

V. Implementation and Monitoring

Funding and Personnel

The following staff chart shows current staff and proposed additional staffing needed to fully implement the CCP. Proposed staff increases reflect the minimum staffing plan established for the Complex. If all positions were filled, the Complex could carry out all aspects of the CCP. If some positions are not filled, all aspects of the Plan cannot be completed or those completed may be done over a longer period of time. Staffing and funding are expected to be accomplished over the 15-year life of this Plan.

Complex staff currently totals 11 positions (10.5 FTEs), plus two Private Lands biological technicians. Minimum staffing requirements would increase staffing levels to 21 positions (19 FTEs).

In fiscal year 2000, Waubay Complex had a baseline budget of \$439,000 to fund annual operating expenses, including staff salaries. Station backlogs identified in fiscal year 2000 Maintenance Management System (MMS) and Refuge Operations Needs System (RONS) totaled \$1,236,000 and \$2,679,000, respectively. The CCP proposes to accomplish more resource protection and habitat management, which only can be realized by fully funding the MMS and RONS projects.

Current/Proposed Staffing Plan - Waubay Complex					
Position	NWR- Current	NWR- Proposed	WMD- Current	WMD- Proposed	Complex - Fully Staffed (Totals)
Project Leader GS-13	1.0				1.0
Deputy Project Leader GS-12	1.0				1.0
Wetlands Manager GS-11			0.5		0.5
Wetlands Manager GS-11				0.5	0.5
Ref. Operations Spec. GS-9			1.0		1.0
Complex Biologist GS-11	1.0				1.0
Wildlife Biologist GS-9				1.0	1.0
Resource Specialist GS-11		1.0			1.0
Private Lands Bio. GS-7/11			1.0		1.0
Private Lands Tech. GS-3/7			1.0		1.0
Law Enforcement GS-11				1.0	1.0
Administration GS-9	1.0				1.0
Administration GS-7		1.0			1.0
Outdoor Rec. Planner		1.0			1.0
Maintenance WG-8	1.0			1.0	2.0
Maintenance WG-6			0.5		0.5
Tractor Operator WG-6			1.5	2.0	3.5
Totals	5.0	3.0	5.5	5.5	19.0

Step-down Management Plans

The CCP is intended as a broad umbrella Plan that provides general concepts; wildlife and habitat objectives; and endangered species, public use, and partnership objectives. Depending on Refuge needs, these may be very detailed or quite broad. The purpose of step-down management plans is to provide greater detail to managers to implement specific actions authorized by the CCP. The following table outlines the current and potential step-down management plans that apply to the Complex.

Step-Down Management Plan	Status of Station Plan	Proposed Revision Date
Safety Program / Operations	1998 Safety Plan	No revision necessary
Hazardous Material Oper.	1988 Hazardous Material Oper.	2005
Pollution Prevention	1997 Spill Prevention Plan	No revision necessary
Integrated Pest Management	2002 Integrated Pesticide Management Plan	2005
Refuge Uses (Compatibility)	1990 Compatibility Review	2002 CCP
Visitor Services Plan	None	2003
Hunting	1983 Hunting Plan	2005
Fishing	None	2002
Cultural Resources	None	2006
Refuge Habitat Management Plan (HMP)	1973 Land Use Plan	2007
WMD Habitat Management Plan (HMP)		2012
Fire Management	1999 Fire Management Plan	No revision necessary
Wildlife Inventory Plan	1972	2012
Disease Prevention & Control	None	2004
Fisheries Resources Management	None	2002

Partnership Opportunities

Since the advent of the Partners for Fish and Wildlife Program in 1988, the Service's collective eyes have been opened to the potential for improvement of wildlife habitat on private land. Over 97 percent of the landscape of Waubay Wetland Management District is privately owned; to ignore private lands is folly with the hope of accomplishing landscape ecosystem management. In the past 12 years, funds and services have been contributed toward the wildlife improvement effort by the following individuals/organizations: hundreds of landowners; Sisseton-Wahpeton Sioux Tribe; Federal Emergency Management Agency; Natural Resource Conservation Agency; Farm Service Agency; Grant, Day, Marshall, Roberts, Clark, and Codington County Soil and Water Conservation Districts; Friends of Big Stone Lake; Ducks Unlimited Inc.; South Dakota Game, Fish and Parks; Minnesota Area III Conservation Districts; Lake Farley Watershed; South Dakota Conservation Commission; North American Wetlands Conservation Council; Aberdeen Development Corporation; East Dakota Water Development District; Pheasants Forever; Big Stone Lake Watershed; Lake Kampeska Watershed; Lake Traverse Watershed; and others. Our private lands partners have chipped in to restore wetlands, create wetlands, restore grasslands, improve grasslands for wildlife, and other projects.

The limited environmental education program at Waubay NWR/WMD Complex has been aided by our partners at Glacial Lakes Outdoor School and the students and teachers of area schools. Many area school children have had the opportunity to enjoy their National Wildlife Refuge through the efforts of these dedicated individuals. The potential has barely been scratched, but the enthusiasm of the young people has let us know that we're providing a much-needed service.

These success stories give hope to fulfilling other needs. Potential partners for habitat conservation, wildlife observation, wildlife photography, environmental education and interpretation and other wildlife related recreation is limited only by one's imagination. Potential partners for these projects include conservation organizations, civic groups, tourism groups, State and Federal government agencies, individuals, corporations, and others.

Monitoring and Evaluation

The CCP identifies and incorporates monitoring and evaluation activities as strategies under the objectives developed for Waubay NWR and WMD. Each Complex program has specific guidelines described in the appropriate step-down plan. Step-down plans include approaches and methods to monitoring management activities and specific criteria to evaluate the outcomes of the activities. As new information becomes available through baseline data, research, or outcomes of management projects, the existing Complex programs would be adjusted. Step-down plans including the monitoring and evaluation sections would require periodic review, program evaluation, and adjustments, as necessary.

The Complex CCP will be a useful working document for present and future managers. Periodic review, evaluation, and the addition of information will be required to achieve effective implementation of the CCP, even as Refuge programs evolve over time.

Plan Amendment and Revision

The Waubay Project Leader will refer to the CCP annually to ensure station priorities and work guidance is on track with the CCP. Appropriate staff members will be assigned tasks and projects identified in the CCP to accomplish the objectives stated in the Plan. The Project Leader will review the CCP at least every 5 years to determine if it needs revision. Any necessary revisions will be incorporated into the Plan, with proper public participation. The Plan will be revised no later than 2017.

