1995 Project Abstract For The Period Ending June 30, 1997 This project was supported by MN Future Resources Fund

TITLE: Accelerate Landscape Management Activities in Whitewater Watershed

PROJECT MANAGER: Jon Cole

ORGANIZATION: MN DNR (Whitewater Integrated Management Team)

ADDRESS: RR#3, Box 333, Altura, MN 55910 LEGAL CITATION: ML 1995, Ch. 220, Sec. 19, Subd. 5 (P)

APPROPRIATION AMOUNT: \$60,000

Statement of Objectives

To efficiently accelerate landscape management activities in the Whitewater Watershed through an inter-discipline/agency team (Whitewater Integrated Management Team) and applying the Integrated Resource Management (IRM) concept.

Overall Project Results

Created labor pool that extended five seasonal employee's work seasons, saving \$12,000 in unemployment costs. Created an equipment pool that saved \$5,000 in fleet costs. Contributed \$13,000 "IN KIND" technical expertise to Whitewater Watershed Project. Produced 125 visual aids for Minn-Aqua and Adopt-A-School and produced four informational brochures. Conducted creel surveys on 5 trout streams for 3 months. Prescribed burns on 23 prairies, renovated 2 ponds, pre/post timber sale treatment on 200 acres, exotic species control on 61 acres, hazard tree removal at 7 park campsites & 19 parking lots, 14 acres aspen regeneration for wildlife, 20.5 miles of property boundary (private land) signs, 10 new gates installed, 5 watershed presentations, 3 winter fishing seminars, and completed feasibility study on Whitewater river channel restoration project. In addition 100 in savings and products listed above, we generated \$42,500 in savings to disciplines outside of Whitewater.

Project Results Use and Dissemination

The success of this project is strong support for the concept of resource teams and integrated resource management. It is important in that it went beyond team planning and got into the nitty gritty of implementation. This project demonstrated that inter-disciplinary teams, when located in the same geographic area, can dramatically increase the efficiency of each individual work station and cooperative projects within that geographic area. This concept is supported in theory by most divisions/disciplines. The team has given numerous presentations demonstrating the effectiveness of the Whitewater team to groups including; Commissioners Team, Senior Managers, Operations Mgrs. Team, Tri-Union meeting, Local AFSCME, Gain Sharing task force, and the Fish & Wildlife Employees Association. DRAWBACKS... There is no funding mechanism for team projects and savings made by teams is not re-invested in the team (gain sharing) thus there is no incentive for teams to move into implementation. Many people are resistant to change. Cost accounting is not similar between Divisions/Disciplines. Some citizens and agency people feel threatened by teams.

Date of Report: July 1, 1997

LCMR Final Work Program Update Report

I. Project Title and Project Number: Accelerate Landscape Management Activities in Whitewater Watershed. F-25.

Program Manager: Jon Cole

Agency Affiliation: Minnesota Department of Natural

Resources

Mail Address: Whitewater Wildlife Management Area

Rural Route 2, Box 333

Altura, MN 55910

Phone: (507) 932-4133 Fax: (507) 932-4904

A. Legal Citation: ML 95, Chp. 220, Art. _____, Sec. 19, Subd. 5P.

Total biennial LCMR appropriation: \$60,000

Balance: \$60,000 Amt. Spent: \$23,100 \$54,585

Balance: \$36,900 \$5,415 Note: May be some minor bills still in MAPS system.

Appropriation Language:

This appropriation is from the future resources fund to the commissioner of natural resources to expand activities in the Whitewater watershed through shared funding and staffing to assist and coordinate with the Whitewater watershed project on landscape management activities such as sustainable land use, watershed restoration, and improved water quality.

B. Status of Match Requirement: N/A

II. Project Summary: This project will allow for the acceleration of landscape management activities within the Whitewater watershed through increased sharing, across DNR disciplinary lines, of equipment and manpower. We propose to extend the seasonal employment of 4-5 classified personnel (currently 50% time) from Whitewater State Park and employing them during their off season when Park's demands are lower. These individuals would work across disciplinary lines completing projects for fisheries, forestry, wildlife and parks. This would allow the completion of additional projects on public lands in the Whitewater vicinity, provide additional technical and equipment training opportunities, better educate those that give information to our clientele about multi-disciplinary objectives and improve employee morale.

More importantly, it will allow resource professionals to collaborate more fully in the MPCA funded Clean Water Partnership (CWP) and Natural Resources Conservation Service (NRCS) PL-566 small watershed program which is nearing an implementation phase in the watershed. More involvement in these projects is desirable to assure a coordinated approach to watershed management and better direct efforts to improve surface and ground water quality, reduce sedimentation, guide sustainable land use, as well as provide benefits to fish and wildlife.

III. Six Month Work Program Update Summary:

July 1, 1996 Update:

DNR resource professionals have expanded their efforts to meet and coordinate with the Whitewater Citizens Advisory Committee and interagency technical committee to advance the Whitewater Watershed project. Presentations have been given to the C.A.C. and technical committee concerning fish and wildlife resources within the watershed. Representation on the four committees will continue. The C.A.C. and Joint Powers Board is now one month away from finalizing a comprehensive plan and will offer for public hearing on August 22, 1996.

Four employees from Whitewater State Park who are normally laid off were extended employment this quarter. Numerous products under A.2 were begun including post-sale treatment, aspen regeneration and public outreach. Boundary signing was completed. Two informational brochures were produced. One other is underway, training opportunities have increased. DNR's cost-coding and statewide accounting system (SSP) need fine tuning. We are having difficulty obtaining accurate information in a timely fashion.

January 1, 1997 Update:

DNR resource professionals continue to meet and coordinate with the Whitewater Citizens Advisory Committee and Interagency Technical Committee to advance the Whitewater Watershed Project.

A public hearing was held August 22, 1996 to receive comments on the watershed plan produced by the Citizens Advisory Committee. This is being incorporated within an integrated PL-566 and Cleanwater Partnership plan. The Joint Powers Board is now in the process of soliciting task force members to implement the various aspects of the plan.

Four employees from Whitewater State are normally laid off in October, were extended employment again this quarter. These employees worked across disciplinary lines completing numerous products under A.2 including new boundary posting, aspen regeneration, buckthorn removal, post-sale treatment and timber sale marking, and public outreach.

A third informational brochure was produced related to Forestry and Parks for distribution to the user public. Logistics of scheduling employees and their tasks across disciplinary lines has greatly improved since last winter. Cost-coding for some disciplines remains cumbersome, however, the change to allocating funds to the area level within the Section of Wildlife has expedited data retrieval regarding this project.

July 1, 1997 Final Report

Five (5) employees from Whitewater State Park who are normally laid off in October of each year were extended employment. These employees worked across disciplinary lines completing numerous projects including: producing 4 informational brochures, 125 visual aids for educational "trunks" for an "Adopt-a-School" program, exotic species removal, conducted 3 fishing seminars, and others detailed under A.2.

Cost-coding for some disciplines remains cumbersome, however the change to allocating funds to the area level within the Section of Wildlife has allowed me to track this project better. Some disciplines have no cost accounting requirements. This makes it difficult to identify savings and accomplishments. There is no funding mechanism for Team projects. Savings made by Teams is not reinvested (gainsharing) back in those Teams. Some mechanism needs to

be initiated to create a pool of funds, for Teams to pull from to carry out some interdisciplinary projects.

Upwards of 5 Whitewater Integrated Management Team members have provided technical assistance to the Whitewater Watershed Project. The Citizens Advisory Committee Watershed Plan has been completed, and the 3-county Joint Powers Board is applying for funding under Clean Water Partnership and PL-566 small watershed programs. Two WIMT members are serving on two of six task forces established to work on specific objectives identified in the watershed management plan.

In retrospect, it would have been better had the Watershed Project had a facilitator. Citizens were sometimes not able to stay focused on the task at hand and many citizens were intimidated and were reluctant to share their views. The project though, has allowed stakeholder input from private and public entities throughout the process.

IV. Statement of Objectives: A. Provide the DNR Whitewater team a supplemental operating budget to carry out landscape management within the watershed.

Overall outcomes: DNR field managers from every discipline will be working together to participate more effectively in the Whitewater watershed project: to coordinate with the Winona, Wabasha and Olmsted Counties Joint Powers Board and citizen groups participating in the Whitewater. Funding will assure management activities on both public and private lands continues or increases, thereby compensating for additional time devoted to working with others.

Timeline for Completion of Objectives:

Provide the DNR Whitewater team a supplemental operating budget to carry out landscape management within the Watershed.

7/95 1/96 6/96 1/97 6/97

Two resource professionals will provide input to the Citizens Advisory Committee so that the C.A.C. may determine best management practices to implement within the Whitewater Watershed Project (WWP).

7/95 1/96 6/96 1/97 6/97
Product #2 xxxx
Three Whitewater Watershed Project slide presentations

Three Whitewater Watershed Project slide presentations will be presented and issues/concerns solicited from organizations and the public to determine practices to be initiated to achieve BMPs. Information will be stored in a data base and presented in a usable format to the C.A.C.

7/95 1/96 6/96 1/97 6/97
Product #3 xxxxxxxxxxx
Three resource professionals will serve as representatives

on the Riparian, Monitoring, and Technical committees of the WWP.

- V. Objectives/Outcome: Provide the DNR Whitewater team a supplemental operating budget to carry out landscape management within the watershed.
- A.1 Activity: Increase collaboration/coordination with MPCA Clean Water Partnership and SCS PL-566 small watershed program within the Whitewater watershed project.
- A.1.a. Context within the project: In addition to the Whitewater Integrated Management Team (WIMT) involvement in the watershed, there are currently two other projects, PL-566 and CWP. Our intentions are to advance these projects into the implementation phase and coordinate their goals and eliminate project duplication to accomplish holistic management within the watershed.
- A.1.b. Methods: By accomplishing the activity in A.2. below, this will free up five (5) resource professional's time to become more involved in the Technical committee, Monitoring and Riparian committees, Citizens Advisory Committee (C.A.C.), and be able to present additional public slide show presentations of the SCS PL-566 small watershed project and thus incorporating public and agency involvement in this effort.
 - A.1.c. Materials: N/A
 - A.1.d. Budget:

Total Biennial LCMR Budget: \$30,000 \$5,415 LCMR Balance: \$30,000

Match: N/A

A.l.e. Timeline:

7/95 1/96 6/9 2/27 6/97

Two (2) resource professionals will serve on the C.A.C. in helping to formulate goals, objectives and methods for implementing the CWP and PL-566 projects.

7/95 1/96 6/96 1/97 6/97

Two (2) resource professionals will assist in the write up of the Biodiversity Report for the PL-566 project.

7/95 1/96 6/96 1/97 6/97

Three (3) resource professionals will act as representatives on the Technical, Monitoring and Riparian committees of the PL-566 and CWP projects to provide baseline information to the C.A.C.

7/95 1/96 6/96 1/97 6/97

Product #4 xxxxxxxxx

Four (4) resource professionals will present WWP slide shows to various public groups. Solicited issues and concerns will be stored in a data base and presented in a usable format to the C.A.C.

A.1.f. Workprogram Update:

July 1, 1996 Update:

Four to five resource professionals have been working on all products listed. Approximately 490 hours or \$11,477 have been provided for in-kind services. Two individuals are coordinating with C.A.C. monthly. C.A.C. and Joint Powers Board is one month from finalizing watershed plan to be reviewed at public hearing on August 22, 1996. The sections of Fisheries and Wildlife have contributed their final report documents for inclusion in the NRCS Biodiversity report, which is being written now, and, numerous slide presentations have been given (see attached) prior to July, 1995 as noted under section VIII. Additional presentations were given to 3 high schools and 2 colleges and one coordinated with the Whitewater State Park interpretive program.

January 1, 1997 Update:

Four to five resource professionals have been working on all products listed. Approximately 530 hours or \$12,277 have been provided for in-kind services. Two individuals are coordinating with C.A.C. monthly.

The sections of Fisheries and Wildlife have contributed their final report documents for inclusion in the NRCS Biodiversity report.

The C.A.C. drafted and the Joint Powers Board approved their watershed plan. It will be incorporated into an integrated plan (PL-566 and Clearwater Partnership). The JPB is currently assembling task forces to move towards plan implementation. Slide presentations describing the watershed project have been given to 4 high schools, 2 colleges, and one coordinated with the Whitewater State Park interpretive program.

July 1, 1997 Final Report:

Four to five resource professionals have been working on all products listed. Approximately 553 hours or \$12,812.00 have been provided for in-kind services. Two WIMT members serve on two of six task forces (Whitewater quality monitoring and Conservation Watershed Initiative) established to work on specific objectives in the completed Citizens Advisory Committee Watershed Management Plan. Watershed slide shows were given to 7 high schools, 2 colleges, and 1 presentation coordinated with Whitewater State Park interpretive program. Our every day information and education tours now include a watershed theme which stresses ecosystem management.

- A.2. Activity: Expand landscape management activities within the Whitewater watershed.
- A.2.a. Context within the project: This will allow us to accelerate our management activities on the 25% of the watershed that's in public ownership.
- A.2.b. Methods: Extending seasonal manpower will allow for the completion of numerous additional projects within the Whitewater vicinity. These specific products are listed under the timeline in A.2.e.

Personnel will receive additional educational, technical and equipment training in order to facilitate ecosystem-based management. For example, a Park's employee may do a project on wildlife lands using a Fisheries backhoe thus gaining heavy equipment training and certification while learning about another discipline's objectives.

A.2.c. Materials: A multi-disciplinary equipment pool will be established to facilitate this portion of this project.

Fleet management cost: \$5,000

Materials cost: \$2,000

A.2.d. Budget:

Total Biennial LCMR Budget: \$30,000

LCMR Balance: \$30,000 Amt Spent: \$23,100

Balance: \$6,900 \$30,000

Match: N/A \$0.00

Note: Approximately \$23,000 of this budget would be used to extend five (5) classified seasonal personnel from 50% to 70% time to accomplish this objective.

A.2.e. Timeline:

7/95 1/96 6/96 1/97 6/97

Product #1 xxxxxxxxxx xxx xxx xxx Prescribed burning ten (10) prairie communities on Forest, Wildlife and Parks ownership's.

July 1, 1996 Update:

A total of 13 prairies have been renovated through prescribed burning or hand felling of encroaching trees.

January 1, 1997 Update:

No additional sites burned. Project proposals for additional sites to be written this winter and burned in spring, 1997.

July 1, 1997 Final Report:

Prescribed burns were conducted on twenty-three (23) prairies.

7/95 1/96 6/96 1/97 6/97

July 1, 1996 Update:

One pond completed. Second site started before freezeup.

January 1, 1997 Update:

Did not finish second site. Lower priority and weather has delayed completion.

July 1, 1997 Final Report:

Two erosion control ponds were renovated; one owned by Fisheries and one by Forestry.

7/95 1/96 6/96 1/97 6/97

Product #3 xxxxxx xxxxx

Pre/post-sale treatment of oak communities to maintain oak as a major component of the forest. (Fifty acres)

July 1, 1996 Update:

Thirteen (13) sites and sixty-one (61) acres completed.

January 1, 1997 Update:

A total of sixteen (16) sites and seventy-four (74) acres have been completed. In addition, 110 acres of timber on three (3) sites were marked and cruised for commercial timber sales; 900 feet of timber access trail improved for timber access with bulldozer.

July 1, 1997 Final Report:

The objectives were exceeded. Twenty-six (26) sites and 102 acres of pre/post sale timber work has been completed. In addition, 110 acres of timber on three (3) areas were marked and cruised for commercial timber sales; 900 feet of timber access trail was improved for timber access with a bulldozer.

7/95 1/96 6/96 1/97 6/97
Product #4 xxx xxx
Removal of buckthorn, an exotic species within the 2,000 acre Whitewater State Park.

July 1, 1996 Update:

Thirty-five (35) acres completed.

January 1, 1997 Update:

Forty-eight (48) acres of buckthorn treated. This was a good start in controlling this exotic species in the Whitewater State Park.

July 1, 1997 Final Report:

Sixty-one (61) acres of buckthorn and honeysuckle were treated. This was a good start in controlling exotic species in Whitewater State Park.

7/95 1/96 6/96 1/97 6/97 Product #5 $$\rm xxxxx$$ Hazard tree removal from high use areas of Whitewater State Park.

July 1, 1996 Update:

Six (6) campsites protected.

January 1, 1997 Update:

All known hazardous trees have been removed from camping areas. Spring surveys may identify need to remove additional potential hazards.

July 1, 1997 Final Report:

Hazard trees were identified and removed from 7 campsites and 19 parking lots at the Whitewater State Park and Whitewater Wildlife Management Area.

7/95 1/96 6/96 1/97 6/97

Product #6 xxxxxxx xxxx

Aspen regeneration of decadent stands within Whitewater Wildlife Management Area (WWMA) and state forest lands within the watershed. (20 acres)

July 1, 1996 Update:

We have completed 9.2 acres of aspen regeneration now.

January 1, 1997 Update:

Five (5) more acres of decadent or old aspen regenerated to improve habitat for ruffed grouse, deer and numerous other wildlife species. Total to date: 14.2 acres.

July 1, 1997 Final Report:

A total of 14 acres of decadent aspen was regenerated through hand felling to improve habitat for deer, ruffed grouse and numerous other wildlife species.

7/95 1/96 6/96 1/97 6/97

Product #7 xxxxxxxxxxx

Survey, sign and post 5 miles of boundary for all disciplines for public information.

July 1, 1996 Update:

Seven (7) miles of state forest land, state parks lands and wildlife management area land posted. Project completed, although may add additional sites in fall, 1996.

January 1, 1997 Update:

Four and one-half (4.5) miles of new boundary were signed this fall to better identify location of public lands for recreation (new total: 11.5 miles). Five (5) entrance signs at Whitewater Wildlife Management Area were maintained and ten (10) new steel parking lot gates were installed on the wildlife area as well. These gates replace wooden pole-type gates which are usually vandalized/broken to the tune of 20 gates per year.

July 1, 1997 Final Report:

This objective was far exceeded. Over 20 miles of boundary was posted on Parks, Wildlife and Forestry lands. Five (5) entrance signs at Whitewater Wildlife Management Area were maintained and ten (10) new steel gates were installed.

7/95 1/96 6/96 1/97 6/97

Product #8 xxxxx xxxx

Conduct winter creel surveys on three (3) trout streams which have special regulations in force.

July 1, 1996 Update:

Posted information signs at all new areas. Public hearings to be held in November, 1996. Will evaluate need for creel survey upon outcome of hearings.

January 1, 1997 Update:

Winter creel surveys beginning January 1, 1997 and continuing through March 31 on three trout streams which offer winter fishing. This information will be used to determine fishing pressure and mortality of trout during this type/time of fishing.

July 1, 1997 Final Report:

A winter creel survey was completed from January 1-March 31, 1997, on five trout streams in the Whitewater watershed. This survey provided estimates of fishing pressure and catch on all streams in the Whitewater area open to winter catch and release-only fishing. This information will help managers evaluate fishing quality and quantify additional angling opportunities provided by the winter season. This survey required angler counts and interviews five days per week over a 3-month period and would not have been possible without staff from the Whitewater area.

7/95 1/96 6/96 1/97 6/97 Product #9 xxx xxx Present two (2) seminars on watershed and fishery management.

July 1, 1996 Update:

Two fisheries seminars given. Conducted one watershed tour with Lewiston Lions Club and gave one watershed slide presentation.

January 1, 1997 Update:

Product completed.

July 1, 1997 Final Report:

Three (3) fisheries seminars were given as well as 5 watershed slide presentations. One watershed tour was given to the Lewiston Lions Club.

7/95 1/96 6/96 1/97 6/97

Product #10 xxxxxxxxxxxx

Analyze U.S.G.S. stream flow records for base line data pertinent to the Whitewater watershed project.

July 1, 1996 Update:

Dropped.

July 1, 1997 Final Report:

Dropped.

7/95 1/96 6/96 1/97 6/97

Product #11 xx

Stabilize one (1) streambank site on the main branch of the Whitewater River.

July 1, 1996 Update:

Not yet scheduled.

January 1, 1997 Update:

Not yet scheduled, however, recent coordination with Natural Resources Conservation Service on the Whitewater Watershed Project, identified approximately six (6) locations for possible targeting of streambank work. This product may be accomplished as part of that project.

July 1, 1997 Final Report:

Identified six (6) potential sites to target as part of the Whitewater Watershed Project in cooperation with the Natural Resources Conservation Service.

7/95 1/96 6/96 1/97 6/97

July 1, 1996 Update:

Engineering feasibility study complete. Now determining permits required, county biological survey elements present, equipment needed and potential funding sources.

January 1, 1997 Update:

A review of Natural Heritage Elements identified by the County Biological Survey now underway to determine if project might have impact on any such unique elements. Project alternatives/needs being reviewed.

July 1, 1997 Final Report:

Feasibility study completed. Cost estimates almost complete and wetland mitigation and wetland conservation act concerns/permits being investigated.

7/95 1/96 6/96 1/97 6/97

Product #13 (Baker's Dozen)

Increase public outreach programs to provide resource educational information and awareness of ecosystem management.

7/95 1/96 6/96 -/97 6/97

Product #13.b.

brochure

Product #13.c.

Forestry xxxxxxxxxxxx

brochure

Product #13.d.

Fishery brochure xxxxxxxxxxxx

Product #13.e.

Recreational xxx xxxx

outreach project

July 1, 1996 Update:

One (1) multi-disciplinary brochure completed.
Wildlife brochure completed and parks is underway.
Fisheries brochure draft reviewed and ready for final.
Public outreach at high use areas on
parks, wildlife and forestry lands produced 171
visitor contacts to educate outdoor recreationists.
Coordinated with SE Asian Outreach Program on a
Rochester (KTTC) television interview. Coordinated
4 tours of interested SE Asians regarding past, present and
future land use in the Whitewater Watershed.

January 1, 1997 Update:

Currently, Wildlife, Forestry and Parks, and multidisciplinary brochures have been produced and distributed to local offices for circulation to public. Fisheries brochure questions/answers have been gathered and now need to be formatted to brochure and printed. Again, public outreach during the deer openers produced 168 visitor contacts to educate outdoor recreationists about Parks, Wildlife and Forestry lands in the area.

One other slide presentation given to Future Farmers of America (FFA) at St. Charles High School. Production of some visual aids to be used in our outreach program will begin January 1, 1997.

In addition to those products above, this multidisciplinary project has allowed us to share a volunteer among our offices. He assisted us in several tasks including timber scaling, stocking of brown trout, postsale treatment of a timber sale, and repairing broken gates. Where one office was not able to keep this individual busy, we all received benefits of his talents.

July 1, 1997 Final Report:

Four (4) educational brochures have been produced; Fisheries brochure needing to go to the printer. Other visual aids were produced by team members:

- Cooperative project with MN DNR-Division of Enforcement made 80 life stage models of brook, lake, and brown trout.
- 2) Produced 50 castings of invertebrates as educational materials in cooperation with MinnAqua.

These projects garnered \$3,800.00 in operational and equipment funds from outside sources.

In addition to these outreach products, numerous members of the WIMT team have worked closely with the Elba Boosters Club to complete the LCMR funded project: Restoration of Historic Elba Fire Tower. This has included development of an operational plan, resolving safety and use issues, and development of interpretive displays.

A.2.f. Workprogram Update:

January 1, 1997 Update:

See individual products above.

VI. Evaluation: Standard DNR cost coding will be used to track expenditures. A special form has been created (see attached) to track expanded work activities and dollar savings. All dollar savings through equipment and staff pooling will be reinvested into the program., For example, a Fisheries project which might normally be contracted to a vendor may be completed by sharing personnel and equipment from the WWMA office. Any monetary savings for equipment rental could then be reinvested to extend these same seasonal employees to complete additional projects! It will show up as expanded work tasks. The project will be considered successful if it is up and running and self-sustaining at the end of the two year period.

VII. Context within field: This project is an acceleration of watershed and ecosystem-based projects currently going on in the Whitewater watershed.

- VIII. Budget context: Some of the products listed in A.1.e. will be initialized in fall '94, winter '95, because of the urgent need of involvement in the CWP/PL-566 projects. This effort is done in good faith based on LCMR funding in July '95. Potential budget resources available include NRCS PL-566, \$12 million & CWP grants; \$100,000, trout stamp; \$20,000 in kind services from DNR personnel.
- IX. Dissemination: Information and progress will be disseminated through the WIMT newsletter.
- X. Time: This project should be up and running using department monies by the end of the two years if it is successful. We will not be back for more funding.
- XI. Cooperation: Cooperators include numerous agency personnel from MPCA, SCS, citizens advisory committee, Department of Agriculture, United States Fish and Wildlife Service, Elba Boosters Club, all of which will be involved in some manner in the watershed project. The program manager anticipates spending upwards of 20% of his time coordinating this effort.
- XII. Reporting Requirements: Semiannual six month work program update reports will be submitted not later than January 1, 1996, July 1, 1996, January 1, 1997, and final six month workprogram update, and a final report by June 30, 1997.

XIII. Required Attachment:

1. Qualifications: Project manager is currently wildlife area manager of Whitewater Wildlife Management Area. He has worked in this capacity since 1984 and for the Department since 1976 at several stations including Grand Rapids, Bemidji, Thief River Falls and Norris Camp, Red Lake WMA.

Prior to that he worked temporarily for the U.S. Fish and Wildlife Service conducting wetland surveys.

He presently chairs the Blufflands Landscape Team, serves as a representative on the section of wildlife waterfowl committee, wetland policy committee, prescribed burn committee and has worked closely with the SE Asian Outreach Program.

His position requires technical expertise in not only wildlife management but ecosystem relationships as well as an ability to coordinate projects with varied personal interests in both the public and private sectors.