

Contents

Acknowledgments	i
Executive Summary	i
Comprehensive Conservation Planning	ii
The Planning Process	ii
Management Alternatives	iii
Alternatives Development	iii
Alternative 1 – Maintain Management on Current Acres With No Additional Land Acquisition ...	v
Alternative 2 – Increase Land Holdings to Goal Acres and Maintain Current Management Practices (No Action)	v
Alternative 3 – Increase Land Holdings to Goal Acres and Expand Management for Waterfowl, Other Trust Species and the Public. (Preferred Alternative)	vi
Planning Issues and Management Direction	viii
Wildlife and Habitat	viii
People	x
Operations	x
Essential Staffing, Mission-Critical Projects and Major Maintenance Needs	xi
Essential Staffing Needs	xii
Mission-Critical Projects	xii
Major Maintenance Projects	xii
Chapter 1: Introduction and Background	1
Overview: History of Refuge Establishment, Acquisition, and Management	1
Background	5
Purpose and Need for the Comprehensive Conservation Plan	5
The U.S. Fish and Wildlife Service	5
The National Wildlife Refuge System	6
Minnesota Wetland Management Districts Vision Statement	6
Legal and Policy Guidance	7
Existing Partnerships: The Ecosystem Approach	7
Migratory Bird Conservation Initiatives	7
Region 3 Fish and Wildlife Resource Conservation Priorities	9
Biological Needs Assessment	9
Working With Partners	10
Chapter 2: Planning Process, Issues and Goals	11
Description of Planning Process	11
Planning Issues	12
Wildlife and Habitat	12
Public Use	13
Operations	13
Comprehensive Conservation Plan Goals	14
Wildlife and Habitat	14
People	14
Operations	15

Chapter 3: The Environment	16
Geographic/Ecosystem Setting	16
Prairie Grasslands	16
Deciduous Woods	16
Coniferous Forest	18
Climate	18
Hydrology	18
Geology	20
District Resources	21
Wildlife	21
Waterfowl	21
Migratory Birds	25
Vertebrate and Invertebrate Species of Concern	26
Reptiles, Amphibians, and Insects, Vertebrates and Invertebrates	26
Listed Endangered and Threatened Vertebrates and Invertebrates	27
Threatened Mammals	27
Threatened/Endangered Birds	27
Reintroductions	27
Management of Resident Species	28
Habitat	28
Wetlands and Riparian Habitat	28
Partners for Fish and Wildlife Program	30
Prairie Restoration	31
Rare Communities	32
Plant Species of Concern	33
Listed Plants	34
External Threats	34
Drainage and Pesticides	34
Invasive Species	35
Rural Development	36
Cultural Resources	36
Archeological and Cultural Values	36
Context	36
Existing Conditions and Cultural Resources Potential	37
Indian Tribes and Other Interested Parties	38
Management of Cultural Resources	38
People	39
Public Use of Waterfowl Production Areas	39
Disabled User Access	40
Operations	41
Individual WPA Development Plans	41
Consistent Use	41
Drainage	43
Chapter 4: Management Direction	44
Detroit Lakes Wetland Management District	44
Goals, Objectives and Strategies	45
Wildlife and Habitat	45
Goal 1: Wildlife	45
Goal 2: Habitat	48
Goal 3: Acquisition	52
Goal 4: Monitoring	54
Goal 5: Endangered Species / Unique Communities	55

People.....	57
Goal 6: Public Use/ Environmental Education	57
Operations	60
Goal 7: Development Plan	60
Goal 8: Support Staff, Facilities and Equipment	61
Goal 9: Annual Capital Development Funds	62
Goal 10: Consistency	63
Chapter 5: Plan Implementation	64
Essential Staffing, Mission-Critical Projects and Major Maintenance Needs	64
Essential Staffing Needs	64
Mission-Critical Projects	64
Major Maintenance Projects	64
Step-down Management Plans	66
Partnership Opportunities	66
Monitoring and Evaluation	66
Appendix A: Authority and Legal Compliance	69
Appendix B: Priority Bird Species	75
Appendix C: Species List	81
Appendix D: National Wetlands Inventory – Minnesota Counties Wetland Types	97
Appendix E: Compatibility Determinations	101
Appendix F: RONS Lists	161
Appendix G: Existing Partnerships	165
Appendix H: Glossary.....	171
Appendix I: Bibliography	177
Appendix J: List of Preparers	183
Appendix K: Guidance for Acquisition	187
Appendix L: Goal Acres	199
Appendix M: Environmental Assessment	203
Appendix N: Drainage Policy	301
Appendix O: Disposition of Public Comments on the Draft CCP	305

List of Figures:

Figure 1: Minnesota Wetland Management Districts	3
Figure 2: Average Breeding Population for Major Duck Species	4
Figure 3: Minnesota Wetland Management District Ecosystems	17
Figure 4: Minnesota Wetland Management District Hydrology and Key Rivers	19
Figure 5: Estimated Average Duck Pair Density, 1987-1999	22
Figure 6: Predicted Settling Density of Dabbling Duck Pairs	24
Figure 7: Wetland Distribution by Type, Detroit Lakes WMD	29
Figure 8: Marsh Vegetation Cycles	30
Figure 9: GIS for Waterfowl Production Area Development Planning	42
Figure 10: Detroit Lakes Wetland Management District	45
Figure 11: Detroit Lakes Wetland Management District Staffing Chart	65