be examined at least every 5 years to determine if any modifications are necessary to meet the changing conditions.