

# Chapter 5: Implementation and Monitoring

## 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 the Litchfield Wetland Management District to operate at optimum levels.



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### Essential Staffing Needs

Wildlife Biologist  
Visitor Services Specialist  
Equipment Operator

### Mission-Critical Projects

Farming and Native Prairie Restoration Operations Support  
Native Prairie Restoration  
Wetlands Restoration  
Water Level Management  
Visitor Services

### Major Maintenance Projects

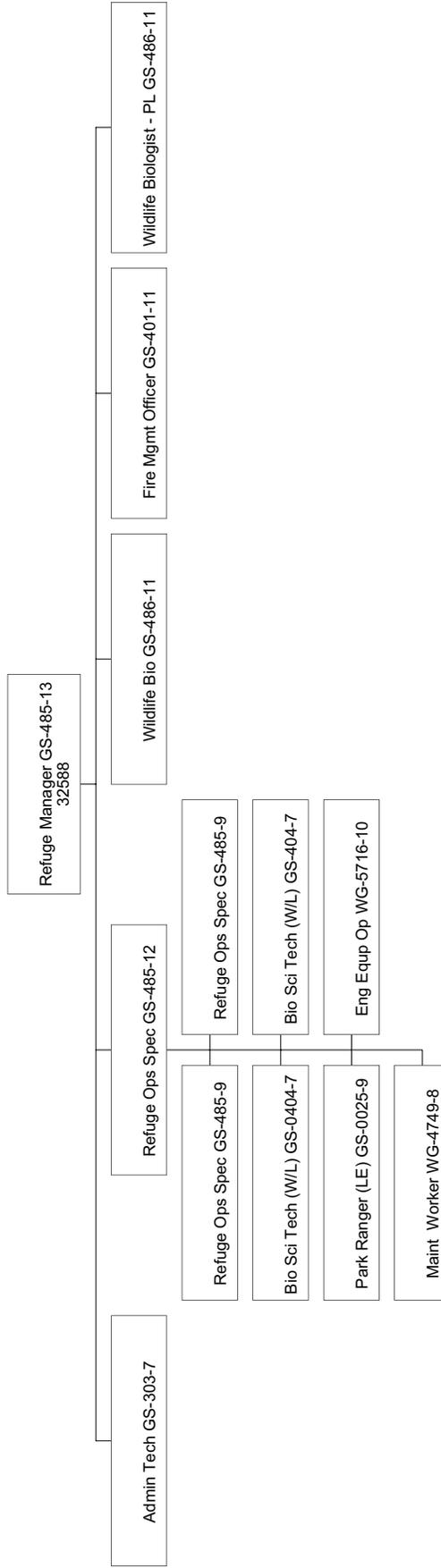
Repair Maintenance Building  
Repair WPA Fences  
Replace Tractor  
16 Additional Projects

### Serving People

Rehabilitate Recreational Facilities

*Total Funding Needs: \$1,671,00*

**Figure 11: Staffing Chart**



## Step-down Management Plans

Existing Step-Down plans that only need a slight modification to implement the direction of the CCP include the following:

<b>Plan</b>	<b>Completion Date by December of:</b>
WPA Development Plans	Updated annually as lands are acquired
Predator Management Plan	Done
Law Enforcement Plan	Done
Fire Management Plan	Done
Wildlife Inventory Plan	2003
Water Management Plan	2005

The draft list of Step-Down Management Plans necessary to implement the direction of the CCP include:

<b>Plan</b>	<b>Completion Date by December of:</b>
Public Use Mgt. Plan	2005
Grassland Mgt. Plan	2004
Forest Mgt. Plan	2006

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

We plan to maintain and foster partnerships with a wide variety of organizations, government agencies and school districts.

Within the Private Lands Program, the Refuge maintains partnerships with the following governments, agencies, and organizations:

### State Agencies

Minnesota DNR Divisions; Wildlife, Fisheries, Waters, Forestry, Parks, Trails and Waterways, Ecological Services and Law Enforcement.

Minnesota Pollution Control Agency

Minnesota Legislative Commission on Minnesota Resources

### Local Governments

Stearns, Meeker, Kandiyohi, Todd, Renville, McLeod, and Wright county governments including the following offices: County Commissioners; Land & Natural Resource Office (Ditch and Weed Inspector, Wetland Conservation Act Coordinator); Soil and Water Conservation District; County Highway Engineer; Planning and Zoning.

Shakopee Watershed District  
Chippewa River Watershed District  
Clearwater River Watershed District  
Crow River Organization of Water  
City of Willmar

Rice Lake Association  
Dunn/Richardson Lake Assoc.  
Florida Lake Assoc.  
Clear Lake Assoc.  
City of Litchfield

Federal Agencies:

Corps of Engineers

Natural Resource Conservation Service (eight county offices and two area offices)

Farm Service Agency (eight county offices)

Private Groups:

Prairie Woods Learning Center

Minnesota Waterfowl Assoc.

Brownton Rod and Gun Club

Pheasants Forever

Delta Waterfowl Assoc.

Vermillion Community College

Ducks Unlimited

Paynesville Sportsmen Club

Minnesota Audubon

Minnesota Deer Hunters

The Nature Conservancy

School Districts:

Litchfield Community Schools

Dassel/Cokato Community Schools

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.