

Appendix C. Plan Implementation and Costs

C.1 Administration

Kakahai‘a NWR is administered as part of the Maui National Wildlife Refuge Complex (Complex). The Complex also includes the Keālia Pond NWR comprised of a large natural wetland with associated flats, constructed ponds, and forested habitats on the south-central coast of Maui. The Complex office is located at Keālia Pond NWR, where all administrative functions for Kakahai‘a NWR are based. The current staff of five is stationed on Maui and has shared responsibilities for the operation and maintenance of Kakahai‘a NWR. The Service is currently in the process of establishing Molokini Islet as an overlay refuge unit of the Keālia Pond NWR that will also have oversight from the Complex office.

C.2 Staffing

All staff positions share responsibilities and duties for two refuges, in addition to Molokini Islet Unit, once established; e.g., no staff is assigned or performs duties only on specific refuges within the Complex. Due to projected Complex-wide workload, priorities, Federal budget, logistics, and supervisory considerations, this arrangement is expected to continue. However, when more personnel are added to the Complex (e.g., a Maintenance Worker or Equipment Operator), staff may be assigned more specific duties on individual refuges.

At a minimum, the Maintenance Worker makes trips every other week to check on the property and perform habitat and maintenance duties. Unfortunately, the only airline flying direct between Maui and Moloka‘i has limited flights and frequent delays or cancellations resulting in relatively short days to accomplish work. In addition, this limited number of days on Moloka‘i makes it difficult to coordinate community work projects. Periodically, the entire Refuge staff travel to Moloka‘i to assist with large projects (e.g., fence construction).

The Service’s National Staffing Model generated eight positions for the Complex, one of which would have primary responsibility for field work at Kakahai‘a NWR. The existing, core-funded staff is five. The additional staffing would provide increased capacity to conduct biological inventory and monitoring, and research; increased visitor opportunities; EE and interpretation of Refuge resources; collaborative efforts with other Federal, State, and County agencies in addition to non-government organizations; improved maintenance facilities; and increase invasive species control efforts for the benefit of endangered waterbirds.

A new visitor center is currently under construction for Keālia Pond NWR. It was not planned when staffing models were finalized; therefore, the need for staff to operate and maintain the new building was not included. Increased staffing with specific responsibilities in the development of the visitor, volunteer, and education programs, and maintaining the new facility is necessary to provide quality customer service and ensure safe conditions for visitors. Although these staff would be stationed on Maui, their responsibilities would extend to the public use programs at Kakahai‘a NWR, including volunteer, EE, and interpretation programs.

Current and Necessary Permanent Full-time Staffing for Maui NWR Complex, including Kakahai‘a NWR (Current staff positions are highlighted)

Staff Position	Salary Rating	Identified in National Staffing Model	HQ/VC
Project Leader	GS-12	✓	
Deputy Project Leader	GS-9/11	✓	
Wildlife Biologist	GS-11	✓	
Biological Science Technician	GS-5/7	✓	
Visitor Services Manager	GS-7/9/11	✓	✓
Refuge Ranger	GS-5/7		✓
Administrative Support Assistant	GS-7	✓	
Maintenance Worker (Habitat & Facilities)	WG-8	✓	
Maintenance Worker (Facilities)	WG-7/8		✓
Equipment Operator	WG-6/7	✓	
Law Enforcement Officer	GS-7/9		✓

C.3 Refuge Funding and Budget Requests

Successful implementation of the CCP relies on our ability to secure funding, personnel, infrastructure, and other resources to accomplish the actions identified. Full implementation of the actions and strategies in this CCP will incur costs including staffing, construction projects, and individual resource program expansions. In addition to annual budget allocations, funding can be received through special funding sources and programs geared toward specific resource issues/needs. Examples include grants or project specific funding for endangered species, pest species control, wetlands, coastal habitats, climate change, and Service initiatives (Youth in the Great Outdoors, Connecting People with Nature).

Currently there are two sources of funding that will enable Kakahai‘a NWR to carry out its plans under the CCP, including additional staff; these sources includes the Refuge Operating Needs System (RONS) and Service Asset Maintenance Management System (SAMMS) for repair/renovation of existing facilities. The RONS and SAMMS systems will be updated with new/additional projects that are approved under this CCP.

Project	Dates	Cost Estimate
Grub and dredge Old Pond	2012	\$ 846,000
Restore Old Pond levees with 4:1 slopes	2012	\$ 554,976
Rehabilitate 0.9 mile boundary fence	2012	\$ 40,000
Restore New Pond	2013	\$ 376,000
Grub and restore New Pond Levees	2013	\$ 650,000
Relocate and replace Old Pond water control structure	2015	\$ 12,600
Construct viewing platform and interpretive kiosk	2016	\$ 40,000
Interpretive signs for fence	2017	\$ 10,000

C. 4 Stepdown Plans

The CCP is one of several plans necessary for Refuge management. The CCP provides guidance in the form of goals, objectives, and strategies for several Refuge program areas may lack some of the specifics needed for implementation. Stepdown management plans will be developed for individual program areas within approximately 5 years after CCP completion. Stepdown plans, where feasible, will be prepared to cover all Refuges in the Complex. All stepdown plans require appropriate NEPA compliance and implementation may require additional permits. Stepdown plans for the Refuge follow in the table below. Project-specific plans, with appropriate NEPA compliance, may be prepared outside of these stepdown plans.

Stepdown Management Plan Status

<p>Completed</p> <ul style="list-style-type: none"> • Habitat Management Plan • Integrated Pest Management Plan • Fire Management Plan • Occupational Safety and Health Plan <p>Scheduled</p> <ul style="list-style-type: none"> • Inventory and Monitoring Plan • Visitor Services Plan • Archeological and Cultural Investigation <p>Studies Identified in CCP Strategies</p> <ul style="list-style-type: none"> • Topographical mapping • Comprehensive Water Resources Assessment • Soils and Geomorphological Assessment • Climate Change Monitoring Plan 	<p>Date</p> <p>2011 (CCP meets requirements for HMP)</p> <p>2011 (Prepared concurrently with CCP, Appendix E)</p> <p>2004 (Appendix G)</p> <p>2009</p> <p>Initiated by 2013</p> <p>Initiated by 2013</p> <p>Initiated by 2013</p> <p>2012</p> <p>2012</p> <p>2012</p> <p>2012-2014</p>
--	---

