

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 Big Stone Wetland Management District to operate at optimum levels. Note that the following figures include needs for Big Stone National Wildlife Refuge. The staffing chart on the following page is for Big Stone National Wildlife Refuge, which administers the Big Stone WMD.

Essential Staffing Needs

Biological technician
Biological technician
Visitor Services Specialist
Administrative Technician
Maintenance Worker
Maintenance Worker

Mission-Critical Projects

Provide Visitor Services through Interpretive Facilities
Native Prairie Restoration
Visitor Services and Biological Studies
American Bittern Bird Study
Water Level Management

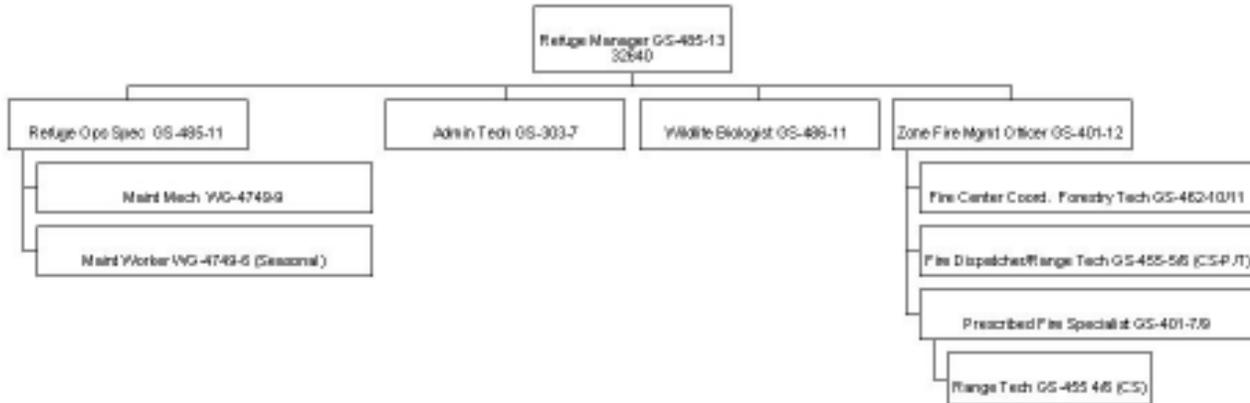
Major Maintenance Projects

Replace fence around three quarries
Replace backhoe
Replace tractor
10 additional projects
Total: \$2,399,000

Funding

The Refuge Operating Needs (RONS) projects identified in this plan describe new projects and total \$1,595,000 initial cost with annual recurring costs of \$ 489,000

Figure 10: Staffing Chart



These projects are in addition to the base operating budget of the District, which was approximately \$16,000 in fiscal year 2000. The projects are prioritized and will be implemented as funding becomes available.

Step-down Management Plans

Step-Down Management Plans necessary to implement the direction of the CCP include the following:

<i>Plan</i>	<i>Completion Date by December of:</i>
Grassland Management Plan	2003
Inventory and Monitoring Plan	2003
Visitor Services Plan	2003
Wetland Management Plan	2004
Law Enforcement Plan	2005
Prescribed Burning Plan	2002

Partnership Opportunities

We plan to maintain and foster partnerships with Ducks Unlimited, Lyon County Chapter Pheasants Forever, Buffalo Ridge Chapter Pheasants Forever, Minnesota Department of Natural Resources, Southwest Sportsman Club, Redwood River Sportsman’s Club, Minnkota Sportsman’s Club, Balaton Sportsman’s Club, Lake Shaokatan Sportsman’s Club, Yellow Medicine County Chapter Pheasants Forever and Minnesota Board of Water and Soil Resources.

Within the Private Lands Program, the Refuge maintains partnerships with Lyon and Lincoln County Soil and Water Conservation Districts, and Natural Resources Conservation Service. 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.



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