

# Chapter 5: Plan Implementation

## New and Existing Projects

This CCP outlines an ambitious course of action for the future management of Mingo, Pilot Knob, and Ozark Cavefish national wildlife refuges. It will require considerable staff commitment as well as funding commitment to actively manage the wildlife habitats and add and improve public use facilities. The Refuges will continually need appropriate operational and maintenance funding to implement the objectives in this plan.

A full listing of unfunded Refuge projects and operational needs can be found in Appendix F on page 261. In the appendix, the highest priority Refuge projects are described briefly.

**Table 7: Additional Staffing Required to Fully Implement the CCP by 2022, Mingo NWR**

Position	Full-time Equivalents (FTEs)
Refuge Operations Specialist	1
Biological Technician	1
Law Enforcement Officer	1
Park Ranger	1
Two Tractor Operators	1.6
Heavy Equipment Operator	1

## Staffing

Implementing the vision set forth in this CCP will require changes in the organizational structure of the Refuge. Existing staff will direct their time and energy in new directions and new staff members will be added to assist in these efforts. Figure 17 describes current staffing and organization at



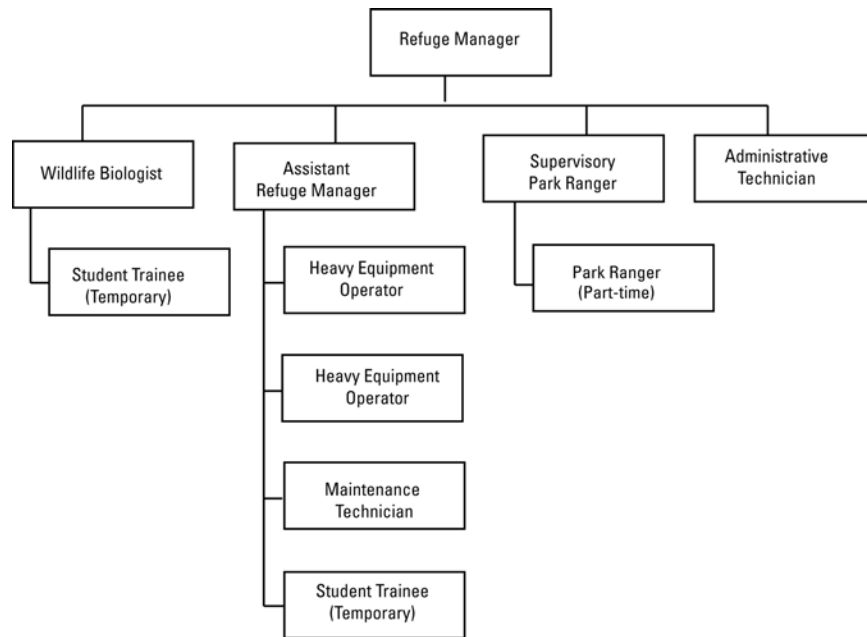
*Snow day on Mingo NWR. USFWS*

Mingo NWR and Figure 18 describes the staff and organization needed to fully implement this CCP by fiscal year 2022. Table 7 describes proposed full-time equivalents (FTEs) increases for the Mingo NWR staff.

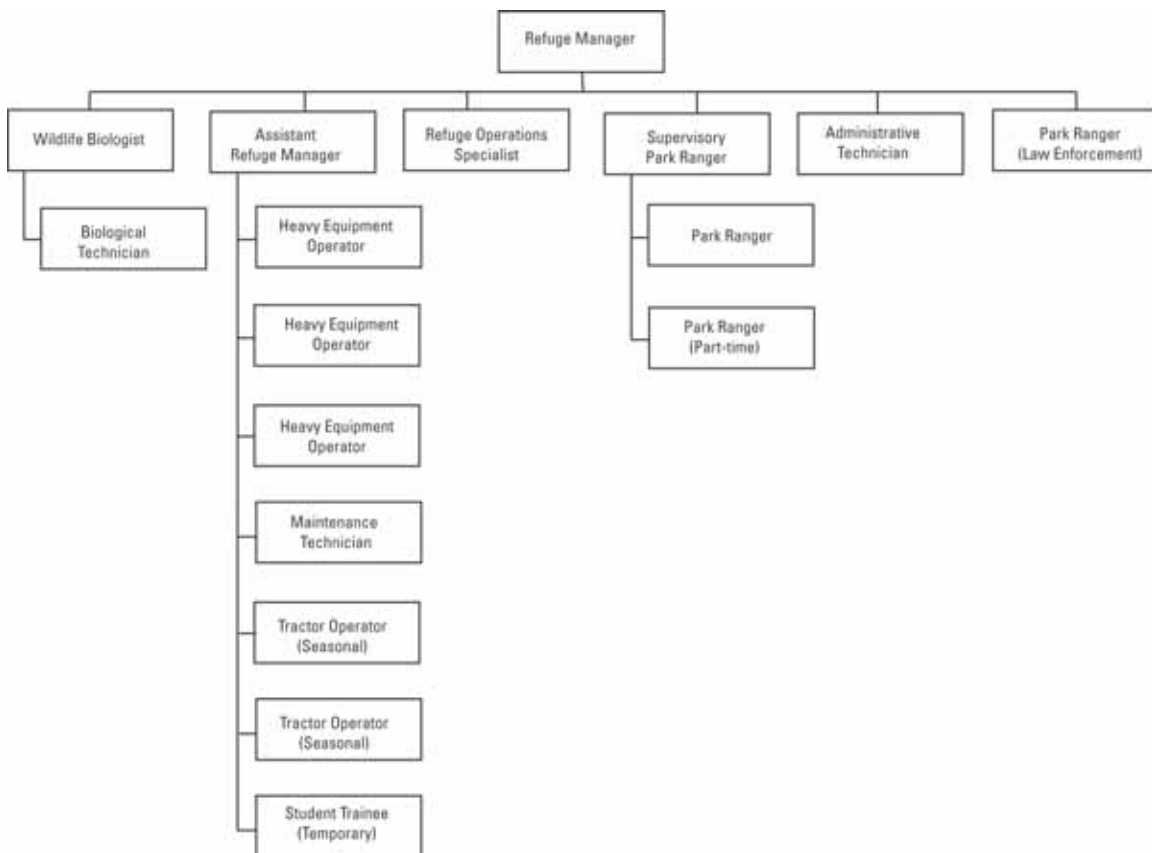
## Partnership Opportunities

Partnerships have become an essential element for the successful accomplishment of goals, objectives, and strategies at Mingo NWR, Pilot Knob NWR and Ozark Cavefish NWR. The objectives

**Figure 17: Current Staffing, Mingo NWR**



**Figure 18: Staffing Needed to Fully Implement the CCP, Mingo NWR**



outlined in this CCP need the support and the partnerships of federal, state and local agencies, non-governmental organizations and individual citizens. This broad-based approach to managing fish and wildlife resources extends beyond social and political boundaries and requires a foundation of support from many. Refuge staff will continue to seek creative partnership opportunities to achieve the visions of the three Refuges.

Other notable partners include:

- # Mingo Swamp Friends, Inc.
- # Ducks Unlimited
- # East Ozarks Audubon Society
- # University of Missouri's Gaylord Memorial Laboratory
- # U.S. Naval Construction Force
- # Natural Resources Conservation Service (NRCS)
- # Missouri Department of Conservation (MDC)
- # U.S. Army Corps of Engineers (USACE)
- # U.S. Geological Survey (USGS)
- # Missouri Department of Transportation (MODOT)
- # Ozark Border Electric Company
- # Girl Scouts of America Cotton Boll Area Council, Inc.
- # Wal Mart
- # Rocky Top Gun Shop
- # Dennis Outdoors
- # Crappie Company
- # Mingo Job Corps Center

## Step-down Management Plans

Step-down management plans describe the specific strategies and implementation schedules for meeting general goals and objectives identified in the CCP. The following list shows the step-down management plans we intend to prepare. We completed a fire management plan that is referenced in the CCP.

The Fire Management Plan, approved in 2004, provides direction and establishes procedures to guide various wildland fire program activities. The Fire Management Plan covers the historical and ecological role of fire, fire management objectives, preparedness, suppression, fire management

actions and responses, fire impacts, use of prescribed fire, and fire management restrictions.

### Mingo NWR

- # Law Enforcement
- # Visitor Services
- # Wilderness Management
- # Habitat Management
- # Fire Management
- # Inventory and Monitoring

### Pilot Knob NWR

- # Law Enforcement
- # Visitor Services
- # Habitat Management
- # Fire Management
- # Inventory and Monitoring

### Ozark Cavefish NWR

- # Law Enforcement
- # Visitor Services
- # Habitat Management

## Monitoring and Evaluation

The direction set forth in this CCP and specifically identified strategies and projects will be monitored throughout the life of this plan. On a periodic basis, the Regional Office will assemble a station review team whose purpose will be to visit Mingo, Pilot Knob and Ozark Cavefish national wildlife refuges and evaluate current activities in light of this plan. The team will review all aspects of Refuge management, including direction, accomplishments and funding. The goals and objectives presented in this CCP will provide the baseline from which this field station will be evaluated.

## Plan Review and Revision

The CCP for the three refuges is meant to provide guidance to refuge managers and staff over the next 15 years. However, the CCP is also a dynamic and flexible document and several of the strategies contained in this plan are subject to natural uncontrollable events such as windstorms and floods. Likewise, many of the strategies are dependent upon Service funding for staff and projects. Because of all these factors, the recommendations in the CCP will be reviewed periodically and, if necessary,

revised to meet new circumstances. If any revisions are major, the review and revision will include the public.

## Archeological and Cultural Values

As part of its larger conservation mandate and ethic, the Service through the Refuge Manager applies the several historic preservation laws and regulations to ensure historic properties are identified and are protected to the extent possible within its established purposes and Refuge System mission.

The Refuge Manager early in project planning for all undertakings, informs the RHPO (Regional Historic Preservation Officer) to initiate the Section 106 process. Concurrent with public notification and involvement for environmental compliance and compatibility determinations if applicable, or cultural resources only if no other issues are involved, the Refuge Manager informs and requests comments from the public and local officials through presentations, meetings, and media notices; results are provided to the RHPO.

Archeological investigations and collecting are performed only in the public interest by qualified archeologists working under an Archaeological Resources Protection Act permit issued by the Regional Director. The Refuge Manager has found this third-party use of Refuge land to be compatible. (The requirements of ARPA apply to FWS cultural resources contracts as well: the contract is the equivalent of a permit.) Too, the Refuge Manager issues a special use permit. Refuge personnel take steps to prevent unauthorized collecting by the public, contractors, and Refuge personnel; violators are cited or other appropriate action taken. Violations are reported to the Regional Historic Preservation Officer.

The Refuge Manager will, with the assistance of the RHPO, develop a step-down plan for surveying lands to identify archeological resources and for developing a preservation program to meet the requirements of Section 14 of the Archaeological Resources Protection Act and Section 110(a)(2) of the National Historic Preservation Act.

The Refuge Manager should have and implement a plan for inspecting the condition of known cultural resources on the Refuge and report to the RHPO changes in the conditions.

The Refuge Manager will initiate budget requests for the following activities as needed for Section 106 compliance:

1. Inventory, evaluate, and protect all significant cultural resources located on lands controlled by the FWS, including historic properties of religious and cultural significance to Indian tribes.
2. Identify and nominate to the National Register of Historic Places all historic properties including those of religious and cultural significance to Indian tribes.
3. Cooperate with Federal, state, and local agencies, Native American tribes, and the public in managing cultural resources on the Refuge.
4. Integrate historic preservation with planning and management of other resources and activities. Historic buildings are rehabilitated and adapted to reuse when feasible.
5. Recognize the rights of Native American to have access to certain religious sites and objects on Refuge lands within the limitations of the FWS mission.

