

# GULF OF MAINE RIVERS ECOSYSTEM PLAN

Resource Priorities, Action Strategies and  
Budgets

SEPTEMBER 1994  
Revised 5/95

U.S. Fish & Wildlife Service  
Region 5

# GULF OF MAINE RIVERS ECOSYSTEM PLAN

## TABLE OF CONTENTS

Introduction .....	1
Mission, Goals and Resource Priorities .....	3
Resource Priority #1 .....	7
Resource Priority #2 .....	10
Resource Priority #3 .....	15
Resource Priority #4 .....	20
Resource Priority #5 .....	22
Resource Priority #6 .....	26
Resource Priority #7 .....	32
Proposed Station Budget Discussion.....	36
Appendix A - List of Acronyms for Field Stations .....	37
Appendix B - List of Acronyms for Partners .....	38
Appendix C - Glossary	
Appendix D - Map of the Gulf of Maine Rivers Ecosystem	

[Note - copies of Appendices C, D, E & F may be available by contacting Team Leader Gordon Russell at (207)827-6138.]

Appendix E - Action Item Budget Forms

Appendix F - Station Contribution Summaries

## INTRODUCTION

### Description of Gulf of Maine Rivers Ecosystem

The Gulf of Maine Rivers Ecosystem consists of a vast network of rivers, forests, lakes, wetlands, and estuaries. The watershed includes the entire state of Maine, portions of the states of New Hampshire and Massachusetts, and the estuarine and marine waters of the Gulf of Maine. (Portions of the Canadian provinces of Quebec, New Brunswick and Nova Scotia that are in the Gulf of Maine watershed are not addressed in this ecosystem plan.) This area provides vital natural habitat for Fish and Wildlife Service trust resources, including anadromous fish, endangered and threatened species, and migratory birds. The watershed also sustains major forest-related, fishing, tourist, and recreation industries. Threats to the integrity of the Gulf of Maine Rivers Ecosystem include wetland loss, pollution, blockages of rivers by dams, habitat fragmentation, and other cumulative effects of development. A map of the Gulf of Maine watershed is attached.

### Service Presence in the Gulf of Maine Rivers Ecosystem

The Gulf of Maine Rivers Ecosystem contains a number of widely distributed Service offices, covering the four major programs -- Fisheries, Refuges, Ecological Services and Law Enforcement. The Service also owns more than 58,000 acres in the Gulf of Maine Rivers Ecosystem, including more than 20 individual national wildlife refuge units and fish hatcheries, and manages additional lands under easement as a result of the Farm Bill and other programs. A variety of partners, including state and provincial agencies, Indian tribes, non-governmental organizations, local communities, private landowners, and others are presently working with the Service to accomplish fish and wildlife resource goals.

### Field Stations Represented on the Gulf of Maine Rivers Ecosystem Team

The Gulf of Maine Rivers Ecosystem Team includes the Service Field Station Project Leaders who are responsible for day-to-day operations in the watershed. The Team includes:

Margaret Anderson - Petit Manan NWR

Deborah Kimbrell-Anderson - Rachel Carson NWR

Mike Bartlett - ES New England Field Offices

Steve Breeser - Lake Umbagog NWR

Stewart Fefer - ES Gulf of Maine Project

Jack Fillio - Parker River NWR

Dave Frisque - Great Meadows NWR (representing Project Leader Ed Moses)

Paul Gaston - Green Lake/Craig Brook NFH Complex

Chris Graham - LE/SRA, Boston

Jim Halpin - Great Bay NWR

Mike Hendrix - Northeast Fisheries Center

Tom King - Craig Brook NFH

Jerry Marancik - Maine Fisheries Office

Joe McKeon - Laconia Office of Fisheries Assistance

Douglas Mullen - Moosehorn NWR

Gordon Russell - ES Maine Field Office (team leader Nov 1994 - present)

Vic Segarich - Nashua NFH

Larry Stolte - Central New England Anadromous Fish Coordinator

Mark Sweeny - Sunkhaze Meadows NWR (team leader May 1994 - Nov 1994)

Fred Yost - North Attleboro NFH

Regional Office Liaisons:

Ralph Pisapia - ARD/ES

Rick Bennett - DARD/FFA (also an active Team Member)

Meeting Facilitators/Recorders:

Jim Jones - RO/Federal Aid (May 1994 - Oct 1994)

Cheryl Simpson - Maine Outreach Specialist (stationed at Rachel Carson NWR)

Jan Rowan - RO/Fisheries

## MISSION, GOALS AND RESOURCE PRIORITIES

The Mission of the Gulf of Maine Rivers Ecosystem Team is:

**To work with all interested parties to protect, restore and enhance trust resources and their habitats in the Gulf of Maine Rivers Ecosystem.**

The Gulf of Maine Rivers Ecosystem Team identified the following six Goals that relate to our mission in the watershed:

- \* **An informed public who values fish and wildlife resources, understands events and issues related to the management of these resources, and acts to promote fish and wildlife conservation.**
- \* **A system of Federally owned and/or managed lands that serves as core areas for the protection, conservation, and enhancement of trust resources.**
- \* **Recovery of threatened and endangered populations of fish, wildlife and plants.**
- \* **A healthy aquatic community and associated habitats that emphasize the development and maintenance of self-sustaining inter-jurisdictional fish populations with an emphasis on anadromous fish.**
- \* **Healthy, diverse and functional wetlands and associated habitats supporting fish and wildlife and compatible human uses.**
- \* **Healthy terrestrial and aquatic communities and habitats that provide for the development and maintenance of self-sustaining migratory bird populations (with emphasis on endemic species).**

The Team subsequently identified the following seven Resource Priorities for the Gulf of Maine Rivers Ecosystem:

### **RECOVER POPULATIONS AND HABITATS OF ENDANGERED AND THREATENED SPECIES.**

Rationale: Recovery of threatened and endangered species is a trust responsibility of the Service, and goal of the Gulf of Maine Rivers Ecosystem Team.  
There are 30 listed threatened and endangered species in the watershed.

### **PROTECT, ENHANCE, AND RESTORE HABITATS FOR MIGRATORY BIRDS, ANADROMOUS AND CATADROMOUS FISHES, AND LISTED/CANDIDATE SPE-**

## **CIES IN THE FOLLOWING WATERSHEDS: PENOBSCOT RIVER, KENNEBEC/ANDROSCOGGIN RIVER.**

Rationale: The Gulf of Maine Rivers Ecosystem consists of numerous subbasins, all containing anadromous fish, threatened and endangered species, and other trust resources. Fish and wildlife habitats have been severely impacted in some of these drainages through the construction of dams, loss of wetlands and riparian areas, and industrial pollution. The Gulf of Maine Rivers Ecosystem Team believes that the Service has an opportunity to work with a variety of partners who share similar goals of achieving a more balanced use of rivers that include the needs of fish and wildlife resources. The Penobscot and Kennebec/Androscoggin were selected by the Team as focus areas, that contain trust resources, where the Service has an opportunity through its presence and ongoing programs with partners to demonstrate an ability to achieve measurable gains in fish and wildlife populations and habitats.

## **PROTECT, ENHANCE, AND RESTORE COASTAL HABITATS FOR TRUST RESOURCES.**

Rationale: The Gulf of Maine Rivers Ecosystem includes over 3,000 miles of coastline, containing islands, embayments, estuaries and other important habitats for fish and wildlife resources. The Gulf of Maine Rivers Ecosystem Team recognizes that increased human activities along the coast for commercial and residential purposes threatens fish and wildlife resources through loss of habitat, disturbance and pollution. At the same time the public is often attracted to the coastal zone to enjoy fish and wildlife in their natural habitats. The Team believes that perpetuation of fish and wildlife populations on the coast will require that important habitats remain available, and if possible, be increased through pollution abatement and restoration. The Service already has a presence in the coastal zone through its refuges and other activities, including interactions with regulatory permitting authorities. The Team believes that this presence should be the basis of coastal focus areas that allow for the restoration, protection and enhancement of fish and wildlife resources.

## **PROTECT, ENHANCE, AND RESTORE POPULATIONS OF MIGRATORY BIRD SPECIES OF SPECIAL CONCERN AND THEIR ASSOCIATED HABITATS.**

Rationale: The Gulf of Maine Rivers Ecosystem supports hundreds of species of migratory birds, some of which are declining or are threatened by loss of habitat, including pollution. The Gulf of Maine Rivers Ecosystem Team recognizes that the decline in populations of certain migratory bird species is significant, not only in terms of potential loss of consumptive and non-consumptive public uses, but because ecological linkages become stressed when the relative numbers of migratory birds become imbal-

anced. The Team also believes that taking actions on behalf of certain migratory birds will benefit a variety of other species and habitats (e.g., stabilizing water levels to enhance common loon production will benefit wetlands, waterfowl and furbearers).

**REBUILD AMERICAN SHAD AND RIVER HERRING POPULATIONS IN THE FOLLOWING RIVERS: MERRIMACK, SACO, KENNEBEC/ANDROSCOGGIN, PENOBSCOT, AND ST. CROIX.**

Rationale: The Gulf of Maine Rivers Ecosystem historically supported runs of clupeid fishes (American shad and river herring) that numbered in the millions. Aside from the ongoing restoration efforts in a few rivers, only remnant populations exist today as a result of dam building, pollution and over-fishing. The Gulf of Maine Rivers Ecosystem Team recognizes the significant role that clupeids can play in the ecosystem due to their place as predators on lower food-chain organisms, and as prey for fish and avian species, including bald eagles and ospreys. Clupeids also formed the bulk of anadromous species that were harvested by native Americans and early immigrants to the watershed. Restoration of healthy clupeid populations in the major rivers in the Gulf of Maine Rivers Ecosystem will restore ecological balance in food chains and provide for commercial and sport harvest by the public, including sustenance fishing by native Americans.

**RESTORE AND REHABILITATE ATLANTIC SALMON POPULATIONS IN THE FOLLOWING RIVERS: ST. CROIX, DENNYS, PLEASANT, EAST MACHIAS, MACHIAS, NARRAGUAGUS, DUCKTRAP, SHEEPSCOT, PENOBSCOT, SACO, AND MERRIMACK RIVERS, AND TRIBUTARIES TO THE ST. JOHN RIVER WITHIN THE UNITED STATES.**

Rationale: Atlantic salmon once inhabited river systems throughout the Gulf of Maine Rivers Ecosystem. Construction of dams, pollution and over-harvesting decimated their numbers, once reaching into the hundreds of thousands. Today native salmon stocks remain in only a handful of rivers, all located in Maine. The Gulf of Maine Rivers Ecosystem Team recognizes the importance of Atlantic salmon in the Gulf of Maine, not only because of its recognized sport value, but because the species epitomizes clean water and a healthy, balanced environment. In order to rebuild salmon populations in the watershed, the Team believes that initial emphasis must be placed on the several river systems that still contain native stocks, or are likely to possess the necessary conditions for speedy recovery (e.g., Penobscot and St. Croix). By demonstrating success in these initial watersheds, the Team believes that the Atlantic salmon resource will be maintained, paving the way for expansion to other historical river systems.

**MANAGE SERVICE LANDS TO PROTECT, ENHANCE, AND RESTORE NATIVE COMMUNITIES TO MAINTAIN BIODIVERSITY.**

Rationale: The Service owns more than 58,000 acres in the Gulf of Maine Rivers Ecosystem, including more than 20 individual national wildlife refuge units and fish hatcheries, and manages additional lands under easement as a result of the Farm Bill and other programs. The Gulf of Maine Rivers Ecosystem Team recognizes that Service lands form a basis for achieving ecosystem goals for trust resources, including sustained biodiversity. In addition Service lands provide opportunities for numerous compatible public uses, such as recreational fishing and wildlife observation. In order to achieve resource goals and allow for use by the public, Service lands and facilities must be maintained. Without sufficient support for fundamental operational levels, additional ecosystem initiatives cannot be achieved.

In the pages that follow, each Resource Priority is listed with its associated Action Strategies and Action Items. These are the important actions that the Team has determined should be accomplished to achieve the goals set forth in the Resource Priorities. The field stations and partners that the Team feels might be able to make a contribution toward accomplishing an action are listed with each action item. Note that if a station is identified as a "lead" station, it is the lead Service station but may not be the overall lead if the collaborative effort is spearheaded by a partner.

These attached Resource Priorities, Action Strategies, and Action Items should be viewed as an initial plan by the Team. The plan's implementation will require that the shared priorities of all partners (Federal, State, Tribal, local, public, and private) be integrated in order to achieve resource goals. The team also recognized that the public, including individual landowners, will have opportunities to participate in many, if not all, of the action items and consequently did not consider it necessary to specifically identify them as a potential partner in each and every action item.

Two lists of acronyms, a glossary, a map of the Gulf of Maine Rivers Ecosystem, action item budget forms, and station contribution summaries are appended.

RESOURCE PRIORITY #1: Recover populations and habitats of endangered and threatened species.

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**Action Strategy:** 1) Identify existing sources of available information regarding threatened/endangered and candidate species within the GOMR Ecosystem.

<u>Field Stations</u>	<u>Potential Partners</u>
NEFO	NGO's
ZBN	State Agencies
*GOMP (lead)	USFS
	NPS
	Other Federal Agencies

**Action Strategy:** 2) Based on available information develop a list of threatened/endangered and candidate "emphasis" species within the GOMR Ecosystem.

<u>Field Stations</u>	<u>Potential Partners</u>
NEFO	NGO's
ZBN	State Agencies
*GOMP (lead)	USFS
	NPS
	Other Federal Agencies

**Action Strategy:** 3) Identify and map existing and potential habitats for "emphasis" species within the GOMR Ecosystem.

<u>Field Stations</u>	<u>Potential Partners</u>
NEFO	NGO's
ZBN	State Agencies
*GOMP (lead)	USFS
	NPS
	Other Federal Agencies

**Action Strategy:** 4) Protect habitats through agreement, easement, and fee title.

**Action Item:** 4a) Identify and implement strategies to protect sites.

<u>Field Stations</u>	<u>Potential Partners</u>
PKR	RHC
GRM	GRB
NEFO	MEFO
GOMP	PMN
MSH	SNK
UMB	RE
NAWMP	

RESOURCE PRIORITY #1: Recover populations and habitats of endangered and threatened species.

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**Action Strategy:** 5) Implement a coordinated education, law enforcement and management program that supports the recovery of identified species by 1997.

**Action Item:** 5a) Form a group to coordinate the program.

<u>Field Stations</u>	<u>Potential Partners</u>
SRA-MA	NGO's
*Northern NE Outreach Group/Appropriate Field Stations	State Agencies
Refuge Law Enforcement Officers	Other Federal Agencies

**Action Item:** 5b) Develop educational materials.

<u>Field Stations</u>	<u>Potential Partners</u>
Northern NE Outreach Group/Appropriate Field Stations	NGO's
	State Agencies

**Action Item:** 5c) Increase law enforcement activities, where situations warrant increased activity or stations/partners request assistance.

<u>Field Stations</u>	<u>Potential Partners</u>
LE - ME, MA, and NH	State Agencies
All Refuges	Other Federal Agencies
Craig Brook NFH	Local Governments

**Action Item:** 5d) Increase management activities on and off Service lands.  
- increase Karner Blue butterfly habitat  
- monitor all aspects of contaminants affecting bald eagles  
- initiate restoration of three roseate tern colonies  
- review and update recovery plans

<u>Field Stations</u>	<u>Potential Partners</u>
All Appropriate Field Stations	State Agencies
	NGO's
	Other Federal Agencies
	Private Landowners
	NAG Corporations

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RESOURCE PRIORITY #1: Recover populations and habitats of endangered and threatened species. (cont.)

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**Action Strategy:** 6) Market natural resource management in such a way that people will value fish and wildlife, recognize threats to the resources, and become involved in the conservation and restoration of species and their habitats.

**Action Item:** 6a) Develop/implement education and outreach strategies to support recovery efforts, and listing/delisting activities for candidate, threatened and endangered species. Utilize appropriate outreach tools (such as exhibits, videos, public service announcements, leaflets, environmental education materials, programs, and special events).

Field Stations

Northern NE Outreach  
Group/Appropriate  
Field Stations

Potential Partners

Local/State Tourism  
Bureaus  
Chambers of Commerce  
Other Federal Agencies  
NGO's  
State Agencies

RESOURCE PRIORITY #2: Protect, enhance, and restore habitats for migratory birds, anadromous and catadromous fishes, and listed/candidate species in the following watersheds: Penobscot River, Kennebec/Androscoggin Rivers.

**Action Strategy:** 1) Develop a systematic approach for identifying priority riverine and associated habitats, and produce an initial report showing their locations within the drainages by 1998.

**Action Item:** 1a) Complete NWI mapping and digitize maps.

<u>Field Stations</u>	<u>Potential Partners</u>
*GOMP (lead)	COE            NRCS
RO NWI Staff	EPA            NGO's
	Other Federal Agencies
	State Agencies
	Local Governments
	NAG

**Action Item:** 1b) Use GIS and GAP analysis to show locations of habitats and trust resources, based on existing information; and identify additional data needs.

<u>Field Stations</u>	<u>Potential Partners</u>
SNK	Universities
MEFO	NBS
UMB	NAG
MFO	State Agencies
*GOMP (lead)	NGO's
RBDM	

**Action Strategy:** 2) Using existing information, identify threats to priority riverine and associated habitats by 1998, and identify additional data needs.

**Action Item:** 2a) Conduct a wetland trend analysis using available NWI and other wetland mapping information; establish baseline for subsequent trend analyses.

<u>Field Stations</u>	<u>Potential Partners</u>
NWI	State Agencies
*GOMP (lead)	Local Governments
RBDM	NGO's
	NAG

RESOURCE PRIORITY #2: Protect, enhance, and restore habitats for migratory birds, anadromous and catadromous fishes, and listed/candidate species in the following watersheds: Penobscot River, Kennebec/Androscoggin Rivers. (cont.)

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**Action Item:** 2b) Monitor permitted versus unpermitted wetland alterations, including those related to agriculture and forestry; develop status report each year showing losses and gains in wetlands

<u>Field Stations</u>	<u>Potential Partners</u>
All Appropriate Field Stations	COE State Agencies Other Federal Agencies NGO's Local Governments
*MEFO (lead)	EPA NAG

**Action Item:** 2c) Regarding existing water quality conditions and problems, develop database (GIS), implement and refine Superfund tracking system, and participate in USGS NAWQA study.

<u>Field Stations</u>	<u>Potential Partners</u>
All Appropriate Field Stations	EPA DEP COE NBS USGS Other Federal Agencies Local Governments NRCS Universities State Agencies Private Industry NAG
*MEFO (lead)	

**Action Item:** 2d) Develop a database using GIS to show location of all existing and proposed dams, including information on their age, ownership, physical and operational characteristics, and length of river/stream impounded or otherwise affected.

<u>Field Stations</u>	<u>Potential Partners</u>
MEFO UMB	COE NAG
NEFO SNK	NRCS State Agencies
*MFO (lead)	Other Federal Agencies

RESOURCE PRIORITY #2: Protect, enhance, and restore habitats for migratory birds, anadromous and catadromous fishes, and listed/candidate species in the following watersheds: Penobscot River, Kennebec/Androscoggin Rivers. (cont.)

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**Action Item:** 2e) Use GIS to identify existing buffer strips and other protected zones; and display potential residential and commercial "build out" areas.

<u>Field Stations</u>	<u>Potential Partners</u>
*GOMP (lead)	USFS      Local Governments
MEFO	NBS      Corporations
	NRCS      Universities
	NGO's      NAG
	State Agencies
	Other Federal Agencies

**Action Strategy:** 3) Develop and implement management strategies to alleviate threats, including protection of priority habitats, by 1998.

**Action Item:** 3a) Implement restoration projects in the Penobscot and Kennebec/Androscoggin drainages, as identified in the State habitat restoration plan.

<u>Field Stations</u>	<u>Potential Partners</u>
All Appropriate Field Stations	NRCS      NGO's
*MEFO (lead)	State Agencies
	NAG
	Corporations
	Private landowners
	Other Federal Agencies

**Action Item:** 3b) Work with partners to acquire or otherwise protect priority riverine and inland habitats.

<u>Field Stations</u>	<u>Potential Partners</u>
MSH	State Agencies      Land owners
*SNK (lead)	Corporations      NAG
*UMB (lead)	NPS      DOD
*MEFO (lead)	Local Governments
NEFO	Other Federal Agencies
RE	NGO's

RESOURCE PRIORITY #2: Protect, enhance, and restore habitats for migratory birds, anadromous and catadromous fishes, and listed/candidate species in the following watersheds: Penobscot River, Kennebec/Androscoggin Rivers. (cont.)

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**Action Item:** 3c) Participate in all regulatory and legislatively mandated programs affecting trust resources (hydroelectric licensing, wetland dredge and fill, point discharge permitting, Farm Bill, Superfund, Fish and Wildlife Coordination Act, Endangered Species Act, etc.)

<u>Field Stations</u>	<u>Potential Partners</u>	
All Appropriate Field Stations	State Agencies	NGO's
*MEFO (lead)	EPA	COE
MFO	NAG	NPS
GOMP	NRCS	DOD
NEFO	FAA	FERC
	RECD	
	Local Governments	
	Other Federal Agencies	

**Action Item:** 3d) Prepare a report on the potential benefits and losses to trust resources resulting from the breaching or removal of the Edwards Dam on the Kennebec River, and the Veazie and Great Works Dams on the Penobscot River including an assessment of the functions and values of affected wetlands.

<u>Field Stations</u>	<u>Potential Partners</u>	
MFO	LOFA	NGO's
*MEFO (lead)	SNK	FERC
ZBN	MBC	EPA
NEFO	GOMP	Other Federal Agencies
		State Agencies
		NAG
		NPS
		COE
		NRCS

RESOURCE PRIORITY #2: Protect, enhance, and restore habitats for migratory birds, anadromous and catadromous fishes, and listed/candidate species in the following watersheds: Penobscot River, Kennebec/Androscoggin Rivers. (cont.)

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**Action Strategy:** 4) Market natural resource management in such a way that people will value fish and wildlife, recognize threats to the resources, and become involved in the conservation and restoration of species and their habitats.

**Action Item:** 4a) Develop/implement education and outreach strategies to support efforts to maintain and enhance habitats for migratory birds, anadromous fishes and listed/candidate species in the Penobscot River and Kennebec/Androscoggin Rivers watersheds. Utilize appropriate outreach tools (such as exhibits, videos, public service announcements, leaflets, environmental education materials, programs, and special events).

Field Stations

Northern New England Outreach Group/Appropriate Field Stations

Potential Partners

Local and State Tourism Bureaus

Chambers of Commerce

NGO's

State agencies

NAG

RESOURCE PRIORITY #3: Protect, enhance, and restore coastal habitats for trust resources.

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**Action Strategy:** 1) Develop a systematic approach for identifying priority coastal habitats, and produce an initial report showing their locations.

**Action Item:** 1a) Digitize National Wetland Inventory maps.

<u>Field Stations</u>	<u>Potential Partners</u>
*GOMP (lead)	COE
NWI	Other Federal Agencies
	State Agencies

**Action Item:** 1b) Use GIS analysis to show location of habitats and trust resources, including those on coastal islands, using existing data and collecting new data as needed.

<u>Field Stations</u>	<u>Potential Partners</u>
*GOMP (lead) WS	State Agencies
NGC	ZBN
CNEC	MEFO
MFO	UMB
SNK	RHC
PMN	GRB
RBDM	MSH

**Action Strategy:** 2) Identify threats to priority coastal habitats.

**Action Item:** 2a) Conduct wetland trend analysis; establish baseline for subsequent trend analyses; and identify additional data needs.

<u>Field Stations</u>	<u>Potential Partners</u>
NWI	State Agencies
*GOMP (lead)	Local Governments
RBDM	NRCS
	Other Federal Agencies
	NGO's

RESOURCE PRIORITY #3: Protect, enhance, and restore coastal habitats for trust resources of concern. (cont.)

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\_\_\_ **Action Item:** 2b) Monitor permitted versus unpermitted wetland alterations, including those related to agriculture and forestry; develop status report each year showing losses and gains in wetlands.

<u>Field Stations</u>		<u>Potential Partners</u>
PKR	GRB	COE
RHC	PMN	EPA
MSH	MFO	State Agencies
CNEC	NEFO	Local Governments
*MEFO (lead)	GOMP	NGO's
		Other Federal Agencies

\_\_\_ **Action Item:** 2c) Identify threats regarding existing water quality conditions and problems, including those associated with oil and hazardous materials handling, develop a database (GIS), implement and refine Superfund tracking system, and participate in USGS NAWQA study.

<u>Field Stations</u>		<u>Potential Partners</u>			
All Appropriate		NAG	EPA	COE	
Field Stations			USCG	DOD	USGS
*NEFO (lead)	___	DEP	NBS	NRCS	
		Local Governments		Universities	
		State Agencies			
		Industry__			
		Other Federal Agencies			

\_\_\_ **Action Item:** 2d) Develop database using GIS to show location of all existing blockages on coastal streams, including information on their age, ownership, jurisdiction, physical and operational characteristics, and length of river or stream impounded or otherwise affected.

<u>Field Stations</u>		<u>Potential Partners</u>	
GOMP	MEFO	COE	State Agencies
NEFO	*MFO (lead)	NAG	NRCS
MSH	PMN	NGO's	
RHC	GRB	Local Governments	
PKR		Other Federal Agencies	

RESOURCE PRIORITY #3: Protect, enhance, and restore coastal habitats for trust resources of concern. (cont.)

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\_\_\_ **Action Item:** 2e) Identify and map threats to trust resources located on coastal habitats, including coastal islands, and identify and define the extent of protection afforded by existing buffer strips and other resource protection zones.

<u>Field Stations</u>	<u>Potential Partners</u>
*GOMP (lead) MSH	State Agencies
MEFO PMN	NGO's
NEFO RHC	Universities
PKR GRB	Local Governments
RE (Melburg) CNEC	NBS
MFO	Other Federal Agencies
	Corporations
	EPA
	COE
	NPS

**Action Strategy:** 3) Develop and implement management strategies to alleviate threats including protection of priority habitats.

\_\_\_ **Action Item:** 3a) Implement projects in the coastal habitats such as those identified in Service State Restoration Plans and Refuge Land Protection Plans.

<u>Field Stations</u>	<u>Potential Partners</u>
GOMP LOFA	State Agencies
MEFO MFO	NGO's
NEFO CNEC	COE
PKR ZBN	Local Governments
GRB	Corporations
RHC	NRCS
PMN	Private landowners
MSH	FERC
	Other Federal Agencies

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RESOURCE PRIORITY #3: Protect, enhance, and restore coastal habitats for trust resources of concern. (cont.)

**Action Item:** 3b) Participate in all regulatory and legislatively mandated programs affecting trust resources (wetland dredge and fill, point discharge permitting, Farm Bill, Superfund, Fish and Wildlife Coordination Act, Endangered Species Act, etc.)

Field Stations		Potential Partners	
*GOMP (lead)	LOFA	State Agencies	DOD
*MEFO (lead)	MFO	NGO's	NPS
NEFO	CNEC	COE	NAG
PKR	MSH	NRCS	FERC
GRB	PMN	Corporations	
RHC		Private landowners	
		Local Governments	
		Other Federal Agencies	

**Action Item:** 3c) Work with partners to acquire or otherwise protect priority coastal and island habitats.

Field Stations		Potential Partners	
NAWMP	MSH	State Agencies	NAG
MEFO	PMN	NGO's	NPS
NEFO	RE	COE	
PKR	RHC	Local Governments	
GRB	GOMP	Private landowners	
ZBN		Other Federal Agencies	

**Action Strategy:** 4) Market natural resource management in such a way that people will value fish and wildlife, recognize threats to the resources, and become involved in the conservation and restoration of species and their habitats.

RESOURCE PRIORITY #3: Protect, enhance, and restore coastal habitats for trust resources of concern. (cont.)

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\_\_\_**Action Item:** 4a) Develop/implement education and outreach strategies to support efforts to maintain and enhance coastal habitats for trust resources. Utilize appropriate outreach tools (such as exhibits, videos, public service announcements, leaflets, environmental education materials, programs, and special events).

Field Stations

Northern New England Outreach Group/Appropriate Field Stations

Potential Partners

Local and State Tourism Bureaus

Chambers of Commerce

Wells National Estuarine Research Reserve

Great Bay National Estuarine Research Reserve

State Agencies

NGO's

NPS

NAG

**RESOURCE PRIORITY #4:** Protect, enhance, and restore populations of migratory bird species of special concern and their habitats.

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**Action Strategy:** 1) Determine baseline/historical data, current status, and factors limiting migratory bird populations by 9/30/95.

**Action Item:** 1a) Establish a team to compile existing information using GIS and GAP analysis.

<u>Field Stations</u>	<u>Potential Partners</u>
*GOMP (lead)	State Agencies
WS                   MBC	NBS
NGC                   ZBN	NGO's
Mig. Bird Office (Patuxent)	Other Federal Agencies

**Action Item:** 1b) Identify and prioritize the migratory bird species of concern.

<u>Field Stations</u>	<u>Potential Partners</u>
*GOMP (lead) RHC	State Agencies
WS                   MBC	NBS
NGC                   ZBN	NGO's
Mig. Bird Office (Patuxent)	Other Federal Agencies
PMN	Universities

**Action Strategy:** 2) Develop/adopt and implement plans to protect, enhance and restore populations identified beginning 1/1/96.

**Action Item:** 2a) Implement plans using stations/partners appropriate for species of concern and their associated habitats. Anticipated actions include:

- contaminant studies
- implementing land acquisition action plans
- implementing habitat restoration action plans
- increased law enforcement effort
- permitting and licensing programs
- nesting habitat enhancement
- migratory habitat management
- population management
- predator control

**RESOURCE PRIORITY #4:** Protect, enhance and restore populations of migratory bird species of special concern and their associated habitats. (cont.)

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<u>Field Stations</u>		<u>Potential Partners</u>	
GRM	PKR	State Agencies	DOD
GRB	RHC	NGO's	USFS
UMB	SNK	Land Owners	NRCS
PMN	MSH	Corporations	RECD
MEFO	NEFO	NAG	NBS
SRA	GOMP	DOD	CWS
RO staff as needed		Other Federal Agencies	

**Action Strategy:** 3) Market natural resource management in such a way that people will value fish and wildlife, recognize threats to the resources, and become involved in the conservation and restoration of species and their habitats.

**Action Item:** 3a) Develop/implement education and outreach strategies to support efforts to maintain and enhance populations of migratory birds of special concern. Use appropriate outreach tools (such as exhibits, videos, public service announcements, leaflets, environmental education materials, programs, and special events).

Field Stations

Northern New England Outreach Group/Appropriate Field Stations

Potential Partners

Local and State Tourism Bureaus  
 Chambers of Commerce  
 NGO's  
 State Agencies

**RESOURCE PRIORITY #5:** Rebuild American shad and river herring populations in the following rivers: Merrimack, Saco, Kennebec/Androscoggin, Penobscot, and St. Croix.

**Action Strategy:** 1) Initiate and complete planning for restoration of clupeids to the target rivers by 2000.

**Action Item:** 1a) Develop final cooperative agreement with the Penobscot Indian Nation, Maine Department of Inland Fisheries and Wildlife and Maine Department of Marine Resources.

Field Stations	Potential Partners
*MFO (lead) GLNFH	NAG State Agencies

**Action Item:** 1b) Develop and implement shad restoration plan for the Penobscot River.

Field Stations	Potential Partners
*MFO (lead) GLNFH LOFA MEFO	NEFC NAG NMFS State Agencies Utilities ASMFC Other Federal Agencies

**Action Item:** 1c) Develop and implement a clupeid restoration plan for the Merrimack River.

Field Stations	Potential Partners
*CNEC (lead) NNFH LOFA	NEFC PKR NANFH NAG State Agencies Merrimack River Policy Committee

**Action Strategy:** 2) Develop methods to trap and transport adult shad from the Lower Merrimack River to facilitate inter/intra-basin transfer by 7/30/96.

**Action Item:** 2a) Locate access sites on the Lower Merrimack River and determine efficiency of commercially available capture and transport equipment.

Field Stations	Potential Partners
*LOFA (lead) PKR MFO	NNFH NEFC CNEC State Agencies NAG Merrimack River Policy Committee

**Action Strategy:** 3) Identify and evaluate potential environmental threats to American shad and river herring spawning and nursery habitats, (i.e, point and

**RESOURCE PRIORITY #5:** Rebuild American shad and river herring populations in the following rivers: Merrimack, Saco, Kennebec/Androscoggin, Penobscot, and St. Croix.

non-point sources of pollution, contaminants and predation) for the Penobscot and Merrimack Rivers by 1998.

**Action Item:** 3a) Sample contaminants in fish, water, and sediments; and fish pathogen levels in juvenile and adult clupeids initially in the Merrimack and Penobscot Rivers and respective estuaries.

Field Stations		Potential Partners
MEFO	*NEFO (lead)	EPA NMFS
*NEFC (lead)	CNEC	State Agencies
PKR		Other Federal Agencies
LOFA		NAG

**Action Item:** 3b) Map locations of existing and potential pollution sources and conduct risk analysis for the Merrimack and Penobscot Rivers.

Field Stations		Potential Partners
*NEFO (lead)	LOFA	State Agencies
MFO	GOMP	EPA
MEFO	SNK	NAG
		Other Federal Agencies

**Action Item:** 3c) Measure the impacts of dams, predators, and water flows on the survival of clupeids in the Merrimack River.

Field Stations		Potential Partners
CNEC		NBS USGS
NNFH		FERC COE
*LOFA (lead)		Other Federal Agencies
		Dam Owners USFS
		NMFS NAG
		Merrimack River Watershed Assoc.
		State Agencies
		ASMFC

**Action Item:** 3d) Influence decision making in all regulatory and legislatively mandated programs associated with trust resources (hydroelectric licensing, wetland dredge and fill, point discharge permitting, Farm Bill, Superfund, Fish and Wildlife Coordination Act, Endangered Species Act, etc.)

**RESOURCE PRIORITY #5:** Rebuild American shad and river herring populations in the following rivers: Merrimack, Saco, Kennebec/Androscoggin, Penobscot, and St. Croix. (cont.)

<u>Field Stations</u>	<u>Potential Partners</u>
All Appropriate Field Stations	State Agencies
*MEFO (lead)	NGO's
*NEFO (lead)	COE
	EPA
	NPS
	NAG
	RECD
	NRCS
	DOD
	FAA
	FERC
	Other Federal Agencies

**Action Strategy:** 4) Coordinate the cooperative anadromous fish restoration programs.

**Action Item:** 4a) Coordinate the Merrimack river and Maine Rivers programs such as:

- Technical Assistance
- Database Management
- Planning
- Program Liaison

<u>Field Stations</u>	<u>Potential Partners</u>
MEFO	NGO's
CNEC	State Agencies
LOFA	FERC
NEFO	

**Action Strategy:** 5) Market natural resource management in such a way that people will value fish and wildlife, recognize threats to the resources, and become involved in the conservation and restoration of species and their habitats.

**RESOURCE PRIORITY #5:** Rebuild American shad and river herring populations in the following rivers: Merrimack, Saco, Kennebec/Androscoggin, Penobscot, and St. Croix. (cont.)

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**Action Item:** 5a) Develop/implement education and outreach strategies to support efforts to restore clupeid populations. Utilize appropriate outreach tools (such as exhibits, videos, public service announcements, leaflets, environmental education materials, programs, and special events).

Field Stations

Northern New England Outreach Group/Appropriate Field Stations

Potential Partners

Local and State Tourism Bureaus  
Chambers of Commerce  
NGO's  
State agencies  
Hatcheries

**Action Item:** 5b) Develop a marketing (public) document relevant to the clupeid restoration action plan for the Merrimack River.

Field Stations

CNEC (lead)  
LOFA  
RO  
NEFO  
NANFH

Potential Partners

MAFW      State Agencies  
MA Marine    NHFG  
USFS  
NMFS  
Local and State Tourism Bureaus  
Chambers of Commerce  
NGO's

**RESOURCE PRIORITY #6:** Restore and rehabilitate Atlantic salmon populations in the following rivers: St. Croix, Dennys, Pleasant, East Machias, Machias, Narraguagus, Ducktrap, Sheepscot, Penobscot, Saco, and Merrimack Rivers, and tributaries to the St. John River within the United States.

**Action Strategy:** 1) Operate the Atlantic salmon culture facilities for the production of captive broodstock, sea-run broodstock and the production of fry and smolts for release.

**Action Item:** 1) Craig Brook NFH - develop and expand river-specific broodstock and fry for the native and restoration river programs in Maine.

**Action Item:** 2) North Attleboro NFH - Incubate Atlantic salmon eggs, produce fry and smolts for the Merrimack River program.

**Action Item:** 3) Nashua NFH - Produce eggs from sea-run and domestic broodstocks in support of the Merrimack and Saco river programs.

**Action Item:** 4) Green Lake NFH - Produce F1 captive eggs and river-specific smolts, fry and parr for St. Croix, Penobscot, Saco and Merrimack river programs.

**Action Strategy:** 2) Evaluate escapement and spawning success, spawning behavior, and habitat preference of returning adult salmon to the Sheepscot and Penobscot Rivers.

**Action Item:** 2a) Mark all hatchery smolts (500,000) and release into selected spawning tributaries of the Penobscot River to produce escapement of known origin.

<u>Field Stations</u>		<u>Potential Partners</u>
*GLNFH (lead)		State Agencies
MFO		Salmon Clubs
MEFO	PMN	Dam Owners
SNK	MSH	NAG
GOMP	CBNFH	NMFS

**Action Item:** 2b) Establish temporary weir on the Sheepscot River to determine success and survival of homing adults previously counted at downstream locations by 1998.

<u>Field Stations</u>		<u>Potential Partners</u>
GLNFH	CBNFH	State Agencies
*MFO (lead)	NEFC	NAG
MEFO	SNK	NMFS
EN		

**RESOURCE PRIORITY #6:** Restore and rehabilitate Atlantic salmon populations in the following rivers: St. Croix, Dennys, Pleasant, East Machias, Machias, Narraguagus, Ducktrap, Sheepscot, Penobscot, Saco, and Merrimack Rivers, and tributaries to the St. John River within the United States. (cont.)

**Action Item:** 2c) Apply radio telemetry tags at various periods during the spawning run to adults captured at the Sheepscot River weir and follow movements through spawning season.

Field Stations		Potential Partners	
GLNFH	CBNFH	State Agencies	
*MFO (lead)	NEFC	NBS	NMFS
MEFO	SNK	Dam Owners	NAG
SOFA		Salmon Clubs	

**Action Item:** 2d) Enumerate redds and evaluate spawning success in the Sheepscot River.

Field Stations		Potential Partners	
GLNFH	CBNFH	State Agencies	
*MFO (lead)	MSH	NBS	Dam Owners
MEFO	SNK	NAG	NMFS
PMN			

**Action Item:** 2e) Implement Action Strategy 2 on Penobscot River, based in part on results of studies performed on Sheepscot River.

**Action Strategy:** 3) Identify, evaluate and minimize potential threats and limiting factors to Atlantic salmon, including contaminants, migratory obstructions, predation, and aquaculture, on identified rivers beginning in 1995.

**Action Item:** 3a) Map locations of existing and potential sources of pollution and conduct risk analysis for identified Atlantic salmon rivers.

Field Stations		Potential Partners	
*NEFO (lead)	MFO	NAG	NMFS
MEFO	MSH	State Agencies	
GOMP	PMN	NBS	
SNK	LOFA		

**RESOURCE PRIORITY #6:** Restore and rehabilitate Atlantic salmon populations in the following rivers: St. Croix, Dennys, Pleasant, East Machias, Machias, Narraguagus, Ducktrap, Sheepscot, Penobscot, Saco, and Merrimack Rivers, and tributaries to the St. John River within the United States. (cont.)

**Action Item:** 3b) Establish weirs on rivers with native salmon populations to determine origin of returning adults.

Field Stations		Potential Partners	
*MFO (lead)	MSH	NAG	NMFS
PMN		EN	State Agencies
MEFO	SNK	Angling Clubs	Aquaculturists

**Action Item:** 3c) Examine sources of mortalities on returning Atlantic salmon adults, such as predation, illegal harvest, etc.

Field Stations		Potential Partners	
SRA (Stott)	MEFO	NMFS	Aquaculturists
PMN	MSH	State Agencies	Corporations
CBNFH	SNK	NAG	Utilities
*MFO (lead)	LOFA	Angling Clubs	

**Action Item:** 3d) Determine impact of pathogens on wild and hatchery salmon populations.

Field Stations		Potential Partners	
*NEFC (lead)	GLNFH	NBS	Universities
CBNFH	PMN	Aquaculturists	
MSH	SNK	Other Federal Agencies	
		State Agencies	

**Action Item:** 3e) Implement methods to ensure genetic diversity in hatchery produced fish to achieve success in maintaining and developing river-specific stocks.

Field Stations		Potential Partners	
NEFC	*MFO (Lead)	NBS	
GLNFH	CBNFH	GOC	
NNFH	CNEC		
NANFH	LOFA		

**RESOURCE PRIORITY #6:** Restore and rehabilitate Atlantic salmon populations in the following rivers: St. Croix, Dennys, Pleasant, East Machias, Machias, Narraguagus, Ducktrap, Sheepscot, Penobscot, Saco, and Merrimack Rivers, and tributaries to the St. John River within the United States. (cont.)

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**Action Item:** 3f) Influence decision making in all regulatory and legislatively mandated activities associated with trust resources (hydro-electric licensing, wetland dredge and fill, point discharge permitting, Farm Bill, Superfund, Fish and Wildlife Coordination Act, Endangered Species Act, etc.)

<u>Field Stations</u>	<u>Potential Partners</u>
All Appropriate Field Stations	State Agencies    NGO's
NEFO	EPA                    COE
GOMP	RECD                  NRCS
*MEFO (lead)	DOD                    FAA
LOFA	FERC                  NPS
	Local Governments
	Other Federal Agencies

**Action Strategy:** 4) Evaluate hatchery-produced juvenile salmon and techniques to ensure compatibility with existing program goals.

**Action Item:** 4a) Develop and evaluate methods to mark salmon fry, parr, smolts and adults.

<u>Field Stations</u>	<u>Potential Partners</u>
*NEFC (lead)    GLNFH	NBS
CBNFH            NNFH	State Agencies
MFO                CNEC	NAG
LOFA                SNK	NMFS
PMN                 MSH	
NANFH	

**Action Item:** 4b) Establish capability to perform modeling and biometrics on Atlantic Salmon studies.

<u>Field Stations</u>	<u>Potential Partners</u>
All Appropriate Field Stations	State Agencies    GOC
*NEFC (lead)	NBS                    NAG

**Action Strategy:** 5) Market natural resource management in such a way that people will value fish and wildlife, recognize threats to the resource, and become involved in the conservation and restoration of species and their habitats.

**RESOURCE PRIORITY #6:** Restore and rehabilitate Atlantic salmon populations in the following rivers: St. Croix, Dennys, Pleasant, East Machias, Machias, Narraguagus, Ducktrap, Sheepscot, Penobscot, Saco, and Merrimack Rivers, and tributaries to the St. John River within the United States. (cont.)

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**Action Item:** 5a) Develop/implement education and outreach strategies to support efforts to restore Atlantic salmon populations. Utilize appropriate outreach tools (such as exhibits, videos, public service announcements, leaflets, environmental education materials, programs, and special events.)

Field Stations

Northern New England Outreach Group/Appropriate Field Stations

Potential Partners

State Agencies  
Educational Institutions  
Local and State Tourism Bureaus  
Chambers of Commerce  
NGO's  
NAG

**Action Item:** 5b) Develop a marketing (public) document from the anadromous fish restoration action plan addressing the Merrimack River.

Field Stations

CNEC (lead)  
LOFA  
RO  
NEFO

Partners

MAFW            NMFS  
MA Marine      NHFG  
USFS

**Action Item:** 5c) Expand the "Adopt A Salmon Family Program".

Field Stations

CNEC (lead)  
LOFA  
NNFH  
NEFO

Partners

USFS  
UNH Sea Grant  
NESA

**Action Strategy:** 6) Coordinate the cooperative anadromous fish restoration programs.

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**RESOURCE PRIORITY #6:** Restore and rehabilitate Atlantic salmon populations in the following rivers: St. Croix, Dennys, Pleasant, East Machias, Machias, Narraguagus, Ducktrap, Sheepscot, Penobscot, Saco, and Merrimack Rivers, and tributaries to the St. John River within the United States. (cont.)

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**Action Item:** 6a) Coordinate the Merrimack and Maine programs to include activities such as planning, database management, program liaison, technical assistance and participation in U.S. Atlantic Salmon Assessment Committee and international groups.

**Action Strategy:** 7) Participate in anadromous fish planning activities as related to the Atlantic salmon program within the Gulf of Maine Rivers Ecosystem.

**Action Item:** 7a) Take the lead in developing an Atlantic salmon restoration plan within the context of an anadromous fish restoration plan for the Merrimack River.

Field Stations  
CNEC (lead)

RESOURCE PRIORITY #7: Manage Service lands to protect, enhance and restore habitats to maintain biodiversity.

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**Action Strategy:** 1) Establish funding levels necessary to maintain facilities and staff to carry out mandated activities.

**Action Item:** 1a) Establish an ecosystem-wide method to determine funding and staffing levels to manage Service lands\* to accomplish Resource Priorities and comply with mandated activities.

\*The money required to maintain staff, facilities, vehicles, equipment, supplies, materials, utilities and operations.

Field Stations

GRB	RHC	BA
NNFH	CBNFH	NEFO

Potential Partners

State Agencies	NPS	NRCS	NGO's
USFS	DOD	Other Federal Agencies	
NBS			

**Action Item:** 1b) Compile information and set funding levels for all GOMR/Service lands for Ecosystem Team review as part of total Ecosystem budget request.

Field Stations

GRB	RHC	CBNFH	NNFH
BA	(With input from all field stations)		

**Action Strategy:** 2) Develop and implement plans for habitat management and compatible public uses for all Service lands, including easements, by 9/30/97.

**Action Item:** 2a) Determine status of plans.

Field Stations

\*ZBN (lead)  
All Appropriate Field Stations

**RESOURCE PRIORITY #7:** Manage Service lands to protect, enhance and restore habitats to maintain biodiversity.

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**Action Item:** 2b) Establish GIS System/Database Plan.

<u>Field Station(s)</u>	<u>Potential Partners</u>
All Appropriate Field Stations	State Agencies
*RBDM (lead)	NGO's
ZBN	Corporations
	Local Governments
	Other Federal Agencies
	NBS

**Action Item:** 2c) Establish Habitat Management Plan Action Teams to complete planning needs, such as:

- Wilderness Management
- Marsh and Water Management
- Grasslands (Upland) Management
- Forest/Fire Management
- Contaminant Issues

Field Stations  
 Refuge Field Stations with planning needs, plus experienced staff at other stations, such as:

ZBN	WS	MBC	NGC
MEFO	NEFO	MFO	CNEC
LOFA			

Potential Partners

State Agencies	NGO's
Local Governments	NRCS
Corporations	RECD
Landowners	NAG
Other Federal Agencies	NBS

**RESOURCE PRIORITY #7:** Manage Service lands to protect, enhance and restore habitats to maintain biodiversity. (cont.)

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- Action Item:** 2d) Establish compatible public use management plan action teams to complete planning needs, such as:
- Public Use Management (includes hunting, fishing, etc.)
  - Law Enforcement Management

Field Stations

Refuge Field Stations with planning needs, plus experienced staff at other stations, such as:

ZBN	WS	MBC	NGC
MEFO	NEFO	MFO	CNEC
LOFA			

Potential Partners

State Agencies	NGO's
Local Governments	Corporations
NRCS	RECD
Landowners	NAG
Other Federal Agencies	NBS

- Action Item:** 2e) Implement plans in compliance with NEPA and other Federal, State and local laws.

Field Stations

All Appropriate Field Stations

Potential Partners

State Agencies	Corporations	NGO's
Local Governments	Landowners	NAG
Cooperators	RECD	EPA
COE	Other Federal Agencies	NBS

- Action Strategy:** 3) Apply an Ecosystem Team Approach to land acquisition, conservation easements, and other protection measures to support biodiversity.

- Action Item:** 3a) Set land protection/acquisition goals within the Gulf of Maine Rivers Ecosystem based on the Resource Priorities.

Field Stations

\*Ecosystem Team (lead)  
RE

NAWMP

Potential Partners

State Agencies  
NAG  
NGO's  
NBS

- Action Item:** 3b) Prepare and submit land acquisition funding request for the Gulf of Maine Rivers Ecosystem.
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RESOURCE PRIORITY #7: Manage Service lands to protect, enhance and restore habitats to maintain biodiversity. (cont.)

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Field Stations

\*Ecosystem Team Rep (lead)

RE

NAWMP

**Action Strategy:** 4) Market natural resource management in such a way that people will value fish and wildlife, recognize threats to the resource, and become involved in the conservation and restoration of species and their habitats.

**Action Item:** 4a) Develop/implement education and outreach strategies to support efforts to adequately maintain Service lands to sustain biodiversity. Utilize appropriate outreach tools (such as exhibits, videos, public service announcements, leaflets, environmental education materials, programs, and special events).

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Field Stations

Northern New England Outreach Group/Appropriate Field Stations

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Potential Partners

State Agencies

Educational Institutions

Wells National Estuarine Research Reserve

Great Bay National Estuarine Research Reserve

Local and State Tourism Bureaus

Chambers of Commerce

NGO's

NBS

#### PROPOSED STATION BUDGETS

The Team has developed a funding plan that includes actual expenditures for FY 95, and is based on anticipated station budgets as proposed in the Administration's submittals to Congress. The budget plan also identifies additional monetary and staffing needs for FY 95, FY 96 and FY 97 based on the scope of the action item.

Budget forms for each Action Item identified in the Plan are attached in Appendix E. Summaries of each field station's contribution to the Plan in FY 95 are contained in Appendix F. At the end of Appendix E are three summary pages. The first summary page shows total dollar and FTE contributions by Resource Priority. The second summary page shows total dollar and FTE contributions Action Strategy as well as Resource Priority. The third summary page shows total dollar and FTE contributions for each Action Item.

Two conventions adopted by the Team regarding the attached budgets should be noted. First, funding and staff identified for an initial year are carried through in subsequent years, without being shown, unless the level of effort is to be reduced due to job completion. Second, station contributions for a number of action items are described only in narrative form without specific dollar or staff amounts. This is because the station's contribution is likely to be minor (particularly for FY 95), and has already been covered under another related action item.

## Appendix A - List of Acronyms for Field Stations

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BA	Budget and Administration
CBNFH	Craig Brook National Fish Hatchery
CNEC	Central New England Coordinator
EN	Engineering, Region 5
GLNFH	Green Lake National Fish Hatchery
GOMP	Gulf of Maine Project
GRB	Great Bay National Wildlife Refuge
GRM	Great Meadows National Wildlife Refuge
LOFA	Laconia Office of Fishery Assistance
MBC	Migratory Bird Coordinator
MEFO	Maine Ecological Services Field Office
MFO	Maine Fisheries Office
MSH	Moosehorn National Wildlife Refuge
NANFH	North Attleboro National Fish Hatchery
NEFC	Northeast Fishery Center
NEFO	New England Ecological Services Field Office
NGC	Non-game Coordinator
NNFH	Nashua National Fish Hatchery
PKR	Parker River National Wildlife Refuge
PMN	Petit Manan National Wildlife Refuge
RBDM	Regional Biological Data Manager
RE	Realty, Region 5
RHC	Rachel Carson National Wildlife Refuge
SNK	Sunkhaze Meadows National Wildlife Refuge
SRA	Senior Resident Agent (Boston, MA)
SRC	Susquehanna River Coordinator
UMB	Lake Umbagog National Wildlife Refuge
WS	Regional Woodcock Specialist
ZBN	Zone Biologist - North

(Northern NE Outreach Group = Northern New England Outreach Group)

## Appendix B - List of Acronyms for Partners

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ASMFC	Atlantic States Marine Fisheries Commission
COE	U.S. Army Corps of Engineers
CWS	Canadian Wildlife Service
DOD	Department of Defense
EPA	Environmental Protection Agency
FAA	Federal Aviation Administration
FERC	Federal Energy Regulatory Commission
GOC	Government of Canada
Maine ASRSC	Maine Atlantic Sea Run Salmon Commission
MAFW	Massachusetts Division of Fisheries and Wildlife
NAG	Native American Governments
NBS	National Biological Survey
NESA	New England Salmon Association
NGO	Non-Government Organizations
NHFG	New Hampshire Fish and Game Department
NMFS	National Marine Fisheries Service
NPS	National Park Service
NRCS	Natural Resource Conservation Services
NWI	National Wetlands Inventory
RECD	Rural Economic Community Development
UNH	University of New Hampshire
USCG	U.S. Coast Guard
USFS	U.S. Forest Service
USGS	U.S. Geological Survey