

# V. Implementation and Monitoring

## Funding and Personnel

### Staffing Needed for Implementation

The following staffing chart shows current staff and additional staffing needed to implement this Plan. All personnel would be part of the Crescent Lake National Wildlife Refuge Complex and some positions would be shared with the North Platte Refuge. If positions are not filled, some aspects of this Plan would not be completed or may take longer to complete.

Position	Current	Proposed
Project Leader *	X	X
Refuge Manager	X	X
Wildlife Biologist #		X
Refuge Operations Specialist		X
Outdoor Recreation Planner *		X
Administrative Support Assistant *	X	X
Engineering Equipment Operator #	X	X
Maintenance Worker	X	X
Fire Program Technician	X	X
Fire Management Officer / LE #		X
Maintenance Worker		X
Biological Aid		X
Range Technicians (fire / seasonal)	X(4)	X(5)

\* Shared in the Complex and stationed at Scottsbluff

# Shared in the Complex and stationed at Crescent Lake Refuge

### Funding Needed for Implementation

The Service maintains two national databases for tracking funding needs: (1) The Maintenance Management System (MMS) which records needs for maintaining or replacing existing facilities and equipment; and (2) the Refuge Operating Needs System (RONS) which documents new or additional projects, facilities, equipment, and personnel needed to implement CCPs.

The Crescent Lake maintenance backlog was \$4,437,000 in 2000 (see Appendix D for a project summary). New projects, or additions to existing projects, needed to fully implement this Plan total \$2,244,000. Projects on both lists are in priority order as viewed by the Project Leader. Those priorities are sometimes changed as funding requests move up through the Service to the Department of the Interior and Congress. More specific information about each project can be found in the database on file at the Refuge headquarters.

### Refuge Management Policies and Guidelines

In addition to the laws, policies, and regulations under which all national wildlife refuges operate, Crescent Lake Refuge is guided by a number of agreements with State and local agencies (see Section I and Appendix C). The public involvement/scoping process did not reveal a need to change these agreements.

## **Partnership Opportunities**

The Service and Crescent Lake Refuge will continue to seek opportunities to work with Federal, State and local agencies, conservation groups, and private corporations and organizations to advance the purpose of the Refuge and the community. For instance, if bison are reintroduced, there may be opportunities for cooperative herd management. Also, there are many gaps in the biological database, and the Refuge will seek university-level research and management studies to help fill those gaps. Volunteer partnerships to assist with surveys, environmental education, and other activities are always needed although the remoteness of the Refuge limits such opportunities. Partnerships are, and will continue to be, an important part of future Refuge operations.

The Service is currently working with Garden County to improve the County road accessing the Refuge from the north and south. Improving this road will not only provide better access to the Refuge for the visiting public but will also benefit local residents who use the road for commercial agricultural business and fire protection.

## **Monitoring and Evaluation**

This Plan emphasizes the importance of monitoring and evaluating the effects of applied management and public use on plants and animals. Additional scientific, long-term monitoring is needed in order to measure progress toward stated objectives, detect successes and failures, make adjustments in management techniques, and modify plans and budget requests. Some monitoring needs and techniques are documented in the step-down plans; others have been identified but not designed.

At this writing, a lot goes undone. The above staffing plan will contribute significantly to monitoring and evaluation and to conducting refuge management studies, but the Refuge staff will also be dependent on university level research and volunteers to get the whole job done right.

## **Plan Amendment and Revision**

This is a dynamic Plan and will be adjusted to include new and better information. It will be monitored continuously, reviewed during inspections and programmatic evaluations, dove-tailed with budget requests and annual work plans, and formally reviewed every five years. Public involvement will be part of any substantive change. The Plan will be formally revised at least every 15 years.

