



# United States Department of the Interior

## FISH AND WILDLIFE SERVICE Mountain-Prairie Region



IN REPLY REFER TO:

**Mail Stop 60160**

MAILING ADDRESS:  
Post Office Box 25486  
Denver Federal Center  
Denver, Colorado 80225-0486

STREET LOCATION:  
134 Union Blvd.  
Lakewood, Colorado 80228-1807

**MAY 23 2006**

Memorandum

To: Director

From: Deputy Regional Director, Mountain-Prairie Region  
*James J. Bluck*

Subject: Calendar Year 2005 Report on Implementation of Annual Funding Agreement at National Bison Range Complex

As you know, the Service and the Confederated Salish and Kootenai Tribes are currently implementing an annual funding agreement for the National Bison Range Complex, located in northwestern Montana. Implementation of the AFA began on March 15, 2005. The duration of the AFA is through the end of Fiscal Year 2006.

Enclosed is a copy of the Service's report on the implementation of the AFA during Calendar Year 2005. This report was compiled by the NBRC Project Leader to facilitate a comprehensive review of the season's activities in order to improve implementation in future years.

Also enclosed is a copy of the CSKT's response to the Service's report. Note that each of these documents represents the perspective of the respective authors, and that inclusion in this transmittal does not imply that each party agrees fully with the content of the other party's report.

Overall, the Service and the CSKT believe that the first year of implementation represents tremendous progress on a highly complex project. The AFA includes a wide array of difficult activities and, as with any new program, this effort faced its own set of unique challenges. Significant steps were made toward the successful implementation of this agreement during CY 2005. Positive goals were achieved, especially with regard to the successful completion of bison herding and handling, as well as data collection, during the Annual Roundup. The Service and CSKT have met to review this report and to discuss ways to build on the successes of 2005.

At present, the Service and the CSKT intend to continue to implement the AFA during the remainder of FY 2006, and also intend to continue ongoing negotiations for a FY 2007 AFA.

Enclosure

**National Bison Range Complex**  
**Annual Funding Agreement Report**  
*Calendar Year 2005*  
March 1, 2006





# United States Department of the Interior

## FISH AND WILDLIFE SERVICE NATIONAL BISON RANGE

132 Bison Range Road

Moiese, MT 59824

(406) 644-2211

FAX (406) 644-2661

March 1, 2006



### MEMORANDUM

To: Regional Director, Region 6

Through: Assistant Regional Director, Region 6, Refuges and Wildlife

Through: Refuge Supervisor, Region 6, MT/WY/UT Zone

Subject: Annual Funding Agreement Report for CY-2005

Enclosed is the updated report describing efforts to implement the CY-2005 portion of the FY-2005/2006 Annual Funding Agreement (AFA) between the U.S. Fish and Wildlife Service (Service) and the Confederated Salish and Kootenai Tribes (CSKT). This report provides an overview of the Service's efforts to implement this agreement and recommendations to improve this process for the upcoming field season through FY-2006. It also reviews the results for each Activity identified in the AFA Annual Work Plan.

I met with Tribal Coordinator Matt to discuss her recommended changes to remove any language that may be misinterpreted as offensive. Only one text change was made to the previous (2/17/06) version by rewording the term "procrastination." The Report date was also updated to March 1, 2006.

I have provided a copy of this updated report to Tribal Coordinator Matt. I have also provided CSKT with copies of the three updated pages that need to be replaced in the 2/17/06 version, in order to update that report to the March 1, 2006 version.

Steven W. Kallin  
Project Leader

cc: Clayton Matt, CSKT Natural Resources Department Head  
Sheila Matt, CSKT Tribal Coordinator  
Brian Upton, CSKT Tribal Attorney



# United States Department of the Interior



## FISH AND WILDLIFE SERVICE NATIONAL BISON RANGE

132 Bison Range Road

Moiese, MT 59824

(406) 644-2211

FAX (406) 644-2661

March 1, 2006

Sheila Matt  
Tribal Coordinator  
Confederated Salish and Kootenai Tribes  
National Bison Range  
132 Bison Range Road  
Moiese, MT 59824

Dear Mrs. Matt:

Enclosed is an updated report submitted to our Regional Office, which describes efforts to implement the CY-2005 portion of the FY-2005/2006 Annual Funding Agreement (AFA) between the U.S. Fish and Wildlife Service (Service) and the Confederated Salish and Kootenai Tribes (CSKT). This report provides an overview of the Service's efforts to implement this agreement and recommendations to improve this process for the upcoming field season through FY-2006. It also reviews the results for each Activity identified in the AFA Annual Work Plan.

This report incorporates the text change you recommended during our meeting on March 1, 2006. The Report date was also updated to March 1, 2006. Also enclosed are ten sets of the three updated pages. Replacing these pages in the 2/17/06 version of this report will update them to the March 1, 2006 version.

Thanks for your recommendation. I look forward to discussing this report with you in more detail to identify opportunities to improve the effectiveness of our combined efforts.

Sincerely,

Steven W. Kallin  
Project Leader

cc: Clayton Matt, CSKT Natural Resources Department Head  
Brian Upton, CSKT Tribal Attorney  
Mitch King, Regional Director, Region 6  
Rick Coleman, Assistant Regional Director, Region 6, Refuges and Wildlife  
Steve Berendzen, Refuge Supervisor, Region 6, Zone MT/WY/UT

**National Bison Range Complex**  
**Annual Funding Agreement Report**  
***Calendar Year 2005***  
**July 10, 2006**

**I. INTRODUCTION**

On March 15, 2005, an 18-month Annual Funding Agreement (AFA) between the Confederated Salish and Kootenai Tribes (CSKT) and the U.S. Fish and Wildlife Service (FWS) was implemented for certain Activities on National Wildlife Refuge System (NWRS) lands located within the external boundary of the Flathead Reservation. These lands comprise approximately 65% of the acreage of the National Bison Range Complex (NBRC), and are managed by the FWS through the staff at the National Bison Range.

This AFA, which can be described as an “operational” AFA, is the first of its kind to be implemented on a National Wildlife Refuge. It includes the performance of many daily operational Activities across the major programs at the National Bison Range Complex. This AFA was negotiated and implemented without the benefit of national FWS policy. There were no blueprints or established procedures to follow.

This report examines the results of using this AFA to perform Activities during CY-2005. This information is intended to identify ways to improve the implementation and effectiveness of this AFA in FY-2006, for the benefit of the NBRC natural resources, and to strengthen the long-term working relationship between CSKT and the FWS.

**II. EVALUATION OF AFA ACTIVITIES**

**A. Evaluation of Accomplishments**

The FWS evaluation of CSKT accomplishments follows the same format used in the AFA Attachment A and Annual Work Plan. Each individual Activity is evaluated using the criteria developed for and included in the Annual Work Plan. A Table summarizing individual Activity evaluations, “AFA Activities Results Summary – CY 2005” may be found in Appendix A. This table serves as an index with corresponding page numbers to the individual evaluation detail sheets in Appendix B, “AFA Activity Evaluation”. These evaluations provide a summary rating, additional information, and where appropriate, recommendations for improving implementation of the FY-2006 AFA and future NBRC AFAs. Each Activity is evaluated based on the entire period (March 15 – December 31) the AFA was in effect in CY-2005.

CSKT provided a report outlining accomplishments for CY-2005, which is included as Appendix C. This report also follows the Activities and numbering system used in the AFA Attachment A and the Annual Work Plan.

On December 1, 2004, CSKT requested clarification regarding 13 Activities identified in the AFA Attachment A. These Activities were excluded from the 12/1/2004 version of the AFA,

with the understanding that they would be added back into the FY-2005/2006 AFA if satisfactory clarification could be obtained concerning these Activities. On 2/25/2005, the FWS and CSKT met and found agreement on 12 of the 13 Activities that needed additional clarification. These 12 Activities were reinserted into the AFA Attachment A, and then included in the Annual Work Plan with language that clarified the intent of each Activity to address CSKT concerns. To easily identify these reinserted Activities, all 12 Activities were identified in the Annual Work Plan with the notation,

**(\*\* temporarily removed from final AFA Attachment A for clarification).**

CSKT requested a list of all Activities which the FWS would not require to be completed in CY-2005. In an effort to minimize the CSKT workload during this initial AFA year, the FWS identified 27 (18%) of the total 149 Activities, which could be delayed until 2006. Several of these were surveys which were not scheduled for CY-2005. Due to unforeseen circumstances, an additional six Activities were either not required by the FWS during the year, or CSKT did not have an opportunity to perform them. The total number of AFA Activities not required during CY-2005 was 33 (22%) of the total 149 Activities. These 33 Activities, received a summary rating of “#4 – Activity Not Required.”

Performance of each Activity was reviewed and rated for the entire calendar year. This performance was given a summary rating from the following four possible categories (as defined in Appendix A):

- 1 - Fully Successful
- 2 - Needs Improvement
- 3 - Unsuccessful
- 4 - Activity Not Required

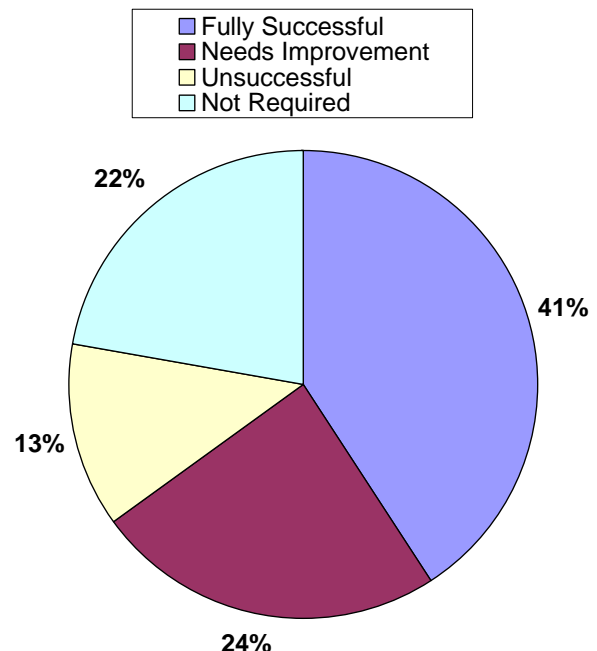
A structured and systematic system for CSKT to report accomplishments was not used in CY-2005. A reporting system would make it more efficient for the FWS to verify that Activities were completed within specified timeframes. Additional CSKT provided communications and documentation of accomplishments would be helpful for future FWS evaluations of CSKT performance.

## **B. Evaluation Summaries**

A Table summarizing individual Activity evaluations, “AFA Activities Results Summary – CY 2005” may be found in Appendix A. This table serves as an index with corresponding page numbers to the individual evaluation detail sheets in Appendix B, “AFA Activity Evaluation”.

The Summary Ratings Chart is solely based on the total number of Activities and summary ratings by categories (1,2,3,4). It does not include any “weighting” to reflect priority or the relative importance of an

**Summary Ratings: All Program Activities**



Activity. For example, the fencing Activity (2.D.8.n.), which includes general fence repair/maintenance and construction of a segment of boundary fence, is rated as one Activity. But Roundup, which also requires a significant effort, has portions of that effort identified and rated in 6 Activities.

The individual Program Summary Ratings Chart is included with each Program summary and is solely based on the total number of Activities and summary ratings by categories (1, 2, 3, 4).

### **C. Performance Summary by Program**

#### **Biology Program**

Of the 39 total Biology Program Activities listed in the AWP, thirteen (34%) of these Activities were not required in FY-2005.

CSKT was fully successful at 42% of all required activities in the Biology section of the AWP in Calendar Year 2005. Multiple CSKT personnel demonstrated proficiency in several Activities, including animal herding and handling, wildlife disease surveillance and monitoring, and assisting FWS with animal outplacement.

Nine (35%) of the required Activities were rated as Unsuccessful and six (23%) of the required Activities were rated as Needs Improvement. There are generally three factors which contributed to the Unsuccessful or Needs Improvement ratings. These factors are:

- Activities not initiated in a timely manner (waterfowl banding data entry, weed mapping, springs mapping, vegetation surveys).
- Some Activities were performed by personnel unqualified for that specific Activity, resulting in significant data errors (neotropical migratory bird surveys, waterfowl pair counts and brood counts).
- Data entry errors were significant in number, but were largely due to data entry inconsistency and failure to identify and correct these errors prior to submission to FWS. Consistency errors prevent the accurate summary and analysis of data using relational databases.

Suggestions to improve CSKT success in completing Biology Program Activities are listed on the AFA Activity Evaluation Forms.

#### **Fire Program**

Of the 17 total Fire Program Activities listed in the AWP, 3 (18%) of these Activities were not required in FY-2005.

CSKT was fully successful at six (43%) of all required activities in the Fire section of the AWP. The 60 acre Crow WPA prescribed burn, its burn plan and the Kickinghorse Prescribed Burn Plan were updated/completed in a professional manner. The CSKT Fire Management Officer (FMO) was thorough and professional during fire coordination meetings. CSKT Bison Range Staff were stationed strategically on the Bison Range for Fire Severity Standby duty during days with high lightening strike risk.

Four (28%) of the required Activities were rated as Unsuccessful and 4 (29%) of the required Activities were rated as Needs Improvement. Prescribed burns are an important vegetation management tool. Only one of the three required prescribed burns was completed. CSKT was responsible for writing/updating prescribed burn plans for these scheduled burns. Only one of the prescribed burn plans was completed prior to the scheduled burn timeframe. This may have contributed to not completing these burns in 2005. Draft Prescribed Burn Plans should be submitted to the Refuge Manager one month prior to the start of the burn window. This should provide ample time to finalize the plan and complete the burn. The Refuge Manager should be apprised of CSKT Fire Program coordination or communications which occur between CSKT and other FWS representatives.

Suggestions to improve CSKT success in completing Fire Program Activities are listed on the AFA Activity Evaluation Forms.

### **Maintenance Program**

Of the 65 total Maintenance Program Activities listed in the AWP, 9 (14%) of these Activities were not required in FY-2005.

CSKT was fully successful at 37 (66%) of all required activities in the Maintenance section of the AWP. CSKT did a good job preparing the corral facility for the Roundup, maintaining the Day Use Area, cleaning outdoor toilets and promptly responding to FWS work order requests.

Four (7%) of the required Activities were rated as Unsuccessful and 15 (27%) of the required Activities were rated as Needs Improvement. Several of the highest priority Activities, such as those that influence public health and long-term maintenance of vehicles and heavy equipment, were not completed at a satisfactory level. A conscientious and proactive approach needs to be adopted for vehicle and equipment maintenance following schedules specified in the AWP. Fence maintenance and boundary fence construction must also be placed as a higher priority than occurred in CY-2005.

Suggestions to improve CSKT success in completing Maintenance Program Activities are listed on the AFA Activity Evaluation Forms.

### **Visitor Services Program**

Of the 28 total Visitor Services Program Activities listed in the AWP, 8 (29%) of these Activities were not required in FY-2005.

CSKT was fully successful at 7 (35%) of all required activities in the Visitor Services section of the AWP in Calendar Year 2005. Once they entered on duty, the permanent CSKT Visitor Center Staff were pleasant and helpful in their interactions with the public. They were also reliable and timely in opening and closing the Visitor Center. They were also conscientious and consistent in keeping the center clean and organized.



Two (10%) of the required Activities were rated as Unsuccessful and 11 (55%) of the required Activities were rated as Needs Improvement. The two factors which generally contributed to the Unsuccessful or Needs Improvement ratings are:

- Not having adequate numbers of staff available to work in the Visitor Center during the first 2.5 months of the AFA. The Visitor Center was fully staffed by CSKT starting on May 31, 2005.
- FWS was not informed in advance of new staff entering on duty, which prevented their timely training.
- Most of the CSKT volunteers who worked with the public at the corrals during the Roundup, did not attend the provided advanced training on September 7, 2005, and were therefore inadequately prepared.

Suggestions to improve CSKT success in completing Visitor Services Program Activities are listed on the AFA Activity Evaluation Forms.

### **III. COMMUNICATIONS AND TRAINING**

Effective communications between the FWS and CSKT is an essential ingredient to the success of an AFA. The FWS staff established new processes for communicating with CSKT in order to provide timely information, training and coordination necessary for CSKT to accomplish AFA Activities. Most of these efforts were in addition to standard communication processes used prior to the AFA.

The development of a detailed AFA Annual Work Plan (AWP) was suggested by the FWS, to accurately identify CSKT responsibilities and priorities. The format for this document was mutually agreed upon and a draft was reviewed by CSKT. This document provides a tremendous amount of information necessary to accomplish AFA Activities. It follows the format and organization of the AFA Attachment A, except that seven categories of additional information were added for each Activity. These categories are:

- Additional Info
- When
- Where
- Quantity
- Priority
- SOP (Standard Operating Procedure)
- Operational Standard and source document

Numerous, detailed written protocols were developed and location/route maps provided. These protocols were included as Addendums in the AFA AWP. Support and background information such as refuge plans and national FWS guidance was also included in the AFA AWP to identify FWS Operational Standards. This document, although it exceeded 1,000 pages in length, was not the only source of information or means of communication used to prepare CSKT to perform their responsibilities.

Meetings to plan and coordinate AFA implementation were held between the NBRC Project Leader and the CSKT Natural Resources Department Head prior to the start of the AFA on March 15. Weekly coordination meetings were usually held with the Tribal Coordinator after she entered on duty July 6, 2005. Additional contact between the Project Leader or Acting Project Leader and the Tribal Coordinator usually occurred daily.

Considerable time and effort was devoted to training and orientation for CSKT. Approximately 325 FWS staff hours were spent on this effort across all Programs.

Work/Supply Order Forms were developed and used to communicate specific maintenance/repair needs to CSKT. The same form was used by CSKT to request equipment or supplies.

The FWS helped prepare CSKT for their Annual Bison Roundup responsibilities in a number of ways. First, a detailed plan was developed to complete the Annual Bison Roundup. CSKT reviewed drafts of this document as it was being developed and before it was finalized on August 23, 2005 (Appendix D). This plan identifies Roles and Responsibilities for CSKT and FWS. It also provides detailed job descriptions for each staff/volunteer and a map showing the location of each position. Also, a personal video showing many details and activities from the 2004 Annual Bison Roundup was shared with CSKT on 7/12/05 in preparation and training for the October 3, 2005 Roundup. Then, a “mini-Roundup” was conducted on September 7, 2005 to train CSKT staff and volunteers in all aspects of conducting the Annual Roundup. This included the use of scanner technology and a new, hydraulic squeeze chute which was installed in September, 2005.

#### **IV. FY-2006 OPPORTUNITIES TO IMPROVE AFA PERFORMANCE**

Recommendations to improve Activities specific to individual Programs are listed in Appendix B. Recommendations to improve overall coordination or across several programs are listed below.

- Ensure “two-way” communications between CSKT and FWS.
- Formalize a monthly reporting system for CSKT accomplishments, to improve coordination and the annual evaluation process.
- Complete Activities following timeline guidance in the Annual Work Plan.
- Provide field data sheets to FWS.
- Provide complete weed spray documentation to enable FWS to complete required State report.
- Clarify responsibilities for maintenance and repair of equipment and property.
- Combine training for Visitor Center Front Desk staff.
- Identify and initiate security modifications and process changes for Fee Fund(s) collection and GNHA Sales.

## Appendix A: AFA Activities Results Summary Table – CY 2005

Although the Annual Work Plan has only 145 Activities listed, two individual Activities contain distinct items within the Activity. To improve accuracy, those items were separated and evaluated as independent Activities. Specifically, Fire Program Activity 2.C.2.B. has four distinct items and Visitor Services Program Activity 2.E.1.i has two distinct items that were evaluated separately. This report contains information on a total of 149 activities.

\* Accomplishment Status:

1) Fully Successful – Activity was completed according to parameters defined in the Annual Work Plan.

2) Needs Improvement – Most, but not all of the elements were completed according to the parameters outlined in the Annual Work Plan; or, excessive FWS involvement was required to complete the Activity.

3) Unsuccessful – Most elements, or a critical element of the Activity, were not completed according to the parameters outlined in the Annual Work Plan.

4) Removed from CY-2005 Requirements – Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

\*\* - Additional information and recommendations found on corresponding page.

### Biology Program 2005 AFA Evaluation Criteria

**Elements used to evaluate performance:**

- Timeliness of survey:** This is not a critical element.
- All required data parameters collected:** This is a critical element.
- Accuracy of survey:** This is a critical element.
- Timeliness of data entry:** This is not a critical element.
- Timeliness of summary or report:** This is not a critical element.
- Accuracy of data entry:** This is a critical element.
- Accuracy of summary or report:** This is not a critical element.
- Software proficiency:** This is not a critical element.

## **AFA Activities Results Summary – CY2005**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>	<b>Additional Information (**)</b>	<b>Page No.</b>
1	2.B.1.a	Extensive and intensive non-game migratory bird surveys at NBR	2	Unqualified personnel, species identification	B-1
2	2.B.1.b	Non-game migratory bird surveys at Pablo NWR	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-3
3	2.B.1.c	Non-game migratory bird surveys at WPAs.	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-4
4	2.B.1.d	Enter non-game migratory bird survey data and prepare summary	1	All elements were completed satisfactorily with assistance from FWS	B-5
5	2.B.2.a	Waterfowl pair counts	3	Unqualified personnel, species identification	B-6
6	2.B.2.b	Waterfowl brood counts	3	Unqualified personnel, species identification, all data parameters not collected	B-7
7	2.B.2.c	Mid-winter aerial waterfowl survey	1	All elements were completed satisfactorily	B-8
8	2.B.2.d	Waterfowl data entry and summary	2	Significant missing data	B-9
9	2.B.3.a	Waterfowl banding	1	Most elements were completed satisfactorily; must consult Refuge Manager prior to cessation of banding operations.	B-10
10	2.B.3.b	Waterfowl banding data entry	2	Software proficiency; FWS spent significant time during a weekend due to CSKT's initiation of data entry tasks just prior to due date.	B-11
11	2.B.4.a	Assist with contracted range survey, conduct Parker 3-step surveys	2	Timeliness of surveys, missing data	B-12

12	2.B.4.b	Survey rare and unusual vegetation including <i>Howellia aquatica</i>	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-14
13	2.B.4.c	Survey for <i>Silene spauldingii</i>	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-14
14	2.B.4.d	Pre- and post-treatment vegetation monitoring on thirteen tracts	3	Although only 50% of this activity was required for 2005, no surveys were completed.	B-15
15	2.B.4.e	Collect habitat condition data at WPAs, NNP and Pablo	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-16
16	2.B.4.f	Enter and summarize vegetation data except for contracted range survey	3	Significant data entry errors	B-17
17	2.B.5.a	Determine and document GPS locations of ... (springs and tanks)	3	Most had missing data fields, only a small number of points were mapped	B-18
18	2.B.5.b	Map weed infestation	3	Only 4% of expected data was collected, timeliness	B-19
19	2.B.5.c	Map biological, management, maintenance and public use activities	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-20
20	2.B.6.a	Invasive plant control Herbicide application draft report	3	No report received.	B-21
21	2.B.6.b	Gather and maintain data on invasive plant control	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-22

22	2.B.6.c	Identify potential herbicide application sites	3	This activity was not completed.	B-23
23	2.B.6.d	Document by GIS each application of a herbicide	3	Only 17 of 300 acres assigned were mapped.	B-24
24	2.B.6.e	Release insects for biological control of invasive plants and GIS polygon map	1	All elements were completed satisfactorily. CSKT released insects at 6 sites on NBRC for Dalmatian toadflax and released insects at 4 sites for purple loosestrife.	B-25
25	2.B.7.a	Conduct big game count and prepare a report and summary	1	Activity not completed due to inclement weather; however, FWS believes that CSKT clearly demonstrated ability to perform this activity.	B-26
26	2.B.7.b	Conduct a bison production count	1	All elements were completed satisfactorily.	B-27
27	2.B.7.c	Assist with disease monitoring of ungulates	1	All elements were completed satisfactorily. Multiple CSKT personnel demonstrated proficiency in this activity.	B-28
28	2.B.7.d	Assist with necropsy and disease sampling, including sample handling and shipping	2	Sample labeling and sample inventory problems, required significant FWS involvement.	B-29
29	2.B.7.e	Herd, capture and handle bison for roundup	1	All elements were completed satisfactorily	B-30
30	2.B.7.f.(1)	Collect blood during roundup	1	All elements were completed satisfactorily with FWS training and assistance.	B-31
31	2.B.7.f.(2)	Collect hair follicles for genetics	4	Blood is used for genetic testing so this activity was not required for 2005.	B-31
32	2.B.7.f.(3)	Insert microchips	2	Improper microchip technique used	B-32
33	2.B.7.g	Assist with removal of live and dead wildlife	1	All elements were completed satisfactorily	B-33

34	2.B.7.h	Assist with outplacement, including collecting data	1	All elements of this activity were completed satisfactorily for surplus bison placement.	B-34
35	2.B.8.a	Gather and maintain data on actions by parties	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-34
36	2.B.8.b	Recommend alternatives from 2.B.8.a.	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-35
37	2.B.9.a	Timber stand health	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-35
38	2.B.9.b	Disease surveillance in birds	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-36
39	2.B.9.c	Cheatgrass and 3-awn distribution, mapping and study	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-36
40	2.C.1.a	Report on ecological & historical role of fire on NBR	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-37
41	2.C.1.b	Draft revisions to the NBR Station Fire Plan to update.	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-37
42	2.C.1.c	By February draft & submit annual prescribe fire plans for physical area of the AFA	2	Plans that were rewritten/updated in FY05 were good plans. However, CSKT's rewrite of existing FWS Kicking horse WPA prescribe burn plan came too late (May 5, 2005) to allow fire staff to complete the burn before spring green up and meet burn objectives. Two over due plans not received as of February 15, 2006 Pauline rewrite and Sandsmark rewrite	B-38

43	2.C.1.d	Make recommendations for acquisition & repair of equipment /supplies	2	A recommendation concerning the gross vehicle weight of the NBR fire engine was made by the CSKT FMO and followed by the FWS. FWS cursory inspection of the fire cache finds hand pumps not working, heater set at 90 degrees and truck not ready to fight wild fire.	B-39
44	2.C.1.e	Assist in training & ensuring qualification of collateral duty fire staff	1	CSKT staff & facilities were available for use by NBR staff to complete pack tests and annual refresher. .	B-40
45	2.C.1.f	Provide Written recommendations to RM to prevent fire damage to equipment & facilities. Improve implementation.	2	At CSKT suggestion, an emergency pre-suppression funding account was established to pay for severity standby duty. Staff was strategically stationed at NBR to allow quick response to lighting caused fire during extreme fire conditions. AFA required that CSKT provide written recommendations to Refuge Manager. Suggestions were verbal in 2005	B-41
46	2.C.1.g	Coordinate/evaluate potential & actual effects of prescribe fire on habitat	1	CSKT conducted cursory post burn monitoring visit at Crow WPA 60ac. burn. Good consumption of fuel. Good coordination with Refuge manager.	B-42
47	2.C.2.a	Conduct wildfire suppression in the physical area of AFA	1	No wildfires in 2005. CSKT stationed staff at the refuge on four significant lightning event days/nights to respond to wildfires. CSKT was ready to respond from Ronan Fire Center if needed.	B-42
48	2.C.2.b	Conduct prescribed fire in the physical area	1	Crow WPA completed - 60 acres	B-43
49	2.C.2.b	Kickinghorse WPA prescribed burn	3	Kicking horse WPA prescribe burn was not completed - 170 acres	B-43
50	2.C.2.b	Antelope Ridge prescribed burn	4	Draft prescribe fire plan for antelope ridge (NBR) - Not required in CY-2005	B-43
51	2.C.2.b	Slash pile burn in Pauline Creek	3	Slash pile burn in Pauline Ck. Not completed in 05 - 5 acres	B-43
52	2.C.2.c	Prepare & submit FWS GO-NO-GO check list.	1	Completed for 60 acre Crow WPA burn. No other prescribe burn proceeded to this GO-NO-GO stage.	B-44



53	2.C.2.d	Maintain & repair all fire equipment, materials and supplies	2	NBR Fire engine with faulty brakes was taken to Ronan Dodge dealer for repair. Cursory FWS check shows bladder pump bags need repair. Engine pump pressure gauge needs repair.	B-44
54	2.C.3.a	Conduct pre burn veg monitoring for habitat baseline data	3	No baseline vegetation data received from CSKT	B-45
55	2.C.3.b	Conduct post burn veg. Monitoring for fire effects analysis	3	No post burn vegetation monitoring data received from CSKT	B-45
56	2.C.3.c	Coordinate with FWS fire program officers	1	CSKT met with project leader, deputy project leader and FWS Fire management officer on several occasions.	B-46
57	2.D.1.a	Maintain & repair all Available Property covered by the AFA	3	Vehicles and equipment were cleaned and some service work done. However none of the heavy equipment had any maintenance and most vehicle repairs not done.	B-47
58	2.D.1.b	Maintain and repair all Real Property covered by this AFA.	2	A few items were inspected and maintained by CSKT but much property was not maintained or was maintained and repaired by FWS.	B-48
59	2.D.1.c	Properly store, lock, secure all Available Property used by the CSKT.	2	Some, but not all property was secured, put away or cleaned as required.	B-49
60	2.D.2.a	Husband horses in a humane manner, with appropriate feed and water.	1	Supplies and feed were requested and stored. The horses' water did freeze up with no one checking.	B-50
61	2.D.2.b	Locate & recommend the acquisition of replacement horses.	1	Continue looking for horses to match riders' abilities.	B-51
62	2.D.2.c	Provide farrier services every 6 weeks...during field use	2	CSKT coordinated farrier service with lost shoes being replaced in a timely manner. FWS coordinated shoeing horses in March.	B-51

63	2.D.2.d	Horses will be trained & conditioned by the person to whom the horse is assigned	2	Most assigned horses were adequately conditioned, however not all horses used were. Also, all riders should become familiar with horses they plan on riding.	B-52
64	2.D.2.e	Notify Refuge Manager of need to acquire tack, equine health supplies & feed...	2	CSKT stored feed. Anthelmintics were administered by CSKT only once during the year with mid-season treatment not done and early season done by FWS.	B-53
65	2.D.3.a	...inspect &, spot clean NBR visitor center, office, office annex, day use area restrooms, maintenance shop & horse barn...	1	The day-use restrooms were well cleaned and supplied with toilet paper. Bathrooms, exhibition area, office annex were inspected and cleaned as needed.	B-54
66	2.D.3.b	...pick up litter observed on & along all public access roads & in parking areas.	1	Good job! This is a job everyone worked on all year long.	B-55
67	2.D.3.c	...ensure that fuel pumps & all buildings on NBR, are locked or secured	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-55
68	2.D.3.d	...observe bison & wildlife for signs of illness or injury.	1	Good job.	B-56
69	2.D.4.a	Do preventive maintenance of tools, equipment, and vehicles	3	Functions and evaluation are the same as 2.D.1.a.	B-56

70	2.D.4.b	...mow grass at day use area, bunkhouse yard, and the yards of any unoccupied quarters.	1	A good job was done keeping up with the mowers and staying ahead of the grass. The day-use area, bunkhouse, front gate, visitor center, around the buildings, and around the signs looked nice. More attention given to the unoccupied quarters, corral area, Jocko fishing access, Ninepipe's kiosk, and duck shacks.	B-57
71	2.D.4.c	Collect trash from all receptacles...	1	All continue to do a good job keeping the area clean.	B-57
72	2.D.4.d	Inspect, clean, and resupply all restrooms on the N. Bison Range	1	Toilets have been kept clean; the vaults have been pumped Fall 2005. Since the toilets are kept clean and well stocked with paper, we do not have a lot of vandalism problems.	B-58
73	2.D.4.e	Irrigate day use area, bunkhouse yard, yards of unoccupied quarters, & horse pasture...	1	The day-use area was well irrigated and looked nice all year. The horse pasture, bunkhouse lawn, old office lawn, and vacant quarters lawns necessitate more irrigation.	B-59
74	2.D.4.f	Check recycling containers Transport recyclable materials to recycling trailer or appropriate location(s)...	2	Recyclable material was stored in appropriate location. Collections of recyclables at Visitor Center and transporting of recycling trailer when full did not happen in a timely manner.	B-59
75	2.D.5.a	Sample drinking water supply, and submit for testing	1	CSKT collected water samples from the Visitor Center and the Day use Area on a quarterly and some times on a monthly basis.	B-60
76	2.D.5.b	Inspect all fire extinguishers and, as appropriate, repair or replace if defective	2	FWS has not received any documentation that monthly inspections of fire extinguishers were completed. FWS has no documentation that fire extinguishers service was performed by a licensed provider.	B-60
77	2.D.5.c	From May through October, inspect, clean, and, as necessary, mow vegetation in all parking areas	1	CSKT mowed the Bison Range parking areas and areas nearby that needed cleaning of vegetation, including the Visitor Center the office annex, and the Ninepipe trailer pad sight. Parking areas at Jocko River fishing access and Ninepipe NWR parking areas were also mowed.	B-61

78	2.D.5.d	Herd bison by horseback for grazing rotation...	2	Once CSKT was on board and trained, bison moving went smoothly. FWS moved bison through April.	B-61
79	2.D.5.e	Treat drinking water supply w/ chlorine. Inspect & maintain water filtration system	3	F.W.S. maintained the system until the end of June 2005. Additional monitoring is required by the State to make sure injection system is working properly.	B-62
80	2.D.5.f	Mow areas ...to reduce invasive species	1	CSKT mowed Ninepipe NWR vehicle tour route & other areas as assigned by FWS. CSKT also mowed road sides on NBR near Visitor Center	B-63
81	2.D.5.g	Provide salt blocks to bison	1	CSKT delivered salt to grazing units at appropriate times.	B-63
82	2.D.6.a	As environmental conditions allow, conduct burn-pile burn and perform necessary post-burn cleanup	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-64
83	2.D.6.b	Clean & organize bone yard area	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-64
84	2.D.6.c	...grade the public use roads within the NBR	2	Tour road was graded before the opening of Red Sleep Drive. Tour road should have spot grading done more often during the year.	B-65
85	2.D.6.d	Haul miscellaneous non-burnable items to appropriate recycling facility or the landfill.	1	Very little material was generated during CY05.	B-65
86	2.D.7.a	Clean chimneys in maintenance shop & quarters w/ wood burning stoves	1	This activity was not required for Law Enforcement and neighboring residence in calendar year 2005. The chimney in quarters 62 was checked by F.W.S. while cleaning rain gutters on 10/27/05. The chimney in the shop area was not checked.	B-66

87	2.D.7.b	Grade and repair unpaved footpaths on the National Bison Range	2	CSKT employees were proactive on repairs needed on Nature Trail after flood damage. Jocko Fishing trail and Bitterroot trail had some maintenance completed. High Point and Grassland Trails had no maintenance completed in CY05.	B-66
88	2.D.7.c	...assist contractor applying dust-control chemicals on tour road in NBR ...	1	CSKT provided assistance to contractor to apply dust control chemical.	B-67
89	2.D.7.d	During August & September, mow vegetation in Lake County WPA parking areas...	1	CSKT Completed mowing and coordinated with banding crew	B-67
90	2.D.7.e	Move bison into designated areas prior to roundup	1	CSKT was effective at moving the main bison herd into Elk Lane, with the vast majority of bison gathered.	B-68
91	2.D.7.f	Move bison into the corrals and through the corral and chute ...	1	Cutting pen and corral were prepared correctly for the annual roundup. Installation of the new hydraulic squeeze chute was done by FWS.	B-68
92	2.D.7.g	Husband surplus bison in humane manner...	1	Animals were fed and watered properly.	B-69
93	2.D.7.h	Winterize irrigation system on Refuge, including pumps	2	The irrigation system was drained to prevent freezing to occur.	B-69
94	2.D.8.a	...haul large-non-recyclable debris to Lake County transfer station or landfill	4	Very little material was generated during CY05. CSKT had no opportunity or need to complete this activity in CY05.	B-70
95	2.D.8.b	...place authorized burnable debris on the burn pile...	1	Wood products were placed in burn pile	B-70

96	2.D.8.c	As necessary or directed by Refuge Mger, herd bison by horseback....	1	Most of the bison herding was done through the use of horses. A.T.V. was used occasionally. Jeep was not used.	B-71
97	2.D.8.d	As necessary following a storm or other unusual event, grade public use roads...	4	No storm or unusual event required the extra grading of public use road.	B-71
98	2.D.8.e	As directed by the Refuge Manager, assist with big game removal	1	CSKT worked the bison through the corral system and sorted sale animals to proper sale pens. When requested by FWS, CSKT provided assistance removing sick or unhealthy bison.	B-72
99	2.D.8.f	As scheduled by Refuge Mger, paint facilities, signs, posts, and rail fences	1	Not all of the rail fence was completed CY05. No signs were repaired or replaced during CY05.	B-72
100	2.D.8.g	Respond to emergencies....	1	Emergencies were handled in a satisfactory manner.	B-73
101	2.D.8.h	Remove fallen rocks from public use & management roads on the N. Bison Range...	2	Rocks, trees, and debris were removed from tour road, high point, tower two, tower three and boundary road in CY2005. The work did not get started until 7/11/05. North boundary road received no maintenance in CY2005.	B-73
102	2.D.8.i	...recommend that the Refuge Mger rehabilitate, replace, or remove any item of Real Property	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-74
103	2.D.8.j	Haul & store weed-free certified hay...	1	Weed free hay was purchased by FWS and stored in the loft of the horse barn by CSKT.	B-74
104	2.D.8.k	Setup & remove facilities used for special events...	1	This activity is also covered under section 2.E.3.g. See this section for details.	B-75

105	2.D.8.l	Promptly after storms, remove storm-generated debris from roads, parking areas, trails, & public use areas ...	1	Branches, limbs, and trees were removed from day-use area and disposed in the burn pile north of shop. One tree was removed behind vacant quarters and taken to the burn pile.	B-75
106	2.D.8.m	During & after each snowfall greater than 2 inches, remove snow from &, sand sidewalks, parking areas, all paved roads on the National Bison Range...	1	All areas listed have been maintained after snow fall. The sidewalks were treated with ice melt and paved roads were sanded. Extra time should be spent cleaning up after the main roads are plowed; this adds to the safety of the public and employees.	B-76
107	2.D.8.n	...repair fencing on the physical area covered by this AFA to prevent escape of bison & facilitate the grazing rotation program	3	Fencing on a big game wildlife refuge is a constant job. Approximately 0.5 miles of boundary fence was built; another 1.5 miles of fence needs to be completed.	B-77
108	2.D.8.o	...apply herbicide on approximately 300 acres annually, utilizing ground application equipment, to control invasive weeds...	2	Staff need pesticide applicator training! CSKT needs to coordinate better & stay focused to get 300 acres done. CSKT may have accomplished 300 acres but there are no records to substantiate effort. FWS counted 137 acres from daily data sheets and GPS mapping	B-78
109	2.D.8.p	...mechanically control invasive weeds on approximately 40 acres...	1	CSKT mowed 40 acres at Crow WPA native grass plantings.	B-79

110	2.D.8.q	As directed by Refuge Mgr for habitat mgement purposes, till or prepare lands for seeding ...	4	No projects were identified by Refuge Manager in CY05.	B-79
111	2.D.8.r	Manipulate water levels using water control structures...	2	CSKT was shown how to manipulate structures at Crow WPA and they did the work. Early April efforts to get someone to visit Pablo NWR so FWS could train CSKT were unsuccessful	B-80
112	2.D.8.s	Develop & maintain springs, tanks & other NBR water sources for bison use	1	Some stock tanks were cleaned and minor maintenance completed CY05. Development of springs was not required in CY05.	B-80
113	2.D.8.t	Assist with an annual public horseback trail ride	1	CSKT assisted with Annual Public Horseback Trail Ride (5/15/05) by providing four staff for the event.	B-81
114	2.D.8.u	Assist with 2-way radio system maintenance and testing	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-81
115	2.D.8.v	Ensure that all trails and fireguards are maintained...	1	Some trails and fireguards were maintained in CY05.	B-82
116	2.D.8.w	Ensure that all signs are in good repair and are maintained or replaced as needed	2	A few signs were repaired and fee signs were installed by CSKT.	B-82
117	2.D.8.x	Bury carcasses sampled for disease testing...	1	CSKT buried carcasses as needed during CY05.	B-83
118	2.D.8.y	Assist Refuge Manager with removing...dead ungulates and other live or dead wildlife	1	Same as 2.D.8.e.	B-83



119	2.D.8.z	Cut, pile or remove trees for habitat improvement	4	FWS did not assign any projects to CSKT.	B-84
120	2.D.8.aa	Visually monitor and orally report to the Refuge Manager visitor activities in the Day Use Area	1	CSKT completed at situation required.	B-84
121	2.D.9	Cleaning Contract	1	Cleaning satisfactory. However, CSKT did not follow designated time schedule and interrupted staff work and visitors.	B-85
122	2.E.1.a	Staff the Visitor Center	2	Once on board, permanent CSKT staff were conscientious and punctual. FWS completely staffed VC at start of AFA and provided backup staff for some time after initial CSKT staff came on board. Trained numerous staff throughout summer.	B-86
123	2.E.1.b	Receive and offer assistance to all persons who enter the VC.	2	Once on board, many CSKT permanent staff seemed to enjoy working with the public. Some did not attend to the public as well. FWS completely staffed VC at start of AFA and provided backup staff for some time after initial CSKT staff came on board.	B-88
124	2.E.1.c	Courteously provide to all person who enter the VC and all telephone callers, accurate oral and written information...	2	Once on board, many CSKT VC staff were very pleasant to visitors and spent time learning needed information. Some CSKT VC staff came on so late in season or didn't stay long enough to learn the information to respond to visitor questions, in person or on the phone. FWS completely staffed VC at start of AFA and provided backup staff for some time after initial CSKT staff came on board.	B-89
125	2.E.1.d	....ensure the VC is secured outside working hours.	1	Visitor Center doors and windows closed and locked daily. Security alarm set daily.	B-91
126	2.E.1.e	Perform radio dispatch in support of all operations of the NBRC.	3	There were gaps in radio dispatching by CSKT Visitor Center Staff, due in part because 1) the VC was not fully staffed until mid-summer, 2) high turnover of staff resulted in inexperienced personnel and 3) lack of training coordination.	B-92

127	2.E.1.f	In May and June, conduct two first aid and CPR training classes for NBRC staff.	3	Conducted only one class in late August.	B-93
128	2.E.1.g	Inventory first aid and CPR supplies for NBRC, and ....replenishment.	1	Satisfactorily completed early in season.	B-93
129	2.E.1.h	Assist with scheduling school and other ee programs for the VC, day use area, and bison roundup.	2	While most scheduling requests were routed to FWS staff, a few were not and were not added to the master calendar. This has major potential to cause scheduling conflicts and overlaps of groups. This is a critical element of this activity.	B-94
130	2.E.1.i	Assist...with planning and conducting ee workshops and public presentations.	1	CSKT Visitor Center staff assisted with school groups once they were on board (FWS personnel staffed the VC fully until April 21 and on occasion afterwards). Teacher workshops were not held Spring 2005 due to time issues of FWS staff developing AFA work plan and performing AFA activities until CSKT staff on board.	B-95
131	2.E.1.i	Bury Time Capsule	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-96
132	2.E.1.j	During the annual bison roundup at the National Bison Range, provide visitor services support for visitors.....	2	Much of the staff assigned to the Corral area was inexperienced and most did not show up for training session. Experienced staff was assigned to the Visitor Center, with its large amount of school groups, and did a good job.	B-97
133	2.E.1.k	Upon receiving visitor report of apparently ill or injured animals,...immediately report to Refuge Manager.	1	FWS staff received some reports from desk staff after office hours and on weekends when VC staff would be the only one to transmit this information.	B-98

134	2.E.1.l	Answer all incoming telephone calls to visitor center, including, when necessary to assist administrative staff, .....	2	VC staff answered the phone line directed to the Visitor Center, as appropriate. FWS staff commented that phone was not always answered when they called in on weekends. This is a critical element because calls could be of an emergency nature.	B-99
135	2.E.1.m	Collect and securely manage records and cash and credit card receipts for payment of fees and the sales of goods.	2	While most of the CSKT staff were careful with money and records, there were missing funds.	B-100
136	2.E.1.n	Collect Federal public use fees and receipts for the sale of Federal Duck Stamps.	2	While most of the CSKT staff were careful with money and records, there were missing funds.	B-101
137	2.E.1.o	Collect sales receipts for, and restock, merchandise offered for sale at the GNHA sales outlet in the VC at the National Bison Range.	2	While most of the CSKT staff were careful with money and records, there were missing funds.	B-102
138	2.E.2.a	Maintain the EE library at the NBRC.	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.	B-103
139	2.E.2.b	Maintain and, as needed, resupply EE kits and supplies at NBRC	2	CSKT staff completed work when asked. Turnover of staff resulted in retraining for most times this needed to be done.	B-103

140	2.E.2.c	Assist....with preparing handouts, brochures, displays, and other public information materials.	2	Informational handouts and brochures copied and kept stock. Did not follow directions (verbal and written) about putting only approved items in reader rack.	B-104
141	2.E.2.d	Assist...with maintaining the Internet Website of the National Bison Range.	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005.	B-104
142	2.E.3.a	Assist with....the existing photo file at the National Bison Range, ....	4	With Visitor Center not fully staffed until mid-summer and since FWS had designated this as non-priority in work plan, it was not performed during calendar year 2005.	B-105
143	2.E.3.b	Assist with preparing grant applications to enhance visitor services program activities.	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005.	B-105
144	2.E.3.c	As directed by Refuge Manager,....close the auto tour route and nature trails...	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005.	B-106
145	2.E.3.d	Clean the VC public restrooms daily between May 1 and October 1 (peak use periods).	1	Visitor Center staff completed this task, with FWS assisting prior to complete CSKT staffing.	B-107
146	2.E.3.e	Assist with general data entry....	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005.	B-108

147	2.E.3.f	Daily and as needed, inspect and, as necessary, spot clean the National Bison Range VC and office.....	1	Visitor Center staff completed this task.	B-109
148	2.E.3.g	Setup and remove facilities used for special events authorized by the Refuge Manager.	1	There were just a few and very small events scheduled for calendar year 2005, with the exception of the annual Bison Roundup. Most special events are scheduled for the spring, prior to full CSKT staffing.	B-110
149	2.E.3.h	Assist with maintaining sales and inventory records for GNHA sales outlet partnership.	4	Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005.	B-110

\* Accomplishment Status:

1) Fully Successful – Activity was completed according to parameters defined in the Annual Work Plan.

2) Needs Improvement – Most, but not all of the elements were completed according to the parameters outlined in the Annual Work Plan; or, excessive FWS involvement was required to complete the Activity.

3) Unsuccessful – Most elements, or a critical element of the Activity, were not completed according to the parameters outlined in the Annual Work Plan.

4) Removed from CY-2005 Requirements – Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

\*\* - Additional information and recommendations found on corresponding page.

## Appendix B: AFA Activity Evaluation – CY 2005

Although the Annual Work Plan has only 145 Activities listed, two individual Activities contain distinct items within the Activity. To improve accuracy, those items were separated and evaluated as independent Activities. Specifically, Fire Program Activity 2.C.2.B. has four distinct items and Visitor Services Program Activity 2.E.1.i has two distinct items that were evaluated separately. This report contains information on a total of 149 activities.

\* Accomplishment Status:

1) Fully Successful – Activity was completed according to parameters defined in the Annual Work Plan.

2) Needs Improvement – Most, but not all of the elements were completed according to the parameters outlined in the Annual Work Plan; or, excessive FWS involvement was required to complete the Activity.

3) Unsuccessful – Most elements, or a critical element of the Activity, were not completed according to the parameters outlined in the Annual Work Plan.

4) Removed from CY-2005 Requirements – Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

\*\* - Additional information and recommendations found on corresponding page.

### Biology Program 2005 AFA Evaluation Criteria

**Elements used to evaluate performance:**

- Timeliness of survey:** This is not a critical element.
- All required data parameters collected:** This is a critical element.
- Accuracy of survey:** This is a critical element.
- Timeliness of data entry:** This is not a critical element.
- Timeliness of summary or report:** This is not a critical element.
- Accuracy of data entry:** This is a critical element.
- Accuracy of summary or report:** This is not a critical element.
- Software proficiency:** This is not a critical element.

### AFA Activity Evaluation

No.	Activity No.	Activity Title	Accomplishment Status (*)
1	2.B.1.a	<i>Migratory non-game bird surveys: During mid-May through mid-July, conduct 3-4 “extensive” surveys using a vehicle at NBR three times at 2 week intervals. During mid-May through mid-July, conduct one “intensive” survey on foot at NBR three times at 2 week intervals. Maps will be provided to detail transect locations for AFA Fiscal Year (FY) 2005.</i>	2

### Additional Information

**Timeliness of survey:** Surveys were completed within the time frame specified.

**All required data parameters collected:** Most datasheets were properly filled out with no missing data fields.

**Accuracy of survey:** CSKT staffmember stated on 5/25/2005 that he could not conduct this survey because he did not know how to identify birds by sight or sound. FWS suggested that CSKT request assistance from CSKT NRD experienced staff. During a neotropical bird survey discussion on 7/6/05, CSKT staffmember stated that he had recorded many Green-tailed towhees during his surveys. A CSKT NRD staff member informed him that only Spotted towhees (formerly named Rufous-sided towhee) occurred in this area. Also discussed was the identification of bird calls. FWS discovered that CSKT had been recording vesper sparrows as song sparrows in many instances. FWS performed 3 evaluations of the neotropical migratory bird data. FWS found that CSKT recorded only 40, 54 and 61% of species documented by qualified bird surveyors. CSKT also consistently failed to identify and record 3 significant grassland species (clay-colored sparrow, grasshopper sparrow and vesper sparrow), of which 2 (clay-colored sparrow and vesper sparrow) were found to be abundant and easily detected by qualified bird surveyors. Finally, FWS found that CSKT reported 2 species that are not known to occur in this region (blue grosbeak and green-tailed towhee).

### Improvement Recommendations for FY-2006

CSKT staffmember stated in 2005 that he does not have sufficient training or experience to accurately complete these surveys. Although CSKT NRD qualified personnel did eventually respond to CSKT NBR staffmember's request for assistance, CSKT NRD qualified personnel only assisted on the last 2 of 18 surveys. CSKT must conduct these surveys with personnel qualified to identify birds by both sight and sound. Survey routes for 2006 will be different than for 2005 since each transect location is surveyed on alternate years.

### Improvement Recommendations for Future AFAs

This activity should be reworded since the number of survey routes and route protocols (vehicle=extensive versus foot=intensive) varies on alternate years. This rewording would encompass all survey years, eliminating the need to reword the activity annually to describe the

specific surveys to be completed during that AFA year. Activity should be reworded: “During mid-May through mid-July, conduct up to 6 surveys for migratory non-game birds on the National Bison Range a total of 3 times at two week intervals. Maps and protocols will be provided to detail transect locations.”



### AFA Activity Evaluation

No.	Activity No.	Activity Title	Accomplishment Status (*)
2	2.B.1.b	<i>Migratory non-game bird surveys: During mid-May through mid-July, conduct three migratory non-game bird survey at two-week intervals on one transect designated by the Refuge Manager on the Pablo National Wildlife Refuge (NWR), for a total of three surveys. This survey is conducted on alternate years, and FY 2005 is a scheduled survey year. Maps will be provided to detail transect locations for FY 2005.</i>	4

### Additional Information

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### Improvement Recommendations for FY-2006

This activity is required in 2006 since this survey is conducted on alternate years. Similar surveys were conducted by unqualified CSKT staff on the National Bison Range in 2005 (see 2.B.1.a.). CSKT must conduct these surveys with personnel qualified to identify birds by both sight and sound.

### Improvement Recommendations for Future AFAs

This activity should be reworded to read: "Conduct one non-game migratory bird survey on Pablo National Wildlife Refuge. Transect will be surveyed a total of three times at two week intervals. Maps and protocols will be provided to detail transect locations. This activity is to be conducted in alternate (even) years only." Rewording of the activity would eliminate the need to reword the activity annually, since it is performed in alternate (even) years.

### AFA Activity Evaluation

No.	Activity No.	Activity Title	Accomplishment Status (*)
3	2.B.1.c	<i>Migratory non-game bird surveys: As designated by the Refuge Manager in the physical area covered by this AFA, conduct migratory non-game bird surveys on waterfowl production areas (WPA's) to determine bird population response to land management initiatives or to monitor bird population trends. All WPAs are done in alternate years, resulting in 3-4 WPAs surveyed per year.</i>	4

### Additional Information

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### Improvement Recommendations for FY-2006

This activity is required in 2006 since this survey is conducted on alternate years. Similar surveys were conducted by unqualified CSKT staff on the National Bison Range in 2005 (see 2.B.1.a.). CSKT must conduct these surveys with personnel qualified to identify birds by both sight and sound.

### Improvement Recommendations for Future AFAs

This activity should be reworded to read: "Conduct surveys on up to 5 non-game migratory bird transects on WPAs in the physical area covered by this agreement. Transects will be surveyed a total of three times at two week intervals. Maps and protocols will be provided to detail transect locations. Surveys will be completed on Kickinghorse, Anderson, Sandmark and Johnson 80 WPAs during even years and surveys will be completed on Duckhaven, Erreaux, Montgomery, Crow and Herak WPA during odd years." Rewording of the activity would eliminate the need to reword the activity annually, since it is performed in alternate years.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>4</b>	<b>2.B.1.d</b>	<b><i>Migratory non-game bird surveys: Enter data, prepare preliminary summaries of, and present to FWS for review and approval all data gathered in bird surveys.</i></b>	<b>1</b>

### **Additional Information**

**Timeliness of data entry:** Data entry was completed within the specified time parameters.

**Timeliness of summary or report:** Survey report was completed within specified time parameters.

**Accuracy of data entry:** Although the data collected was not accurate (see details in 2.B.1.a.), the data entered was accurate relative to the datasheets completed in the field. Of 3,014 records entered into the database, only 13 (0.43%) records contained data entry errors.

**Accuracy of summary or report:** The survey report was appropriately generated using the database. However, since 13 records entered were typos, the resulting report had 10 errors of 110 species (likely typos). Although those few data entry errors represent a small number of records, they can make a significant (9%) difference in total species reports.

**Software proficiency:** FWS staff had to assist CSKT on 4 separate occasions (7/28/2005 through 8/1/2005) with basic data entry software techniques and also with basic word processing tasks.

### **Improvement Recommendations for FY-2006**

CSKT personnel should receive training in the use of Microsoft Word, Microsoft Excel and Microsoft Access programs. CSKT should more thoroughly review reports prior to submission for errors.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>5</b>	<b>2.B.2.a</b>	<b>In May, conduct annual waterfowl pair counts on the Duckhaven, Herak, Sandsmark, Montgomery, Kickinghorse, Crow, Anderson, and Johnson 80 WPA's, the National Bison Range, and the Ninepipe and Pablo NWR's.</b>	<b>3</b>

### **Additional Information**

**Timeliness of survey:** Surveys were generally completed within the specified timeframe.

**All required data parameters collected:** Data fields were all generally collected.

**Accuracy of survey:** Species identification of waterfowl was evaluated by FWS staffmembers and was found to be between 25 and 55% accurate. Evaluation surveys were conducted side by side with CSKT personnel. Additionally, on a separate third evaluation conducted on the same day as the CSKT survey, CSKT failed to identify a significant migratory waterfowl species present. CSKT personnel assigned to conduct waterfowl surveys were selected from CSKT NBR maintenance staff and were not qualified to perform this survey.

### **Improvement Recommendations for FY-2006**

CSKT must conduct these surveys using personnel qualified to accurately identify waterfowl. CSKT should ensure that specific location information is recorded during each survey (such as DU unit, north shore, etc.) CSKT should complete surveys within the specified timeframe.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded to read: "In May, conduct annual waterfowl pair counts on the Duckhaven, Erreaux, Herak, Sandsmark, Montgomery, Kickinghorse, Crow, Anderson and Johnson 80 WPAs, the National Bison Range, and Ninepipe and Pablo NWRs. Maps and protocols will be provided to detail transect locations."

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>6</b>	<b>2.B.2.b</b>	<b>In July, conduct annual waterfowl brood counts on the Duckhaven, Herak, Sandsmark, Montgomery, Kickinghorse, Crow, Anderson, and Johnson 80 WPA's, the National Bison Range, and the Ninepipe and Pablo NWR's.</b>	<b>3</b>

### **Additional Information**

**Timeliness of survey:** Surveys were conducted within the specified timeframe.

**All required data parameters collected:** Ducklings were not counted within a brood in some areas, but were simply totaled by species and age class across an entire property, making brood size and production calculations impossible.

**Accuracy of survey:** Surveys were evaluated by FWS personnel at 2 different sites. At one evaluation site, CSKT reported no waterfowl present where FWS found several young broods. During the second evaluation, FWS worked side by side with CSKT. FWS found that CSKT species identification was only 50% accurate.

### **Improvement Recommendations for FY-2006**

CSKT must conduct these surveys using personnel qualified to accurately identify waterfowl. Due to CSKT failure to review initial survey data with FWS, neither FWS nor CSKT were aware of CSKT failure to follow data collection protocol until surveys were completed and survey timing window was past.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded to read: "In July, conduct annual waterfowl brood counts on the Duckhaven, Erreaux, Herak, Sandsmark, Montgomery, Kickinghorse, Crow, Anderson and Johnson 80 WPAs, the National Bison Range, and Ninepipe and Pablo NWRs. Maps and protocols will be provided to detail transect locations."

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>7</b>	<b>2.B.2.c</b>	<b>In mid-winter, conduct annual aerial waterfowl counts from fixed-wing aircraft in Flathead Lake and Sanders Counties, Montana.</b>	<b>1</b>

### **Additional Information**

**Timeliness of survey:** Survey was completed within specified timeframe.

**All required data parameters collected:** Datasheets were correctly filled out with no missing data fields.

**Accuracy of survey:** Species identification was accurate when monitored during portions of the survey flight.

### **Improvement Recommendations for FY-2006**

No changes are needed since this activity was completed successfully in 2005.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded to remove “Flathead” from wording of activity since Flathead County is outside the physical area covered by this AFA.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>8</b>	<b>2.B.2.d</b>	<b>Enter data, prepare preliminary summaries of, and present to FWS for review and approval all data gathered in waterfowl surveys.</b>	<b>2</b>

### **Additional Information**

**Timeliness of data entry:** Data was entered within specified timeframe.

**Timeliness of summary or report:** Reports were completed within specified timeframe.

**Accuracy of data entry:** Data entry had significant gaps compared to data collections, as only 8 of 11 properties (73%) surveyed were entered in the pair count database.

**Accuracy of summary or report:** Report for summer waterfowl surveys contained a few date inaccuracies, but report was generally accurate.

### **Improvement Recommendations for FY-2006**

CSKT should more thoroughly review databases and reports prior to submission to FWS.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>9</b>	<b>2.B.3.a</b>	<b>In August and September, coordinate and conduct waterfowl banding in the physical area covered by this AFA.</b>	<b>1</b>

### **Additional Information**

**Timeliness of survey/banding:** CSKT stopped banding one week prior to date specified in Annual Work Plan without consulting Refuge Manager (banding scheduled to continue through Sep 12, stopped on Sep 5, 2005). This unscheduled cessation of banding prevented the FWS from evaluating the quality of band applications on recaptured birds.

**All required data parameters collected:** All data parameters were collected.

**Accuracy of survey/banding:** Most data was accurate; however, USGS Bird Banding lab reported data errors involving use of incorrect species code. Additionally, data errors were found involving sex of birds not being recorded in a few cases.

### **Improvement Recommendations for FY-2006**

CSKT must consult Refuge Manager prior to cessation of banding operations, including providing a summary of banding operation status at all trap sites. This summary should contain status information on total numbers of bands applied by species and percent recaptures at each trap site. The Refuge Manager will review the status information and determine when banding operations should be stopped if prior to the specified date. Banding data should be reviewed and entered daily so that errors may be identified and corrected immediately.

### **Improvement Recommendations for Future AFAs**

CSKT must consult Refuge Manager prior to cessation of banding operations, including providing a summary of banding operation status at all trap sites. This summary should contain status information on total numbers of bands applied by species and percent recaptures at each trap site. The Refuge Manager will review the status information and determine when banding operations should be stopped if prior to the specified date.



### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>10</b>	<b>2.B.3.b</b>	<b>Enter bird banding data into existing FWS databases. Data must be entered and delivered to FWS by September 20 of AFA FY 2005.</b>	<b>2</b>

This Activity was temporarily removed from the AFA on 12/1/2004 for additional clarification and discussion. Agreement on clarification language was reached with CSKT on 2/25/05. This Activity, along with the clarification language, was reinserted into the AFA Attachment A for use in the FY-2005 AFA Annual Work Plan.

### **Additional Information**

**Timeliness of data entry:** CSKT did not begin entering data until the Saturday prior to the activity deadline. This resulted in extensive and unscheduled FWS assistance on Saturday to address basic software use and data entry questions. An unexpected software conflict was discovered during the weekend and prevented data entry into the FWS provided system. Instead of requesting a deadline extension, CSKT contacted a current FWS volunteer to enter this data. The FWS is not opposed to individuals providing volunteer assistance to both the FWS and the CSKT. As a courtesy to these volunteers and in an effort not to over-burden or inconvenience them, the FWS recommends that CSKT establish volunteer agreements with sufficient advanced notice.

**Accuracy of data entry:** Data was accurately entered by a FWS volunteer.

**Software proficiency:** CSKT had significant difficulties with basic data entry software which resulted in excessive involvement from FWS staff and a past FWS volunteer.

### **Improvement Recommendations for FY-2006**

CSKT should enter data daily to identify and address questions or problems well in advance of the activity deadline to prevent unnecessary inconvenience to FWS staff or volunteers.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>11</b>	<b>2.B.4.a</b>	<b>In June and July, assist CSKT contractors with range survey field work, and monitor and document range condition on existing Parker three-step transects on the National Bison Range, including the entry into existing FWS databases, compilation, and reporting of all data. (The FWS currently has in place a contract with the CSKT to monitor and document range conditions on the National Bison Range in FY 2005, following Natural Resources Conservation Service protocol.)</b>	<b>2</b>

### **Additional Information**

**Timeliness of survey:** CSKT personnel assisted contractors with range survey field work within the specified timeframe. CSKT also successfully improved survey site markers over previous FWS site markers. However, CSKT did not begin Parker 3-step and associated vegetation surveys until the week of the activity deadline. Parker 3-step vegetation surveys were not completed until after Roundup, 7 weeks after the original survey deadline. Data collected outside of approved dates prevents comparison with historic surveys. Some plant species begin senescence in August, and by October, these plants have significant deterioration which reduces the accuracy of species identification and other information such as frequency and vigor. Vegetation data for 2005 NBR vegetation surveys will not be comparable to historic data.

**All required data parameters collected:** Of 32 nbrc vegetation survey sites on the NBR, data from 2 were not reported. All Parker sites were surveyed.

**Accuracy of survey:** Vegetation identification was evaluated by 2 different FWS personnel and was found to be satisfactory. Most importantly, if CSKT staff encountered vegetation species they were unfamiliar with, they collected the specimen and properly keyed out the plant to identify it. Parker 3-step surveys were completed outside of approved deadlines, which prevents confidence in data accuracy and the ability to compare data with historic surveys.

### **Improvement Recommendations for FY-2006**

Once CSKT recognized the problems of survey delay and personnel shortages, CSKT brought additional qualified personnel to assist in survey completion. CSKT should assign sufficient numbers of qualified personnel to complete all activities in the Biology section of the AFA within the specified timeframes. Surveys must be completed within the specified deadlines to ensure accurate identification of species and consistency with historic surveys for data analysis purposes.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded with the Range Condition Survey eliminated in future AFAs (conducted only once per decade). If Range Condition Surveys are included in future AFAs, they should be listed as a separate activity from NBR annual vegetation surveys. This activity should also exclude data entry and reporting, since this is covered in 2.B.4.F. 2.B.4.a. should read: "Conduct

Parker 3-step vegetation surveys and associated NBRC vegetation surveys on transect locations at NBR. Maps and protocols will be provided to detail transect locations.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>12</b>	<b>2.B.4.b</b>	<b>Collect and maintain data on rare, unique, and unusual vegetation resources in the physical area covered by this AFA, including <i>Howellia aquatica</i>.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Improvement Recommendations for FY-2006**

This survey will be required for 2006, as this survey was generally performed on an annual basis by FWS while conducting other surveys on FWS managed properties in the physical area covered by this AFA.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>13</b>	<b>2.B.4.c</b>	<b>In late July through early August, survey and document the presence of <i>Silene spaldingii</i> in the physical area covered by this AFA.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Improvement Recommendations for FY-2006**

This survey will be required for 2006, as this survey was generally performed on an annual basis by FWS while conducting other surveys on FWS managed properties in the physical area covered by this AFA.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>14</b>	<b>2.B.4.d</b>	<b>As designated by the Refuge Manager in the physical area covered by this AFA, conduct pre- and post-treatment vegetation monitoring on thirteen tracts of approximately eighty acres each.</b>	<b>3</b>

### **Additional Information**

**\*\*Note that only pre-treatment vegetation monitoring surveys were required for Calendar Year 2005.**

**Timeliness of survey:** The post-treatment surveys were not required and the pre-treatment surveys were never conducted by CSKT.

**All required data parameters collected:** No data was collected.

**Accuracy of survey:** No data was collected.

### **Improvement Recommendations for FY-2006**

CSKT must assign sufficient numbers of qualified personnel to complete all activities in the Biology section of the AFA in the specified timeframes.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded to more accurately define the activity: “As designated by the Refuge Manager in the physical area covered by this AFA, conduct pre- and post-treatment vegetation monitoring on WPA treatment units. Protocols and maps will be provided to detail survey locations.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>15</b>	<b>2.B.4.e</b>	<b>In coordination with the Refuge Manager, collect habitat condition data for use in drafting habitat management plans for WPAs in Lake County and on the Ninepipe and Pablo NWRs.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Improvement Recommendations for FY-2006**

This activity will be required in 2006.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded to read: As directed by the Refuge Manager using GPS units and databases provided by FWS, collect habitat condition data for use in drafting habitat management plans for WPAs in Lake County and on the Ninepipe and Pablo NWRs. Maps and protocols will be provided.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>16</b>	<b>2.B.4.f</b>	<b>Enter data, prepare preliminary summaries of, and present to FWS for review and approval all data gathered in vegetation surveys, except for data collected in item 2.B.4.a above, range survey contract with CSKT.</b>	<b>3</b>

### **Additional Information**

**Timeliness of data entry:** Data entry was completed within the specified timeframe for the surveys completed.

**Accuracy of data entry:** Data entry errors occurred in many places in the databases, including inconsistencies in field site names making it impossible to correctly use the relational aspect of the database to link data in separate tables by site ID. Of n = 32 vegetation sites assigned for activity 2.B.4.a., CSKT only entered data on 30. Of the 32 assigned sites with data entry into 2 tables (n = 64 site IDs), CSKT successfully entered data for only 51, resulting in a data entry error rate of more than 20% of the NBR vegetation survey site data. Additionally, no data was collected or entered for activity 2.B.4.d. Parker vegetation survey database had a 17.5% error rate.

### **Improvement Recommendations for FY-2006**

CSKT must assign personnel that are proficient at data collection and management.

### **Improvement Recommendations for Future AFAs**

Summaries of data are not required for NBR Parker 3-step and associated vegetation surveys since data is entered into a relational database. All calculations, summaries and reports are produced by FWS personnel using this FWS database. Both data entry and summaries are required for all other vegetation surveys. This activity should be separated into two activities and reworded to more accurately define the activities: “1) Enter data collected in activity 2.B.4.a. into FWS provided databases. 2) Prepare summaries of and present to FWS for review and approval data collected in activities 2.B.4.b., 2.B.4.c., 2.B.4.d., and 2.B.4.e.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>17</b>	<b>2.B.5.a</b>	<b>Determine and document the GPS locations of endangered and threatened species; wildfires; second-growth forest habitat; habitat management practice boundaries; rare, unique, and unusual resources; Real Property; utilities; and other natural and manmade features.</b>	<b>3</b>

### **Additional Information**

In 2005, mapping of only NBR springs and tanks was required.

**Timeliness of survey:** Data collection was not initiated until the very end of the field season, resulting in only a small amount of data being collected.

**All required data parameters collected:** Most required data parameters were not collected at all or were collected improperly. More than 50 springs and tanks have historically been recorded on NBR. FWS provided CSKT with a partially completed outdated map with 32 springs recorded in June 2005, and again on 10/17/2005. CSKT only provided map locations for 12 points on the Refuge, only 25% of estimated spring/tank occurrence.

**Accuracy of survey:** Three of 15 survey data points were invalid. Additional data accuracy could not be evaluated as most required data parameters were not collected at all.

CSKT did not provide qualified personnel to conduct GPS mapping, as CSKT personnel had consistent difficulty following activity protocols and instructions. GPS training and assistance was provided to CSKT personnel on 9 occasions from 5/5/2005 through 10/18/2005. However, CSKT personnel often failed to operate the units properly, requiring FWS assistance 8 times, all of which were due to operator error and failure to follow protocol.

### **Improvement Recommendations for FY-2006**

CSKT personnel must collect all data parameters required. CSKT must assign sufficient numbers of qualified personnel to complete all activities in the Biology section of the AFA within the specified timeframes. This activity should be completed in 2006 since this activity was not completed properly in 2005. Additionally, mapping of NBR fences and gates is scheduled for 2006.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded: "Determine and document the GPS locations of endangered and threatened species; wildfires; second-growth forest habitat; habitat management practice boundaries; rare, unique, and unusual resources; Real Property; utilities; and other natural and manmade features. GPS units and software will be provided by FWS."



### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>18</b>	<b>2.B.5.b</b>	<b>During June through July, map weed infestation in the physical area covered by this AFA.</b>	<b>3</b>

### **Additional Information**

**Timeliness of survey:** Surveys were not initiated until late in the survey window, resulting in only a small amount of weeds mapped. Once target weed species stop flowering, it is impossible to accurately map weed patch boundaries. Two GPS units were made available to CSKT at all times from 5/5/2005.

**All required data parameters collected:** All data parameters were collected for the small amount of weeds mapped. However, CSKT personnel had significant difficulty in operating GPS units despite training provided by FWS. Although CSKT personnel reported GPS unit problems, all problems were found to be operator error (see section 2.B.5.a. for details).

**Accuracy of survey:** CSKT completed mapping of only 8 acres of weeds at NBR in 2005 – at most 4% of requirements specified in the annual work plan. FWS has historically been able to map approximately 200 - 300 acres of weeds in an area of 800 – 1000 acres in a season, depending on weed patch distribution in the area.

CSKT did not provide sufficient numbers of qualified personnel to conduct GPS mapping, as CSKT personnel had consistent difficulty following protocols and instructions provided by FWS (see section 2.B.5.a. for details). CSKT staffmember stated in August 2005 that he was too busy with other surveys to complete weed mapping.

### **Improvement Recommendations for FY-2006**

CSKT must assign sufficient numbers of qualified personnel to complete all activities in the Biology section of the AFA in the specified timeframes.

### **Improvement Recommendations for Future AFAs**

This task should be reworded to more accurately reflect required weed mapping efforts in acreages of areas surveyed: “Using GPS units and software provided by FWS, in June and July map weed infestation on a minimum of 800 acres of the physical area covered by this AFA. Weed mapping location priorities will be designated by the Refuge Manager.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>19</b>	<b>2.B.5.c</b>	<b>GIS field mapping of biological, management, maintenance, and public use activities, including mapping the locations of structures, facilities, and natural features associated with those activities.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Improvement Recommendations for FY-2006**

This activity will be required for 2006, and will consist of GPS mapping of priority repair areas in the NBR boundary fence in the Upper South, Lower South and Southwest grazing units. Holes larger than 12" in diameter or holes dug beneath NBR boundary fence will be mapped.

### **Improvement Recommendations for Future AFAs**

This activity should be combined with 2.B.5.a., as there is significant overlap in these 2 activities. This activity should be reworded and added to 2.B.5.a.: "Using GPS units and software provided by FWS, conduct GIS field mapping of biological, management, maintenance, and public use activities, including mapping the locations of structures, facilities, and natural features associated with those activities."

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>20</b>	<b>2.B.6.a</b>	<b>Within fifteen days after the close of the herbicide application season, prepare for Refuge Manager approval a draft herbicide application report covering the current application season, including a summary, of herbicide applications by the FWS and the CSKT in the physical area covered by this AFA during the previous year.</b>	<b>3</b>

### **Additional Information**

**Timeliness:** This report was due at the end of the herbicide application season. Although CSKT staff did provide FWS with some daily herbicide application datasheets covering application for approximately 182 acres, no report was produced. CSKT was directed to apply herbicide to 300 acres.

**All data parameters collected:** No report was produced.

**Accuracy:** No report was produced.

### **Improvement Recommendations for FY-2006**

CSKT must assign sufficient numbers of qualified personnel to complete all activities in the Biology section of the AFA within the specified timeframes. Although one CSKT staff member consistently used daily application report datasheets, all CSKT personnel applying herbicide should use these datasheets. CSKT must prepare and submit a summary report.

### **Improvement Recommendations for Future AFAs**

This activity should have the following wording added: "Copies of daily herbicide application datasheets should be included with the report."

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>21</b>	<b>2.B.6.b</b>	<b>Gather and maintain data on all efforts of the FWS and the CSKT to control invasive plants.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

This activity is already covered in items 2.B.5.b, 2.B.6.a and 2.B.6.d of this agreement. See those sections for evaluation and recommendations.

### **Improvement Recommendations for FY-2006**

This activity is already covered in items 2.B.5.b, 2.B.6.a and 2.B.6.d of this agreement. See those sections for evaluation and recommendations.

### **Improvement Recommendations for Future AFAs**

This activity should be removed from future AFAs since this activity is covered in other sections in this AFA.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>22</b>	<b>2.B.6.c</b>	<b>In March, using invasive species GIS distribution maps, identify potential herbicide application projects for the coming field season, including an itemized account of the amount of herbicide required.</b>	<b>3</b>

This Activity was temporarily removed from the AFA on 12/1/2004 for additional clarification and discussion. Agreement on clarification language was reached with CSKT on 2/25/05. This Activity, along with the clarification language, was reinserted into the AFA Attachment A for use in the FY-2005 AFA Annual Work Plan.

### **Additional Information**

**Timeliness:** This activity was not completed.

**All data parameters collected:** This activity was not completed.

**Accuracy:** This activity was not completed.

### **Improvement Recommendations for FY-2006**

CSKT should assign sufficient numbers of qualified personnel to complete all activities in the Biology section of this AFA within the specified timeframe.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>23</b>	<b>2.B.6.d</b>	<b>Document by GIS polygon mapping each application of a herbicide in the physical area covered by this AFA.</b>	<b>3</b>

This Activity was temporarily removed from the AFA on 12/1/2004 for additional clarification and discussion. Agreement on clarification language was reached with CSKT on 2/25/05. This Activity, along with the clarification language, was reinserted into the AFA Attachment A for use in the FY-2005 AFA Annual Work Plan.

### **Additional Information**

Only 17 acres of sprayed weeds were mapped. A total of 300 acres were identified for herbicide application.

### **Improvement Recommendations for FY-2006**

CSKT must assign sufficient numbers of qualified personnel to complete all activities in the Biology section of the AFA in the specified timeframes.

### **Improvement Recommendations for Future AFAs**

None

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>24</b>	<b>2.B.6.e</b>	<b>As directed by the Refuge Manager, release insects for biological control of invasive plants, and using established FWS protocol, monitor and GIS polygon map previously released biological control agents annually.</b>	<b>1</b>

This Activity was temporarily removed from the AFA on 12/1/2004 for additional clarification and discussion. Agreement on clarification language was reached with CSKT on 2/25/05. This Activity, along with the clarification language, was reinserted into the AFA Attachment A for use in the FY-2005 AFA Annual Work Plan.

### **Additional Information**

**Timeliness:** CSKT personnel released insects in a timely manner, especially given that FWS often receives insects with short notice when other agencies have surplus insects for immediate transport. CSKT personnel released insects at 6 sites on NBRC for Dalmatian toadflax and released insects at 4 sites for purple loosestrife. GPS mapping was completed properly on these releases.

**All parameters collected:** All data parameters were collected for 2005 releases.

**Accuracy:** All data collected was accurate.

### **Improvement Recommendations for FY-2006**

Conduct monitoring of previously released biocontrol agents using FWS protocol.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded to exclude mapping of previously released biological control agents annually. This activity should be separated into two activities and reworded 1) “As directed by the Refuge Manager, release and GPS map insects for biological control of invasive plants”, and 2) “Using established FWS protocol, monitor previously released biological control agents annually.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>25</b>	<b>2.B.7.a</b>	<b>During October, coordinate and conduct a big game count on the National Bison Range, and prepare a report, including a summary, of the data obtained.</b>	<b>1</b>

### **Additional Information**

**Timeliness of survey:** Survey was attempted 3 times within the specified timeframe.

**All required data parameters collected:** All survey attempts failed, so no evaluation was made. Failure of survey attempts was due to inclement weather and poor visibility, out of CSKT control, for 2 of 3 attempts. Since Big Game Count was not successfully conducted due to inclement weather, no report or summary was prepared by CSKT.

**Accuracy of survey:** Weather in 2005 resulted in unusually poor conditions for this survey. CSKT demonstrated effective logistics coordination for the 1<sup>st</sup> and 3<sup>rd</sup> survey attempts resulting in sufficient personnel to conduct the survey if weather conditions had permitted. The weather was excellent for the second survey attempt but CSKT had not recruited enough personnel to conduct the survey. Since weather conditions did not permit accurate data collection, CSKT accuracy was not evaluated for data collection or reporting. However, CSKT personnel and volunteers coordinated and communicated effectively while assisting FWS with the elk survey, resulting in accurate data collection during the FWS elk survey. Additionally, CSKT logistics coordination resulted in assistance to FWS in conducting the FWS elk survey after 3 Big Game Count attempts produced no acceptable data.

### **Improvement Recommendations for FY-2006**

None.

### **Improvement Recommendations for Future AFAs**

Although weather conditions were unusually poor in 2005, this activity should be reworded to specify alternative survey methods if these conditions were to occur again in the future. This activity should be reworded: "During October, coordinate and conduct a big game count on the National Bison Range, and prepare a report, including a summary, of the data obtained. If inclement weather is determined by FWS to preclude accurate data collection for 2 survey attempts, CSKT will work with FWS to conduct a smaller scale survey on specific targeted species as directed by the Refuge Manager."



### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>26</b>	<b>2.B.7.b</b>	<b>During July, conduct a bison production count on the National Bison Range</b>	<b>1</b>

### **Additional Information**

**Timeliness of survey:** This survey was completed within the specified timeframe.

**All required data parameters collected:** All data parameters were collected.

**Accuracy of survey:** CSKT had concern with bison group size during observations and consulted FWS. CSKT then duplicated count on an additional day as suggested by FWS, resulting in a well-completed survey with adequate sample size. CSKT provided concise and clear data and report to FWS.

### **Improvement Recommendations for FY-2006**

All elements of this activity were completed satisfactorily and in a timely manner.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded: "Using FWS protocol, during July, conduct a bison production count on the National Bison Range."

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>27</b>	<b>2.B.7.c</b>	<b>Assist the Refuge Manager with surveillance and monitoring for ungulates symptomatic of health problems or injury by conducting a 3-4 hour cursory visual survey of the bison herd every 2 weeks, to identify sick/injured animals and identify animals for removal and disease testing. Survey and monitor other ungulate species monthly or as suspect animal reports and sightings dictate.</b>	<b>1</b>

### **Additional Information**

**Timeliness of survey:** Surveys were conducted frequently enough for FWS to effectively manage the ungulate herds for disease.

**All required data parameters collected:** Animal health reports were thorough and contained all information needed for FWS to respond to ungulate disease issues.

**Accuracy of survey:** Animal health reports were accurate.

### **Improvement Recommendations for FY-2006**

All elements of this activity were completed satisfactorily. Multiple CSKT personnel demonstrated proficiency in disease surveillance which enabled the FWS to manage for disease.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
28	2.B.7.d	<b>Assist the Refuge Manager with euthanasia and necropsy of ungulates, as necessary for diseased suspects and deaths found in the field, obtaining appropriate samples for required testing and, manage sample storage, handling and shipping, including use of proper biohazard handling and pertinent shipping regulations for diagnostic specimens.</b>	2

### **Additional Information**

**Timeliness of survey:** Assistance was generally provided in a timely manner, although sample shipping delays occurred occasionally.

**All required data parameters collected:** Only half of the required tissues were collected for some cervids sampled for CWD. However, FWS has provided CSKT with additional equipment which appears to have improved sample collection success.

**Accuracy of survey:** CSKT had difficulty with sample storage and shipping protocols for many samples and CSKT did not properly label sample containers in many cases. Eleven percent of serum vials collected at roundup had labeling or inventory errors. FWS spent over 64 hours correcting labeling and inventory errors before submission to laboratories. However, FWS has worked with CSKT personnel to improve adherence to storage and shipping protocols, tissue collection methods and sample labeling consistency.

### **Improvement Recommendations for FY-2006**

CSKT personnel should continue to work closely with FWS to continue improvements in performing this activity. During roundup, CSKT personnel changed blood handling protocol from FWS suggested methods resulting in sample labeling errors (CSKT began spinning and labeling blood mid-day, using personnel not involved in sample collection). CSKT should follow FWS suggested sample handling protocol in the future to reduce sample labeling and inventory errors. CSKT personnel assigned to label and inventory serum vials must be thorough and methodical in their work.

### **Improvement Recommendations for Future AFAs**

This activity should be divided into different activities and reworded: 2.B.7.d.(1) Assist the Refuge Manager with identification, euthanasia and necropsy of ungulates, as necessary for diseased suspects and deaths found in the field. 2.B.7.d.(2) Collect samples for CWD as directed by Refuge Manager for all cervid carcasses found within 10 days of mortality, using FWS provided CWD sample collection kit. 2.B.7.d.(3) Manage all sample labeling, inventory, storage, handling and shipping, including use of proper biohazard handling and pertinent shipping regulations for diagnostic specimens.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
29	2.B.7.e	<b>In October during bison roundup, herd, capture, and handle bison for health monitoring, and removal of surplus ungulates.</b>	<b>1</b>

### **Additional Information**

**Timeliness:** This activity was completed within the specified timeframe in most instances. However, one situation during Roundup occurred involving animal safety and welfare, resulting in an animal being improperly pinned in the squeeze chute for several minutes. CSKT personnel flatly refused to respond to FWS direction during this animal welfare situation in a timely manner. Although CSKT Tribal Coordinator was present and observing during this situation, the Tribal Coordinator did not direct CSKT personnel to comply with FWS direction during this animal welfare situation.

**All required parameters were completed:** Generally, all protocols and procedures were followed while handling bison.

**Accuracy:** All animals were handled in a manner that enabled accurate data collection to occur.

### **Improvement Recommendations for FY-2006**

All elements of this activity were completed satisfactorily. Specifically, CSKT excelled in squeeze chute operation, gate operation, timing of animal movements through the corral system and coordination with all participants involved in the Roundup process. Only one situation occurred resulting in risk of animal safety and welfare where CSKT personnel did not follow FWS direction. FWS needs to clarify with CSKT staff that FWS retains all directive authority during any safety issue for either people or animals during the roundup process.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded to include specific authority for FWS personnel to direct CSKT personnel actions during situations involving welfare and safety of either animals or people: “As directed by the Refuge Manager, in October during bison roundup, herd, capture, and handle bison for health monitoring, and removal of surplus ungulates. FWS retains all directive authority during any safety issue for either people or animals during the roundup process.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>30</b>	<b>2.B.7.f.(1)</b>	<b>In October during bison roundup: (1) Collect bison blood for herd health and genetic monitoring;</b>	<b>1</b>

### **Additional Information**

**Timeliness:** Samples were collected in a timely manner with significant assistance from FWS staff.

**All required data parameters collected:** FWS staff assisted CSKT personnel in blood collection in a significant number of cases.

**Accuracy:** CSKT personnel changed blood handling protocol from FWS suggested methods which contributed to sample labeling errors (see activity 2.B.7.d.).

### **Improvement Recommendations for FY-2006**

CSKT personnel should follow FWS suggested sample labeling and handling methods to reduce sample labeling and inventory errors in the future.

### **Improvement Recommendations for Future AFAs**

Activity should be reworded: "Collect a minimum of 20 mls of bison blood in sample tubes provided by FWS for herd health and a minimum of 4 drops of blood on DNA cards provided by FWS for genetic monitoring."

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>31</b>	<b>2.B.7.f.(2)</b>	<b>(2)Collect bison hair follicles for genetic monitoring; and</b>	<b>4</b>

### **Additional Information**

Blood is collected for genetic testing instead of hair, so this activity was not required for 2005. See 2.B.7.f.(1) for blood collection evaluation.

### **Improvement Recommendations for FY-2006**

This activity will not be required for 2006.

### **Improvement Recommendations for Future AFAs**

This activity should be removed from future AFAs. In place of this activity, a new activity should be added: "Attach ear tags to bison as designated by Refuge Manager."

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>32</b>	<b>2.B.7.f.(3)</b>	<b>(3)Insert micro-chips in bison calves and appropriate adults.</b>	<b>2</b>

### **Additional Information**

**Timeliness:** Microchips were implanted in a timely manner.

**All required parameters collected:** Data collection of inserted microchips performed by CSKT calf chute laptop operators was satisfactory.

**Accuracy:** FWS found that CSKT staff had inserted microchips improperly in many calves by 1) inserting chips into wrong area (jugular vein or neck muscle) or 2) inserting chips from a downward angle potentially allowing loss of chip via entry hole. Two FWS staff observed these errors during the last day of roundup; therefore, evaluation of the scope of the problem will not be possible until microchips are read at roundup 2006.

### **Improvement Recommendations for FY-2006**

CSKT personnel should closely follow FWS training standards. CSKT should work closely with FWS to improve microchip application methods.

### **Improvement Recommendations for Future AFAs**

This activity should be separated and reworded to include scanning for the microchips in all adults and laptop operation for microchip data collection at the calf chute: 2.B.7.f.(3)(i)“Scan for microchips in all adult bison and insert chips in adult bison as directed by Refuge Manager. 2.B.7.f.(3)(ii) Insert microchips in all bison calves and scan chips into laptop database. Enter additional information into calf chute laptop database as directed by Refuge Manager.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>33</b>	<b>2.B.7.g</b>	<b>Assist with removing from the physical area covered by this AFA, live and dead ungulates and other wildlife.</b>	<b>1</b>

### **Additional Information**

Surplus bison were the only ungulate or wildlife removed from the physical area covered by this AFA during 2005.

**Timeliness:** All animals were handled in a timely manner as specified by the Refuge Manager.

**All required parameters:** CSKT personnel assisted with confirming animal identification and other biological parameters prior to animal removal. Multiple CSKT personnel demonstrated proficiency in performing this activity.

**Accuracy:** During roundup, CSKT personnel placed animals into the correct location for inspection by the FWS, sorting and shipping.

### **Improvement Recommendations for FY-2006**

All elements of this activity were completed satisfactorily.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded, as many wildlife are removed from stations within the physical area covered by this AFA, but not removed from the physical area covered by this AFA. In 2003, 72 elk were removed from NBR and transported to another location within the physical area covered by this AFA. As this activity is currently worded, CSKT would not be able to assist in a future similar elk removal. "Assist with removing live and dead ungulates from lands within the area covered by this AFA."

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>34</b>	<b>2.B.7.h</b>	<b>Assist the FWS with outplacement of live surplus wildlife, including collecting and maintaining data concerning the species, gender, age, identity, and number of wildlife removed.</b>	<b>1</b>

### **Additional Information**

Bison were the only surplus wildlife removed during 2005. All elements of this activity related to bison roundup and removal were successfully completed.

### **Improvement Recommendations for FY-2006**

None.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded: "Assist the FWS with outplacement of live surplus wildlife and associated data collection as directed by the Refuge Manager." This rewording would allow CSKT to assist in all tasks associated with this activity.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>35</b>	<b>2.B.8.a</b>	<b>Gather and maintain data on proposed and existing actions by parties other than the CSKT in the physical area covered by this AFA, for use in analyzing direct and indirect effects.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Improvement Recommendations for FY-2006**

None.

### **Improvement Recommendations for Future AFAs**

This activity in its current form is too vague to effectively implement or evaluate. This activity should be reworded "As directed by the Refuge Manager, gather and maintain data on proposed and existing actions by parties other than the CSKT in the physical area covered by this AFA, for use in analyzing direct and indirect effects."



### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>36</b>	<b>2.B.8.b</b>	<b>Recommend to the Refuge Manager alternatives to avoid or minimize any adverse effects of the actions covered by section 2.B.8.a. of this Attachment A to this AFA.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Improvement Recommendations for FY-2006**

None.

### **Improvement Recommendations for Future AFAs**

This activity in its current form is too vague to effectively implement or evaluate. This activity should be reworded “ As directed by the Refuge Manager, provide recommendations and alternatives to avoid or minimize any adverse effects of the actions covered by section 2.B.8.a. of this Attachment A to this AFA.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>37</b>	<b>2.B.9.a</b>	<b>Collect and maintain data on timber stand health, including effects from insects, disease, drought and fire. Provide written annual report to FWS.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Improvement Recommendations for FY-2006**

This activity will be required for 2006.

### **Improvement Recommendations for Future AFAs**

This activity should be reworded: “In coordination with the Refuge Manager, collect and maintain data on timber stand health, including effects from insects, disease, drought and fire. Provide data and written annual report to FWS.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>38</b>	<b>2.B.9.b</b>	<b>In coordination with the Refuge Manager, develop and conduct a surveillance program to detect and monitor disease in non-game and game bird species, including West Nile Virus.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Improvement Recommendations for FY-2006**

This activity is required for 2006.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>39</b>	<b>2.B.9.c</b>	<b>Collect and maintain data on cheatgrass and 3-awn distribution, including GIS mapping. In coordination with Refuge Manager, develop and conduct studies to test management methods to improve cheatgrass and 3-awn dominated habitats, including use of pesticide, fire and native grass seeding.</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Improvement Recommendations for FY-2006**

This activity will be required in 2006.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>40</b>	<b>2.C.1.a</b>	<b>By July 1, 2005, research and provide to the Refuge Manager, a written report on the ecological and historical role of fire on the National Bison Range, for use in preparing a Comprehensive Conservation Plan (CCP).</b>	<b>4</b>

#### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Improvement Recommendations for FY-2006**

This activity will be required in FY- 2006

#### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>41</b>	<b>2.C.1.b</b>	<b>As designated by the Refuge manager, draft revisions with supporting environmental documentation, of the existing fire management plan for the physical area covered by this AFA</b>	<b>4</b>

#### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Improvement Recommendations for FY-2006**

Refuge Manager will require some draft revisions of the Station Fire Management Plan in FY -2006

#### **Improvement Recommendations for Future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>42</b>	<b>2.C.1.c</b>	<b>By February, draft and submit to the Refuge Manager for review and approval the annual prescribed fire plans for the physical area covered by this AFA, including supporting biological and environmental documentation</b>	<b>2</b>

### **Additional Information**

Plans that were rewritten/updated in FY05 were good plans. However, CSKT's rewrite of existing FWS Kicking horse WPA prescribe burn plan came too late (May 5, 2005) to allow fire staff to complete the burn before spring green up and meet burn objectives. Two over due plans not received as of February 15, 2006 Pauline Slash pile rewrite and Sandsmark WPA rewrite

CSKT should complete about 300 acres of burning on National Bison Range Complex lands per year.

### **Improvement Recommendations for FY-2006**

Kickinghorse WPA - 170 acres, Sandsmark WPA - 160 acres, Pauline slash pile burn 5 acres and two new burns at the National Bison Range should be completed by CSKT in FY2006. FY 2006 NBR burns are Antelope Ridge slash piles and NBR HQ/Visitor Center unit.

### **Improvement Recommendations for Future AFAs**

FWS and CSKT should involve fire staff from both governments in FY 2007 negotiations to discuss fire project funding for the physical area covered by the AFA.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>43</b>	<b>2.C.1.d</b>	<b>Make recommendations to the Refuge Manager for acquisition and repair of equipment and supplies needed for prescribed burns and the suppression of wildfire in the physical area covered by this AFA</b>	<b>2</b>

### **Additional Information**

A recommendation concerning the gross vehicle weight of the NBR engine was made by CSKT and followed by the FWS

There were only a few recommendations from the CSKT/Bison Range employees on supply needs for the engine and fire cache. FWS cursory inspection of the fire cache finds bladder hand pumps not working, storage heater set at 90 degrees and truck not ready to fight wild fire (pump pressure gage faulty).

### **Improvement Recommendations for FY-2006**

CSKT should identify a specific person to keep up the Fire engine and its supplies.

### **Improvement Recommendations for Future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>44</b>	<b>2.C.1.e</b>	<b>Assist in training and ensuring the qualifications of collateral duty firefighters</b>	<b>1</b>

### **Additional Information**

CSKT staff & facilities were available for use by NBR staff to complete pack tests and annual refresher.

### **Improvement Recommendations for FY-2006**

When CSKT Bison Range maintenance staff ( they are collateral duty fire staff) are sent to project fires they should be replaced by other CSKT employees to maintain a full work force for Bison Range projects such as 2005 fence project. Off-refuge project fires have a budget to pay wages. The savings should allow CSKT to hire a skilled temp employee at the Bison Range.

Two FWS IPA employees need to maintain their Engine Boss qualifications. They may require occasional details to project fires.

### **Improvement Recommendations for Future AFAs**

FY-2007 negotiations should consider the need to replace CSKT staff while they are participating in off-refuge project fires.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>45</b>	<b>2.C.1.f</b>	<b>Provide written recommendations to the Refuge Manager to prevent fire damage to equipment and facilities and improve implementation of prescribed burns and wildlife suppression</b>	<b>2</b>

### **Additional Information**

At CSKT's suggestion, an emergency FWS pre-suppression funding account was established to pay for severity standby duty. CSKT/Bison Range employees were strategically stationed at NBR during extreme fire conditions to allow quick response if lighting started a fire on the Refuge.

The AFA requires CSKT provide written recommendations. Suggestions were verbal in 2005 and the Refuge manager may not have been included on email and verbal discussions between the FWS FMO and CSKT FMO.

### **Improvement Recommendations for FY-2006**

All communication between CSKT and FWS relative to improvement of implementation of prescribe burns and/or wildfire suppression should include written notification to the Refuge Manager.

### **Improvement Recommendations for Future AFAs**

CSKT and FWS fire staff should be involved in future AFA negotiations.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>46</b>	<b>2.C.1.g</b>	<b>Coordinate with the Refuge Manager to evaluate the potential and actual effects of prescribed fire on habitat management objectives</b>	<b>1</b>

#### **Additional Information**

CSKT conducted cursory post burn monitoring at Crow WPA 60 acre burn. Coordination with Refuge Manager was good.

#### **Improvement Recommendations for FY-2006**

Fire effects monitoring results from off-refuge CSKT burns may be helpful in predicting fire effects for prescribed burns on NWRS lands. Any suggestions/recommendations should be provided to the Refuge Manager

#### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>47</b>	<b>2.C.2.a</b>	<b>Conduct wildfire suppression in the physical area covered by this AFA in accordance with the approved fire management plan</b>	<b>1</b>

#### **Additional Information**

No wildfires in 2005. CSKT stationed staff at the refuge on four significant lightning event days/nights to respond to any wildfires that occurred. CSKT was ready to respond from the Ronan Fire Center if needed.

#### **Improvement Recommendations for FY-2006**

CSKT should designate a Bison Range employee as responsible for maintenance of fire equipment in a condition fully ready for responding to wildfire. There was no clear point of contact in 2005 and it was not clear who was monitoring maintenance needs of the fire equipment.

#### **Improvement Recommendations for Future AFAs**

None.



## **AFA Activity Evaluation**

No.	Activity No.	Activity Title	Accomplishment Status (*)
48 49 50 51	2.C.2.b	Conduct prescribed burns in the physical area covered by this AFA in accordance with the station annual fire management plan.	First Priority burn - 1 Second Priority burn - 3 Third Priority burn - 4 Fourth Priority burn - 3

### **Additional Information**

1st priority: CSKT used the burn plan prepared by FWS to burn Crow WPA. Successfully Completed - 60 acres

2<sup>nd</sup> priority: Kickinghorse WPA prescribe burn was not completed. CSKT revised an existing FWS burn plan, but it was not revised until May 5, 2005. Annual Work Plan set April 10<sup>th</sup> as target completion date to avoid peak of waterfowl nesting season. Second priority burn unsuccessful – 170 acres

3<sup>rd</sup> priority: Draft prescribe fire plan for antelope ridge (NBR) – This third priority burn was dropped and so was the requirement to draft a prescribe fire plan. Third Priority burn not required in 05.

4<sup>th</sup> priority: Slash pile burn in Pauline Ck. CSKT needs to make slight revisions to the existing FWS burn plan. Not completed in 05 - 5 acres

### **Improvement Recommendations for FY-2006**

CSKT needs to assign adequate number of staff to accomplish FWS prescribe burns agreed to in AFA and discussed during coordination meetings in February and March 2005. FWS unsure why prescribe burn activities were not completed timely. Complete Kickinghorse WPA and Pauline slash pile burns in addition to FY-2006 prescribed burns.

Write new burn plans by March 15, 2006.

### **Improvement Recommendations for Future AFAs**

Negotiations for FY 2007 AFA should discuss specific prescribe burn plans to be drafted and the specific burns to be completed and the target date for completion.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>52</b>	<b>2.C.2.c</b>	<b>Prior to conducting each prescribed burn, prepare and submit to the Refuge Manager for written approval a FWS GO, NO-GO, prescribed fire check list</b>	<b>1</b>

#### **Additional Information**

CSKT completed for the 60 acre Crow WPA burn. No other prescribe burn proceeded to this GO-NO-GO stage. This document has been prepared for the Kickinghorse prescribed burn plan and will be available when that activity begins.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>53</b>	<b>2.C.2.d</b>	<b>Maintain &amp; repair all fire equipment, materials, &amp; supplies</b>	<b>2</b>

#### **Additional Information**

CSKT noted NBR Fire engine developed faulty brakes during the field season, and took it to Coulter Automotive for repair.

Cursory FWS check shows bladder pump bags need repair, as were not functional and available during heightened fire restrictions when needed for research activities in the field. Fire truck was not cleaned prior to winter storage, pump pressure gauge was not replaced as needed.

#### **Improvement Recommendations for FY-2006**

FWS suggests CSKT assign an individual staff person (preferably an engine boss) to this task to insure this activity is successfully completed so the NBR fire engine is fully functional and available for emergency initial attack at all times, year round.

#### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>54</b>	<b>2.C.3.a</b>	<b>For each prescribed fire and biological objective, conduct pre-burn vegetation monitoring to evaluate the need for habitat manipulation and establish baseline data</b>	<b>3</b>

#### **Additional Information**

No pre-burn/baseline vegetation monitoring data received from CSKT

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>55</b>	<b>2.C.3.b</b>	<b>For all prescribed burns and wildfires, conduct post-burn vegetation monitoring to provide data for fire effects analysis for biological objectives and habitat manipulation response. Drawing final conclusions with respect to fire effects analysis shall remain the responsibility of the Refuge Manager</b>	<b>3</b>

#### **Additional Information**

No post burn vegetation monitoring data was received from CSKT biologist or fire staff.

#### **Improvement Recommendations for FY-2006**

Complete this activity in FY-2006

#### **Improvement Recommendations for Future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>56</b>	<b>2.C.3.c</b>	<b>Coordinate with FWS fire management and line personnel to facilitate implementation of the fire program</b>	<b>1</b>

### **Additional Information**

CSKT met with refuge manager, deputy refuge manager and FWS fire management officer FMO on several occasions. Coordination meetings began in February 2005 and were always valuable to better communication.

### **Improvement Recommendations for FY-2006**

The Tribal Coordinator may need fire training to help her know and understand complexities and acronyms of modern fire management. Coordinator was added to the Fire coordination team when entered on duty July 6<sup>th</sup>.

### **Improvement Recommendations for Future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>57</b>	<b>2.D.1.a</b>	<b>Maintain and repair all Available Property in the physical area covered by this AFA. (See Attachment C).</b>	<b>3</b>

### **Additional Information**

Vehicle and equipment were cleaned-washed as needed; several vehicles had service work and some light mechanical repairs done; road grader cutting edges were replaced; this was done satisfactory.

Off the attachment C equipment list—2 vehicles were serviced and one A.T.V. serviced; no fuel filters were replaced; alignments not done; lawnmowers not repaired; none of the heavy equipments had had any maintenance except for occasional grease. Vehicles are not being repaired as needed—for example: vehicle PN#662422 needs fuel module replaced; trailer PN#662373 wiring has not been repaired; adding air to tires rather than fixing leak; etc...

Chainsaws, weed trimmers, brush trimmers, and welder have not been used much or are not due for annual maintenance.

### **Improvement Recommendations for FY-2006**

Vehicles and equipments need to be maintained regularly and repaired properly and in a timely manner; when the property is in need of repairs, it should be removed from service until repairs are thoroughly completed. This will extend the life of the property and make it safer for all employees to operate. For example, if fuel pump is not repaired in a timely manner, the vehicle could run out of gas without notice and/or the pump will fail. Not aligning vehicles will cause excess wear and tear on tires.

### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>58</b>	<b>2.D.1.b</b>	<b>Maintain and repair all Real Property in the physical area covered by this AFA. (See Attachment D.)</b>	<b>2</b>

### **Additional Information**

Furnace filters in the Visitor Center have been inspected and replaced as needed; some brushing and weeding of paved trails were completed.

F.W.S. have been checking heaters in building; V.C. drain spouts froze up during cold weather; V.C. rock floor was not sealed; V.C. exhaust fan filter were not changed; sidewalks were not repaired; rear door to office is not opening properly; paved trails were not repaired; sidewalk's rock walls were not repaired; water control structures were not inspected or maintained.

### **Improvement Recommendations for FY-2006**

Projects listed in Annual Work Plan could be arranged by priority; date work need to be completed; materials needed to complete task; labor needed to complete work. This would help with scheduling. Projects not completed CY05 need to be completed in FY06.

### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>59</b>	<b>2.D.1.c</b>	<b>As applicable, properly store, lock, or otherwise secure from theft, damage, or loss all Available Property used by the CSKT in performing the Activities covered by this AFA.</b>	<b>2</b>

### **Additional Information**

All buildings and vehicles need to be locked when personnel are not using them. Tools and equipments need to be secured at the end of each workday. These tools and equipments are not to be left in the back of vehicles or in unlocked passenger area

Equipments and tools checked out need to be checked back in after the employee(s) are done using them. The portable air tank and hydraulic pole tamper have been in CSKT possession since mid-October 2005 but have not been in use since late November.

Buildings need to be cleaned occasionally and after work completion.

### **Improvement Recommendations for FY-2006**

Work on keeping buildings, vehicles, and tools secured and cleaned.

### **Improvement Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>60</b>	<b>2.D.2.a</b>	<b>Husband horses owned by the United States in a humane manner, with appropriate feed and water, to maintain sound, healthy animals.</b>	<b>1</b>

### **Additional Information**

Hay and grain were purchased and stored in horse barn; minerals for horses were purchased at the request of C.S.K.T. employees.

The horse pasture south of the barn should have been irrigated more this past irrigation season. It was irrigated only once during the summer season and the Annual Work Plan recommended at least once every 3 weeks or even more as weather conditions warranted.

The automatic water tank froze up this winter allowing the horses to go without water (12/9/05).

The horse pastures need to be pasture-dragged early in the spring to prepare them for the summer.

### **Improvement Recommendations for FY-2006**

It would be helpful to have one employee in charge of the horses, since horses require extra care. This person could be responsible for the horses' feeding, watering, shoeing, vaccinations, etc... Inform FWS of the extent that mineral supplements were consumed by horses.

### **Improvement Recommendation for future AFAs**

None.



### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>61</b>	<b>2.D.2.b</b>	<b>Locate and recommend the acquisition of replacement horses as needed.</b>	<b>1</b>

#### **Additional Information**

One horse was located and recommended for purchase, and was subsequently purchased by FWS. Good horses are becoming harder to locate. There are a lot of horses around, but not a lot of good horses that will meet the needs of the riders and demands of the job at the Bison Range. We need to be looking at all times. We need to purchase well-broken and trained horses that will match the riders abilities.

#### **Improvement Recommendations for FY-2006**

I would recommend looking for horses outside of the local area. This may insure better choices and avoid personal preferences and relationships influencing horse purchasing.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>62</b>	<b>2.D.2.c</b>	<b>Provide farrier services every 6 weeks or more often as needed for horses owned by the United States to ensure adequate hoof protection during field use.</b>	<b>2</b>

#### **Additional Information**

Once on board, CSKT coordinated farrier service well; some shoes have been lost during the bison moves and replaced in a timely manner. Prior to this, F.W.S. coordinated shoeing horses in March 2005.

#### **Improvement Recommendations for FY-2006**

It would be useful for the dates of the farrier service to be scheduled early in the season for the entire year. Farriers are in demand and often not available on short notice.

#### **Improvement Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>63</b>	<b>2.D.2.d</b>	<b>Horses owned and assigned by the US will be trained and conditioned by the person to whom the horse is assigned.</b>	<b>2</b>

### **Additional Information**

The purpose of this Activity is to properly condition the horses to prevent stress injuries, and for the horse and rider to have adequate familiarity with each other to help reduce the potential for accidents and injury for both rider and horse.

Seven horses were assigned to CSKT for pre-Roundup activities. Ten horses were assigned to CSKT for Roundup activities. In general, most of the seven assigned CSKT horses were adequately conditioned for pre-Roundup and Roundup activities. However, not all ten horses were adequately conditioned for Roundup activities. Whiskey, a veteran Bison Range horse, was ridden hard for three consecutive days while gathering the bison herd the week of September 26, 2005 for the upcoming Roundup. This horse developed a shoulder injury due to over-use and inadequate conditioning.

Several CSKT riders participating in the Cutting Pen had not previously ridden their horse or participated in Cutting Pen training. To reduce the potential of accidents and injury to horse and rider, it is strongly recommended that riders participating in the cutting pen have experience riding the horse they use during that process.

### **Improvement Recommendations for FY-2006**

A schedule could be created to organize and ensure conditioning for all horses to reduce the potential of injury to the horse. Dates of conditioning rides should be recorded as preventative maintenance, and submitted to FWS for entry into SAMMS. Riders should be familiar with the horse, and the activities they will participate in prior to the Roundup. This will reduce the potential for injury to the horse, the rider and other riders involved in these activities.

### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>64</b>	<b>2.D.2.e</b>	<b>Notify the Refuge Manager of the need to acquire tack, equine health supplies and feed, including vaccinations, anthelmintics, grain and weed-free certified hay.</b>	<b>2</b>

#### **Additional Information**

Hay and grain were purchased by FWS. CSKT stored hay and grain in the horse barn.

Anthelmintics were purchased 11/7/05 and administered to horses by CSKT. FWS purchased and administered spring vaccinations and anthelmintics (4/4/05) since no CSKT personnel were available. CSKT did not administer anthelmintics in July as outlined in Annual Work Plan.

FWS did not receive any requests for purchase of tack.

#### **Improvement Recommendations for FY-2006**

Follow schedule outlined in Annual Work Plan. Create a schedule for vaccinations, anthelmintics, shoeing. Order tack supplies early. Check tack.

#### **Improvement Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>65</b>	<b>2.D.3.a</b>	<b>At midday and at the end of each workday, inspect and, as necessary, spot clean the National Bison Range visitor center, office, office annex, day use area restrooms, maintenance shop and horse barn, and replenish restroom supplies.</b>	<b>1</b>

### **Additional Information**

The day-use restrooms were well cleaned and supplied with toilet paper. This job is not glamorous, but it important for public safety.

Bathrooms, exhibition area, office annex were inspected and cleaned as needed.

A large quantity of various chemicals was used to treat the vaults and clean the buildings this year. F.W.S. contacted the chemical supplier and toilet manufacturer; they both have made recommendations to help with odor control and to cut down on the amount of chemical used. The amount recommended has be given and is listed.

### **Improvement Recommendations for FY-2006**

F.W.S. will create protocol for

- how much chemical is to be used or dispensed
- what chemical to use
- how to use it correctly and safely
- and make recommendations on how to control the odor in toilets.

### **Improvement Recommendation for future AFAs**

Can removed cleaning of Visitor Center office annex from this section since it is designated under 2.E.2.f.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>66</b>	<b>2.D.3.b</b>	<b>Throughout each work day, in conjunction with other Activities, pick up litter observed on and along all public access roads and in parking areas in the National Bison Range.</b>	<b>1</b>

#### **Additional Information**

Good job! This is a job everyone worked on all year long.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>67</b>	<b>2.D.3.c</b>	<b>At the end of each work day, ensure that fuel pumps and all buildings on the National Bison Range, except the visitor center and office trailer, are locked or otherwise secured.</b>	<b>4</b>

#### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>68</b>	<b>2.D.3.d</b>	<b>In conjunction with other Activities, observe bison and other wildlife for signs of illness or injury and report to the Refuge Manager.</b>	<b>1</b>

#### **Additional Information**

Good job! All CSKT field staff were especially observant concerning all wildlife for signs of injury or illness and prompt in reporting these sighting.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>69</b>	<b>2.D.4.a</b>	<b>Do preventive maintenance of tools, equipment, and vehicles.</b>	<b>3</b>

#### **Additional Information**

Functions and evaluation are the same as 2.D.1.a.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>70</b>	<b>2.D.4.b</b>	<b>From the second week of May through the onset of senescence, mow grass at the day use area, bunkhouse yard, and the yards of any unoccupied quarters.</b>	<b>1</b>

#### **Additional Information**

Grass grows fast in early summer due to spring moisture. A good job was done keeping up with the mowers and staying ahead of the grass. The day-use area, bunkhouse, front gate, visitor center, around the buildings, and around the signs looked nice.

The unoccupied quarters' yards were not completely maintained and mowed. More attention should be given in the future to these areas.

#### **Improvement Recommendations for FY-2006**

Organize a mowing & clean-up schedule to make sure it is done more frequently early summer. This will reduce the amount of time for maintenance during the summer.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>71</b>	<b>2.D.4.c</b>	<b>Collect trash from all receptacles and timely place in trash bins for contract removal.</b>	<b>1</b>

#### **Additional Information**

Picking up trash, cleaning fire pits, collecting trash that accumulates along tour roads, W.P.A., and parking lots are continuous ongoing tasks that were completed well by CSKT staff.

#### **Improvement Recommendations for FY-2006**

Scheduling time to clean-up trash around the parking areas at W.P.A., Jocko fishing area, Ninepipe, Pablo is necessary since we do not get around to these areas as often as we should.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>72</b>	<b>2.D.4.d</b>	<b>Inspect, clean, and resupply all restrooms on the National Bison Range.</b>	<b>1</b>

### **Additional Information**

Toilets have been kept clean; the vaults have been pumped Fall 2005. Since the toilets are kept clean and well stocked with paper, we do not have a lot of vandalism problems.

Some of the toilets in the day-use area need interior painting, coat hanger replaced, and vent repaired. FWS purchased materials for these repairs and upkeep which CSKT did not accomplish. This could be accomplished in the spring or early summer just before visitor season starts.

### **Improvement Recommendations for FY-2006**

F.W.S. will provide a protocol on what kind of chemicals and how much each vault will need along with suggestions from chemical supplier and toilet manufacture on ways to better control odors. Scheduling repairs before the busy visitor season is a great idea.

### **Improvement Recommendation for future AFAs**

None.



### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>73</b>	<b>2.D.4.e</b>	<b>Irrigate day use area, bunkhouse yard, yards of any unoccupied quarters, horse pasture to maintain green lawns and provide forage for horses.</b>	<b>1</b>

#### **Additional Information**

The day-use area was well irrigated and looked nice all year. This area is a lot of work, but the public enjoys it tremendously.

The horse pasture, bunkhouse lawn, old office lawn, and vacant quarters lawns required more irrigation than they received based on the dry summer weather the area received.

#### **Improvement Recommendations for FY-2006**

To keep up with needs, especially during dry weather, it may help to schedule regular irrigations.

Because of the high mouse populations, some early spring yard work is suggested to maintain the lawns in a satisfactory condition.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>74</b>	<b>2.D.4.f</b>	<b>Check recycling containers and transport recyclable materials to recycling trailer or appropriate location(s) as designated by Refuge Manager.</b>	<b>2</b>

#### **Additional Information**

Very little recyclable material was generated at the shop. Recyclable material was stored in appropriate location.

Collections of recyclables at Visitor Center and transporting of recycling trailer when full did not happen in a timely manner. Recycling trailer was full on 4/6/05 and FWS took trailer to recycling facility. Trailer was full on 7/20/05 and should have been taken to recycling facility.

#### **Improvement Recommendations for FY-2006**

Check recycling bins and trailer and conduct transfer of material in a timely manner.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>75</b>	<b>2.D.5.a</b>	<b>Sample drinking water supply, and submit for testing.</b>	<b>1</b>

#### **Additional Information**

CSKT collected water samples from the Visitor Center and the Day use Area on a quarterly and some times on a monthly basis. Samples were given to FWS administrative staff to be sent for testing

#### **Improvement Recommendations for FY-2006**

A State water system inspection in December 2005 found that FWS should be testing Chlorine levels in the water on a daily basis. CSKT will need to sample the drinking water supply on a daily basis in FY06

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>76</b>	<b>2.D.5.b</b>	<b>Inspect all fire extinguishers and, as appropriate, repair or replace if defective.</b>	<b>2</b>

#### **Additional Information**

CSKT is responsible for ensuring fire extinguishers are working properly. FWS did not receive any documentation that monthly inspections were completed, or that extinguishers were serviced by a licensed provider.

#### **Improvement Recommendations for FY-2006**

All fire extinguishers must be serviced by a licensed provider. Monthly inspections should be completed. Create a checklist to record inspections, initial inspection tags and submit documentation to the Refuge Manager.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>77</b>	<b>2.D.5.c</b>	<b>From May through October, inspect, clean, and, as necessary, mow vegetation in all parking areas.</b>	<b>1</b>

#### **Additional Information**

CSKT mowed the Bison Range parking areas and areas nearby that needed cleaning of vegetation, including the Visitor Center the office annex, and the Ninepipe trailer pad sight. Parking areas at Jocko River fishing access and Ninepipe NWR parking areas were also mowed.

#### **Improvement Recommendations for FY-2006**

CSKT should be proactive at inspecting, cleaning and as necessary, mowing vegetation in all parking areas. All areas listed in the annual work plan including the area around the shop should be inspected and cleaned/mowed more frequently.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>78</b>	<b>2.D.5.d</b>	<b>Herd bison by horseback for grazing rotation. Upon request, in addition to herding by horseback, the Refuge Manager may authorize the use of an ATV or Jeep.</b>	<b>2</b>

#### **Additional Information**

CSKT was unavailable to gather the bison from the southern grazing units and move the herd into the spring grazing unit before calving. Approximately 150 FWS staff and volunteer hours were expended to complete this activity April 5, 6, 8, and 9, 2005.

FWS worked with CSKT staff to assist and train them in moving the bison herd between grazing units on May 19; July 1 & 11. FWS observed CSKT move the bison herd for grazing rotation on August 26. This move went smoothly.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>79</b>	<b>2.D.5.e</b>	<b>Treat drinking water supply with chlorine and inspect and maintain water filtration system.</b>	<b>3</b>

### **Additional Information**

Chlorine injection system is extremely important to keep water well maintained and serviced. This is required by the State to ensure the safety of the water for public usage.

Additional monitoring is required by the State to make sure injection system is working properly. F.W.S. maintained the system until the end of June 2005. Due to lack of maintenance of chlorine mixture, the chlorine injector was not working one week in July 2005 and several days in August. This problem was remedied only after FWS informed CSKT of problem.

F.W.S provided protocol on how to change main water system filter and how to service chlorine injection system.

### **Improvement Recommendations for FY-2006**

To avoid chlorine mixture from running out, schedule inspections for filters and chlorine injection systems. The system must have more service and monitoring during the high usage months.

A State water system inspection in December 2005 found that FWS should be testing Chlorine levels in the water on a daily basis. CSKT will need to sample the drinking water supply on a daily basis in FY06

### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>80</b>	<b>2.D.5.f</b>	<b>Mow areas in the physical area covered by this AFA to reduce invasive species</b>	<b>1</b>

#### **Additional Information**

CSKT mowed Ninepipe NWR vehicle tour route and mowed road sides on the National Bison Range near the visitor center and at the day use area.

#### **Improvement Recommendations for FY-2006**

One member of the CSKT staff needs to be proficient with a sickle mower. This is a dangerous piece of equipment. Early in the AFA (June 1, 2005) it was apparent that employee assigned to mow still needed some skill training on this piece of equipment.

#### **Improvement Recommendations for Future AFAs**

Negotiations should discuss skill training for CSKT staff on equipment important to the NBRC operation.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>81</b>	<b>2.D.5.g</b>	<b>Provide salt blocks to bison.</b>	<b>1</b>

#### **Additional Information**

Salt has been provided. CSKT delivered salt to grazing units at appropriate times.

#### **Improvement Recommendations for FY-2006**

Schedule when salt should be delivered and placed in grazing unit and when it should to be checked. Request when more salt needs to be purchased.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>82</b>	<b>2.D.6.a</b>	<b>As environmental conditions allow, conduct burn-pile burn and perform necessary post-burn cleanup.</b>	<b>4</b>

#### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Improvement Recommendations for FY-2006**

Projects not completed CY05 need to be completed in FY06.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>83</b>	<b>2.D.6.b</b>	<b>Clean and organize boneyard storage area.</b>	<b>4</b>

#### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Improvement Recommendations for FY-2006**

Projects not completed CY05 need to be completed in FY06.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>84</b>	<b>2.D.6.c</b>	<b>In late October, early May, and up to two times if necessary between May and October, grade the public use roads within the NBR.</b>	<b>2</b>

#### **Additional Information**

Tour road was graded before the opening of Red Sleep Mountain Drive. Grading was completed satisfactorily before dust control chemical is applied. Rock rake was used to finish road.

Throughout the season, CSKT did not grade the tour road as regularly as in the past. The majority of the public visiting the Bison Range take the tour roads to see wildlife and not only do the roads need to be maintained for safety purposes but to meet the high standards that the public has come to expect from the Refuge. During times it was needed, grading was not done, perhaps due to the fact that C.S.K.T. did not have a qualified operator on station and had to bring an operator in from C.S.K T. Forestry.

#### **Improvement Recommendations for FY-2006**

Provide map of routes graded and documentation to Refuge Manager.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>85</b>	<b>2.D.6.d</b>	<b>Haul miscellaneous non-burnable items to the appropriate recycling facility or the landfill in non-recyclable.</b>	<b>1</b>

#### **Additional Information**

Very little material was generated during CY05.

#### **Improvement Recommendations for FY-2006**

Monitor amounts of materials accumulating and dispose of properly when a truckload is reached.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>86</b>	<b>2.D.7.a</b>	<b>Clean chimneys in maintenance shop and in quarters with wood burning stoves.</b>	<b>1</b>

#### **Additional Information**

This activity is not required for Law Enforcement and neighboring residence in calendar year 2005.

The chimney in quarters 62 was checked by F.W.S. while cleaning rain gutters on 10/27/05.

The chimney in the shop area was not checked.

#### **Improvement Recommendations for FY-2006**

All chimneys must be checked for FY2006

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>87</b>	<b>2.D.7.b</b>	<b>Grade and repair unpaved footpaths on the National Bison Range.</b>	<b>2</b>

#### **Additional Information**

CSKT employees were proactive on repairs needed on Nature Trail after flood damage. Jocko Fishing trail and Bitterroot trail had some limited maintenance completed. High Point and Grassland Trails had no maintenance completed in CY05.

CSKT staff was not available to work on trails during the time line outlined in annual work plan.

#### **Improvement Recommendations for FY-2006**

Have CSKT staff available to do work on trails in early spring. Some trails need extra work completed throughout year. And all work must be completed as listed in annual work plan.

#### **Improvement Recommendation for future AFAs**

None.



### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>88</b>	<b>2.D.7.c</b>	<b>During late April to early-May, prior to opening of Red Sleep drive, assist contractor applying dust-control chemicals on the tour road in the National Bison Range by preparing the road surface and controlling traffic during application of chemicals.</b>	<b>1</b>

### **Additional Information**

CSKT provided assistance to contractor to apply dust control chemical.

### **Improvement Recommendations for FY-2006**

A map should be made showing how much and where chemical is applied. Provide map to FWS for future applications.

### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>89</b>	<b>2.D.7.d</b>	<b>During August and September, mow vegetation in Lake County WPA parking areas, and in other areas designated by Refuge Manager for duck banding or fire-suppression</b>	<b>1</b>

### **Additional Information**

CSKT completed mowing of banding areas and coordinated with Refuge staff and banding crew. CSKT also completed mowing of parking areas on the Lake County WPAs.

### **Improvement Recommendations for FY-2006**

None.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>90</b>	<b>2.D.7.e</b>	<b>Move bison into designated areas prior to roundup.</b>	<b>1</b>

#### **Additional Information**

CSKT was effective at moving the main bison herd into Elk Lane on 9/30/05 with relatively few riders (6) and without FWS assistance. They rode at least two additional times to bring all the bison into Elk Lane. The vast majority of the bison were gathered and only a few bison did not come through the corral during the Roundup. The percentage of the bison herd collected for the Roundup was as high or higher than most recent years.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>91</b>	<b>2.D.7.f</b>	<b>Move bison into the corrals and through the corral and chute system efficiently and humanely.</b>	<b>1</b>

#### **Additional Information**

Cutting pen and corral were prepared correctly for the annual roundup. The movement of the animals flowed smoothly and new volunteers worked well together. A lot of coordination between C.S.K.T. and F.W.S. transpired to make this event happen successfully.

All equipment had to be checked for proper operation prior to the start of roundup. You have to be ready for equipment failure and plan to have a back-up or extra parts or pieces made available to repair damage immediately. All employees must have and demonstrate patience. It takes time to move wild animals through the corral system.

The old manual squeeze chute was replaced with a new hydraulic squeeze chute. Installation of this new chute was done by F.W.S.

#### **Improvement Recommendations for FY-2006**

Do a lot of planning and pre-work.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>92</b>	<b>2.D.7.g</b>	<b>Husband surplus bison in a humane manner, with appropriate feed and water, to maintain sound, healthy animals.</b>	<b>1</b>

#### **Additional Information**

Animals were fed and watered properly.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>93</b>	<b>2.D.7.h</b>	<b>Winterize irrigation system on Refuge, including pumps.</b>	<b>2</b>

#### **Additional Information**

The irrigation system was drained to prevent freezing to occur. F.W.S. will provide detailed draining service work that must be performed before and after irrigation season for the horse pasture and day-use area.

#### **Improvement Recommendations for FY-2006**

FWS will provide protocol for draining servicing irrigation system.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>94</b>	<b>2.D.8.a</b>	<b>As generated, haul large-non-recyclable debris to Lake County transfer station or landfill.</b>	<b>4</b>

#### **Additional Information**

Very little material was generated during CY05. CSKT had no opportunity or need to complete this activity in CY05.

#### **Improvement Recommendations for FY-2006**

Monitor amount of material accumulating and dispose of when a truckload is reached.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>95</b>	<b>2.D.8.b</b>	<b>As generated, place authorized burnable debris on the burn pile of the National Bison Range.</b>	<b>1</b>

#### **Additional Information**

Wood products were placed in burn pile

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>96</b>	<b>2.D.8.c</b>	<b>As necessary or directed by the Refuge Manager, herd bison by horseback. Upon request, in addition to herding by horseback, the Refuge Manager may authorize the use of an ATV or Jeep.</b>	<b>1</b>

#### **Additional Information**

Most of the bison herding was done through the use of horses. A.T.V. was used occasionally. Jeep was not used.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>97</b>	<b>2.D.8.d</b>	<b>As necessary following a storm or other unusual event, grade the public use roads within the National Bison Range.</b>	<b>4</b>

#### **Additional Information**

No storm or unusual event required the extra grading of public use road.

#### **Improvement Recommendations for FY-2006**

None

#### **Improvement Recommendation for future AFAs**

None

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>98</b>	<b>2.D.8.e</b>	<b>As directed by the Refuge Manager, assist with big game removal.</b>	<b>1</b>

#### **Additional Information**

CSKT worked the bison through the corral system and sorted sale animals to proper sale pens. When requested by FWS, CSKT provided assistance removing sick or unhealthy bison.

No other big game animals were removed in CY05.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>99</b>	<b>2.D.8.f</b>	<b>As scheduled by the Refuge Manager, paint facilities, signs, posts, and rail fences.</b>	<b>1</b>

#### **Additional Information**

Rail fences around horse barn and houses were oiled with shingle oil. Not all of the rail fence was completed CY05. The fence between round corral and environmental education campground were not completed in CY05. Rail fences constructed of treated fence material does not have to be sprayed with log oil.

#### **Improvement Recommendations for FY-2006**

Provide maps of completed work to Refuge Manager. This will assist in scheduling future projects.

The fence between round corral and environmental education campground needs to be completed in FY06.

Signs and facilities need to be inspected to determine what needs maintenance.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>100</b>	<b>2.D.8.g</b>	<b>Respond to emergencies as provided in section 15 of this AFA, working in coordination with staff from all other programs.</b>	<b>1</b>

#### **Additional Information**

Emergencies were handled in a satisfactory manner.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>101</b>	<b>2.D.8.h</b>	<b>Remove fallen rocks from the public use and management roads on the National Bison Range, including the High Point, Tower Two, Tower Three, and boundary roads.</b>	<b>2</b>

#### **Additional Information**

Rocks, trees, and debris were removed from tour road, high point, tower two, tower three and boundary road in CY2005. The work did not get started until 7/11/05 when South boundary road was spot road graded. North boundary road received no maintenance in CY2005.

#### **Improvement Recommendations for FY-2006**

This task should be completed before rocks, trees, and other debris before 3/15/06 as stated in the annual work plan. CSKT should provide map to Refuge Manager on work completed, location and dates. It would be helpful to have qualified heavy equipment personnel on staff to operate equipment so work can be completed in a timely manner.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>102</b>	<b>2.D.8.i</b>	<b>As the need arises, recommend that the Refuge Manager rehabilitate, replace, or remove any item of Real Property.</b>	<b>4</b>

#### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>103</b>	<b>2.D.8.j</b>	<b>Haul and store weed-free certified hay in the horse barn loft on the National Bison Range.</b>	<b>1</b>

#### **Additional Information**

Weed free hay was purchased by FWS and stored in the loft of the horse barn by CSKT.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.



### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>104</b>	<b>2.D.8.k</b>	<b>Setup and remove facilities used for special events authorized by the Refuge Manager.</b>	<b>1</b>

#### **Additional Information**

This activity is also covered under section 2.E.3.g. See this section for details.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

Remove from this section as identical function is identified in section 2.E.3.g.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>105</b>	<b>2.D.8.l</b>	<b>Promptly after a storm, remove storm-generated debris from roads, parking areas, trails, and public use areas in the physical area covered by this AFA.</b>	<b>1</b>

#### **Additional Information**

Branches, limbs, and trees were removed from day-use area and disposed in the burn pile north of shop. One tree was removed behind vacant quarters and taken to the burn pile.

CSKT was proactive dealing with flood damage to Nature Trail.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>106</b>	<b>2.D.8.m</b>	<b>During and after each snowfall greater than two inches, remove snow from and, as appropriate, sand sidewalks, parking areas, all paved roads on the National Bison Range, the Winter tour drive to the winter turnaround, the road to the Slaughterhouse and corrals, the road to the shop, the unpaved road on the National Bison Range from the bunkhouse to the visitor center, and other roads as designated by the Refuge Manager.</b>	<b>1</b>

### **Additional Information**

All areas listed have been maintained after snow fall. During heavy snow this can be a full time job. The sidewalks were treated with ice melt and paved roads were sanded.

Extra time should be spent cleaning up after the main roads are plowed; this adds to the safety of the public and employees.

Caution is essential while plowing next to buildings, sidewalks and bridges; By being cautionary, this will minimize damages.

### **Improvement Recommendations for FY-2006**

Time could be saved by not plowing the whole parking lot in front of the Visitor Center. This is unnecessary since visitation is low during this time of year.

### **Improvement Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>107</b>	<b>2.D.8.n</b>	<b>As needed, repair fencing on the physical area covered by this AFA to prevent the escape of bison and facilitate the grazing rotation program.</b>	<b>3</b>

### **Additional Information**

Fencing on a big game wildlife refuge is a constant job. If you have nothing else to do you can fence. The electric fence is a good tool, but requires a lot of maintenance. The Hardin Tract boundary fence is a high priority job. Approximately 0.5 miles of the Hardin boundary fence was built; another 1.5 miles of fence should have been completed.

The electric fence needs to be operating at all time; if not the animals will cause a large amount of damage and create extra repair work. Electric fence was not operational prior to moving the bison herd on 8/26/05. Fences must be repaired and maintained on all W.P.A, Pablo and Ninepipe NWRs. Boundary fences have to be checked for crawl holes and fallen trees on fences; also, water crossing must be checked and repaired immediately.

### **Improvement Recommendations for FY-2006**

Fence repair is a high priority project. The cost for additional staff time and repair materials will escalate if the electric fences are not functioning consistently.

### **Improvement Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>108</b>	<b>2.D.8.o</b>	<b>As directed by the Refuge Manager, apply herbicide on approximately 300 acres annually, utilizing ground application equipment, to control invasive weeds. Submit to the Refuge Manager a report documenting rate and location of herbicide application</b>	<b>2</b>

### **Additional Information**

No report submitted. FWS counted 199 acres from daily data sheets and GPS mapping. Also missing for 101 acres is the rate of application the wind speed, who the applicator was and what herbicide was used to accomplish the activity.

There is no record that CSKT completed work which FWS scheduled at Crow WPA and Anderson WPA (100+ acres on 480 acres of WPAs).

### **Improvement Recommendations for FY-2006**

This is one of the more time consuming activities for the maintenance staff in May and June of each field season.

FWS suggests CSKT assign adequate staff to this activity and assign one individual the responsibility to get all herbicide application daily activity reports completed and GPS map the areas where applied. The state of Montana and the USFWS requires reports of herbicide use by all certified applicators. FWS can not adequately report without CSKT attention to this activity.

Recommended that all CSKT pesticide applicators receive applicator training.

### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>109</b>	<b>2.D.8.p</b>	<b>As directed by the Refuge Manager, mechanically control invasive weeds on approximately 40 acres. Submit to the Refuge manager a report documenting nature, extent, and location of mechanical control</b>	<b>1</b>

#### **Additional Information**

CSKT mowed 40 acres at Crow WPA native grass plantings. A verbal report was submitted to the Refuge Manager

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>110</b>	<b>2.D.8.q</b>	<b>As directed by the Refuge Manager for habitat management purposes, till or otherwise prepare lands for seeding in the physical area covered by this AFA. On the prepared lands, sow the seeds of native plant species or approved dense nesting cover species. Weed &amp; otherwise tend seeded areas.</b>	<b>4</b>

#### **Additional Information**

No projects were identified by Refuge Manager in CY05.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendations for Future AFAs**

Meadow voles have damaged to Refuge grasslands in 2005. FY2007 negotiations should consider adding an emphasis to this activity by directing a specific acreage and method of tillage in the AFA. Leaving this activity up to "as directed by the Refuge manager" causes FWS to avoid asking for CSKT assistance when the maintenance crew has not yet completed projects such as the boundary fence.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>111</b>	<b>2.D.8.r</b>	<b>Manipulate water levels using water control structures in the physical area covered by the AFA, including WPA's, Ninepipe NWR and Pablo NWR and Ducks Unlimited units</b>	<b>2</b>

#### **Additional Information**

FWS trained CSKT in how to manipulate water control structures at Crow WPA and this was completed. Flathead Irrigation project ditch rider and CSKT staff also coordinated on delivery of water to the WPA's by way of the Project water.

Early April efforts to get someone to visit Pablo NWR so FWS could train CSKT were unsuccessful. FWS did the manipulation of water control structures at Pablo NWR.

#### **Improvement Recommendations for FY-2006**

CSKT needs to assign adequate staff to this job to accomplish it in a timely manner. This is a time critical job that can not be deferred.

#### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>112</b>	<b>2.D.8.s</b>	<b>Develop and maintain springs, tanks and other water sources at NBR for bison use.</b>	<b>1</b>

#### **Additional Information**

Some stock tanks were cleaned and minor maintenance completed CY05. Development of springs was not required in CY05.

#### **Improvement Recommendations for FY-2006**

Record on a map tanks cleaned and repaired as well as tanks and springs that need maintenance for FY06. Map should be provided to FWS.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>113</b>	<b>2.D.8.t</b>	<b>Assist with an annual public horseback trail ride.</b>	<b>1</b>

#### **Additional Information**

CSKT assisted with Annual Public Horseback Trail Ride (5/15/05) by providing four staff for the event.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>114</b>	<b>2.D.8.u</b>	<b>Assist with 2-way radio system maintenance and testing.</b>	<b>4</b>

#### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Improvement Recommendations for FY-2006**

This activity must be completed in FY2006.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>115</b>	<b>2.D.8.v</b>	<b>Ensure that all trails and fireguards are maintained and are free of debris and low-hanging limbs.</b>	<b>1</b>

#### **Additional Information**

Some trails and fireguards were maintained in CY05.

#### **Improvement Recommendations for FY-2006**

Map showing location and dates of trail and fire guard maintenance should be supplied to FWS for future work plans.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>116</b>	<b>2.D.8.w</b>	<b>Ensure that all signs are in good repair and are maintained or replaced as needed.</b>	<b>2</b>

#### **Additional Information**

A few signs were repaired and fee signs were installed by CSKT. A cursory inspection shows most NBRC signs were not inspected, maintained or replaced.

#### **Improvement Recommendations for FY-2006**

All signs need to be inspected and repaired on tour route before opening Red Sleep Mountain Drive (May 13, 2006). Signs need to be inspected on WPAs, Ninepipe and Pablo, which can be done any time of the year.

CSKT should check signs and make recommendations to FWS for sign repairs and replacement. Some signs could be removed and stored indoors during the non-visitation season (winter). This would extend the useful life of the sign and signs would need less maintenance.

#### **Improvement Recommendation for future AFAs**

None.



### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>117</b>	<b>2.D.8.x</b>	<b>Bury carcasses sampled for disease testing as designated by Refuge Manager.</b>	<b>1</b>

#### **Additional Information**

CSKT buried carcasses as needed during CY05.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>118</b>	<b>2.D.8.y</b>	<b>Assist Refuge Manager with removing from the physical area covered by this AFA, dead ungulates and other live or dead wildlife.</b>	<b>1</b>

#### **Additional Information**

Same as 2.D.8.e.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

This activity should be modified for future AFAs to say “assist Refuge Manager with moving and/or burying dead wildlife.”

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>119</b>	<b>2.D.8.z</b>	<b>Cut, pile or remove trees for habitat improvement</b>	<b>4</b>

#### **Additional Information**

FWS did not assign any projects to CSKT.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendations for Future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>120</b>	<b>2.D.8.aa</b>	<b>Visually monitor and orally report to the Refuge Manager visitor activities in the Day Use Area.</b>	<b>1</b>

This Activity was temporarily removed from the AFA on 12/1/2004 for additional clarification and discussion. Agreement on clarification language was reached with CSKT on 2/25/05. This Activity, along with the clarification language, was reinserted into the AFA Attachment A for use in the FY-2005 AFA Annual Work Plan.

#### **Additional Information**

CSKT completed at situation required.

#### **Improvement Recommendations for FY-2006**

None.

#### **Improvement Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>121</b>	<b>2.D.9</b>	<b>Cleaning Contract</b>	<b>1</b>

### **Additional Information**

CSKT staff assigned for cleaning the Visitor Center, Office and Trailer Office came every week starting June 8. They followed the schedule for weekly, monthly and quarterly cleaning and satisfactorily completed activities.

Cleaning was conducted a few times while the Visitor Center was open to the public. This included vacuuming the VC while there were visitors present, vacuuming the main office while staff was working, closing the restrooms to wax restrooms floors (such that visitors had to use the employee restroom), mopping floors while the VC was still open.

Trailer Office floors were waxed during office hours, which is necessary as cleaning staff does not have access to the offices after hours. However, office staff were not informed that the cleaning would be occurring and had to vacate their office on short notice.

### **Recommendation for FY06 AFA**

Continue to clean following cleaning contract schedule. Follow written guidelines in contract and do not start cleaning before Visitor Center closes. Give office staff prior notice when special cleaning access is required.

### **Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>122</b>	<b>2.E.1.a</b>	<b>During the hours designated by the Refuge Manager, staff the visitor center. At all times during those hours, at least one member of the visitor center staff must be certified to administer first aid and CPR, and at least one member of the visitor services staff must be certified as a first responder.</b>	<b>2</b>

### **Additional Information**

Once on board, the permanent CSKT staff were conscientious and consistent with opening/closing the VC on time and being available for visitors.

Because CSKT staff were not available at implementation of the AFA (March 15), FWS personnel continued to fully staff the Visitor Center (VC) until April 19 and on occasion afterwards. Information regarding VC staffing schedule, including past volunteer use, was not requested by CSKT until May 11 (after the VC was scheduled to be on full hours for the summer). After that time, FWS staff assisted newly hired/assigned CSKT staff with opening/closing, lunch relief, and weekend staffing needs daily until May 28 and occasionally after that date. Much of the assistance after May 17 had to do with opening and closing of the Visitor Center because keys and security codes were not issued pending hiring of Tribal Coordinator. By May 29, it was decided to issue keys and security codes to CSKT Visitor Center Staff directly and have them open and closed the building. The Tribal Coordinator entered on duty on July 6.

Visitor Center training, which was especially important for proper and secure handling of Recreation Fee funds and the Cooperating Association book sales, occurred on numerous occasions throughout the summer as CSKT Visitor Center Staff were brought on one at a time and/or temporary CSKT assistance came on board. FWS was not always informed when new staff was coming on duty. Some staff worked for just a few weeks after being trained. New staff was coming on board as late as September 6. An untrained and inexperienced person assisted CSKT personnel over the Christmas Holidays. FWS was not informed about this and arrangements could not be made for training and orientation. All in all, 13 CSKT staff were trained in a total of 29 hours.

Since the FWS was not shown current cards for all the VC staff, it can not be determined if all staff were certified in first aid and CPR. Even with training occurring in August, a few staff came on late enough to miss this training, if it was needed.

### **Recommendation for FY06 AFA**

Maintain trained, experienced and conscientious employees for the Visitor Center. Recruit needed VC staff in a timely manner so they will be on board when VC is on full summer schedule (May 13). Staff is needed to cover all times the VC is open – daily from May 13 to October 20 (8/9 a.m.-6p.m. May 13-May 26 and September 5-October 22, 8/9 a.m.-7 p.m. May 27-September 4).

Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. If, because of unforeseen circumstances (such as illness or family emergency), staff is brought on after the training season, it is critical to inform FWS prior to enter-on-duty dates so training can be scheduled. Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day).

### **Recommendation for future AFAs**

The National Wildlife Refuge System was established for the benefit of wildlife, and for current and future generations of Americans. The Visitor Center is the main contact point for the public so it is essential that contacts with the VC staff reflect excellence and professionalism.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>123</b>	<b>2.E.1.b</b>	<b>Receive, and offer assistance to, all persons who enter the visitor center.</b>	<b>2</b>

### **Additional Information**

Once on board, most of the CSKT Visitor Center permanent staff seemed to enjoy working with the public, offering assistance in a cheerful, pleasant and friendly manner. They made themselves available whenever visitors were in the center. However, we had a few reports of CSKT staff who did little more than collect money and distribute maps.

CSKT staff were not available at implementation of the AFA (March 15) and FWS personnel continued to fully staff the Visitor Center until April 19 and on occasion afterwards.

### **Recommendation for FY06 AFA**

During recruitment and hiring, it should be emphasized that the job requires constant contact with the public. People skills are essential. The Center is the main contact that the majority of the public have with staff. Maintain current staff who have these qualifications and recruit and hire those with “people” skills. Have full staff on board and trained before the VC goes on full summer schedule (May 13).

### **Recommendation for future AFAs**

The National Wildlife Refuge System was established for the benefit of wildlife, and for current and future generations of Americans. The Visitor Center is the main contact point for the public so it is essential that contacts with the VC staff reflect excellence and professionalism.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>124</b>	<b>2.E.1.c</b>	<b>Courteously provide to all persons who enter the visitor center and all telephone callers, accurate oral and written information concerning the National Bison Range Complex, the National Wildlife Refuge System, the FWS, and other related topics as approved by the Refuge Manager.</b>	<b>2</b>

### **Additional Information**

Once on board, many of the CSKT Visitor Center staff seemed to enjoy working with the public, offering assistance in a cheerful, pleasant and friendly manner. They took time to research and learn the background information needed to assist visitors. They were proactive in offering assistance and information to visitors. As needed, information was gathered and sent to visitors if the answers were not readily available.

However, we had a few reports of a few CSKT staff who did little more than collect money and distribute maps. This may be due in part to the fact that some CSKT Visitor Center staff came on so late in season or didn't stay long enough to learn the information needed to respond to visitor questions and may have felt unprepared. Some staff did not take advantage of slow times to "study" information available. Also, scheduling at times paired brand new, inexperienced people to staff the Center on their own.

The FWS received several written complaints about the lack of effort and inability of Front Desk Staff to answer questions about the Bison Range or wildlife. These letters came from people with a long history of visiting the Refuge, and who were familiar with the level of assistance they received during previous visits. These letters of complaint were forwarded to CSKT on 9/2/05 and 11/9/05.

CSKT staff were not available at implementation of the AFA (March 15) and FWS personnel continued to fully staff the Visitor Center until April 19 and on occasion afterwards.

### **Recommendation for FY06 AFA**

Maintain CSKT staff that did well during the summer of 2005 to provide staff that already has much of the background needed to provide accurate information to visitors. Schedule experienced staff with new staff, which will allow for transfer of knowledge while in actual work setting.

It is essential that every attempt is made to answer the public's questions. If a Front Desk worker cannot answer a question, they should contact either CSKT or FWS staff until an answer is found.

Also, recruit and hire needed CSKT staff in a timely manner so they can be provided with training early enough so they will have the background needed. Schedule "learning time" early in the season when visitation is slow where CSKT staff would have time to study while at work. FWS will recommend and provide training materials, background information, books, videos, mini training sessions.

Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day).

**Recommendation for future AFAs**

The National Wildlife Refuge System was established for the benefit of wildlife, and for current and future generations of Americans. The Visitor Center is the main contact point for the public so it is essential that contacts with the VC staff reflect excellence and professionalism.



## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>125</b>	<b>2.E.1.d</b>	<b>Coordinate with the Refuge Manager, to ensure that the visitor center is secured outside working hours.</b>	<b>1</b>

### **Additional Information**

Once keys and security codes were issued to CSKT Visitor Center staff, the Visitor Center/Office doors and windows were closed and locked daily. Security alarm set daily.

However, because the CSKT Tribal Coordinator was not in place at implementation of the AFA, CSKT staff were not issued keys and security codes until May 28, since it was decided that this should go through the Coordinator. However, by May 28, it was decided to issue keys and security codes to CSKT Visitor Center Staff directly and have them open and closed the building. The Tribal Coordinator entered on duty July 6.

There were times when part-time/temporary CSKT staff were designated to open/close the VC/HQ and were “loaned” codes and keys from permanent CSKT staff. Staff was given their individual code for security reasons, and this should not be compromised by sharing keys or codes.

### **Recommendation for FY06 AFA**

Continue with good security practices. Provide starting and ending dates for Visitor Center personnel so security codes can be designated and removed in a timely manner. To ensure security, eliminate “borrowing” of codes and keys.

### **Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>126</b>	<b>2.E.1.e</b>	<b>Perform radio dispatch in support of all operations of the NBRC.</b>	<b>3</b>

### **Additional Information**

There were gaps in radio dispatching by CSKT Visitor Center Staff, due in part because 1) the VC was not fully staffed until mid-summer, 2) a high turnover of CSKT staff resulted in inexperienced personnel and 3) lack of training coordination. Visitor Center training occurred on numerous occasions throughout the summer as CSKT Visitor Center Staff were brought on one at a time and/or temporary CSKT assistance came on board. Some staff worked for just a few weeks after being trained. New staff was coming on board as late as September 6. FWS was not always informed when new staff was coming on and arrangements were not made for training/orientation. All in all, 13 CSKT staff were trained in a total of 29 hours. Because CSKT staff were not available at implementation of the AFA (March 15), FWS personnel continued to fully staff the Visitor Center (VC) until April 19 and on occasion afterwards. This included covering duties such as radio dispatch.

Radio dispatch is a critical activity. The radio is the only way for field personnel to contact the office in cases of emergency. On evenings and during weekends, the VC desk staff is the only contact for Law Enforcement and field staff, so for safety reasons, it is very important to answer the Radio. If it is a Law Enforcement call, VC staff needs to record it in the Law Log. This allows us to keep track of our LE staff in case of problems.

### **Recommendation for FY06 AFA**

Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. As part of this, it is especially important to inform FWS when new staff is coming on so training can be scheduled. Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day). Report any radio problems immediately so radio reception is not interrupted.

### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>127</b>	<b>2.E.1.f</b>	<b>In May and June, conduct two first aid and CPR training classes for NBRC staff.</b>	<b>3</b>

#### **Additional Information**

CSKT arranged for only one first aid/CPR class, which was held in late August.

It was a good class held in good facilities (meeting space is limited at the National Bison Range and it is better to hold such a class off-site) with an experienced instructor.

#### **Recommendation for FY06 AFA**

Need to coordinate early enough to provide classes to appropriate staff within timeline established.

#### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>128</b>	<b>2.E.1.g</b>	<b>Inventory first aid and CPR supplies for the NBRC, and recommend to the Refuge Manager appropriate replenishment.</b>	<b>1</b>

#### **Additional Information**

This activity was completed early in the season by CSKT.

#### **Recommendation for FY06 AFA**

Continue inventory early in year. Inform staff to request supplies to restock in a timely manner throughout year.

#### **Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>129</b>	<b>2.E.1.h</b>	<b>Assist with scheduling school and other environmental education programs for the visitor center, day use area, and bison roundup.</b>	<b>2</b>

### **Additional Information**

Most scheduling information was routed to FWS staff in a timely manner, even during a time when CSKT's Refuge phone was mistakenly listed by the telephone company as the main contact for the Bison Range. This coordination was especially well done and appreciated during the extreme scheduling rush for the annual Bison Roundup.

However, a few groups were scheduled with no notice to FWS staff. This has potential to cause scheduling conflicts and overlaps of groups if groups are not put on the master calendar. This is a critical element of this activity.

Most educational and youth groups are eligible for a fee waiver but only the FWS can determine this and so needs to be informed. Also, some groups may need a Special Use Permit issued, which again needs to be issued by the FWS. For these reasons and the potential for scheduling conflicts, it is important to coordinate all groups, schools and EE programs with FWS staff.

### **Recommendation for FY06 AFA**

Continue routing scheduling information through FWS staff. Make sure all group requests are routed this way, to ensure all groups are put on the master calendar to eliminate potential group overlap and conflicts. This will also make sure that those eligible for a fee waiver or needing a Special Use Permit will be serviced.

Ensure CSKT staff knows where master group calendar is posted to check in case a group calls when FWS staff and other FWS staff is unavailable (such as on days off, weekends) and needs to schedule a group within a short time. A message still needs to be left for FWS staff.

### **Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>130</b>	<b>2.E.1.i</b>	<b>Assist the Refuge Manager with planning and conducting environmental education workshops and public presentations.</b>	<b>1</b>

### **Additional Information**

CSKT Visitor Center staff assisted with school groups once they were on board (FWS personnel staffed the VC fully until April 19 and on occasion afterwards). CSKT staff did an especially good job with one very large 5<sup>th</sup> grade class in early June, where she handled half the class in the display area while FWS staff was in the theater with the other half; then the students switched area.

The teacher workshop, normally held in the spring, were not conducted in 2005 due to time issues of FWS staff developing the AFA work plan and performing AFA activities in the Visitor Center until CSKT staff was on board.

### **Recommendation for FY06 AFA**

Continue to staff the Visitor Center with CSKT through the winter and recruit/rehire needed VC staff in a timely manner so they will be on board when VC goes to full summer schedule (May 13). This will allow FWS staff to plan and hold a spring 2006 workshop. Coordinate VC training and orientation so it can be scheduled around the workshop.

### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>131</b>	<b>2.E.1.i</b>	<b>Bury Time Capsule</b>	<b>4</b>

### **Additional Information**

Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

### **Recommendation for FY06 AFA**

Have CSKT include this event into their FY2006 work schedule for completion.

### **Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
132	2.E.1.j	<b>During the annual bison roundup at the National Bison Range, provide visitor services support for visitors including the general public and school groups, and related to functions including parking, accessibility, crowd management, environmental education, visitor orientation, and video presentations.</b>	<b>2</b>

### **Additional Information**

FWS and CSKT arranged a mini-roundup training day, involving visitor services needs as well as bison handling. FWS provided Visitor Services training, including an extensive training handout. Current CSKT VC staff attended and were oriented. The CSKT staff member who scheduled CSKT visitor service workers spent extra time going over items and asking questions about things that might be needed, when things needed to be done, and clarifying the written instructions. Also attending were 4 people who were to volunteer during the Roundup. This was not enough people to cover all the Visitor Service stations during the full two days, even though CSKT were given the minimum staffing needs as well as “position descriptions.” This meant that much of the staff assigned to visitor services at the Corral during Roundup were inexperienced and untrained. This resulted in stations that were not staffed at times during the day. No CSKT staff were on the catwalk during the lunch break for bison handlers on Monday as well as no staff to assist visitors at the Hide House Theater after 2 p.m. on Tuesday. It was specifically stated in the training handout that no station would be left unstaffed anytime during the day and was suggested that lunches be scheduled and staggered so as not to leave any area unattended.

CSKT did schedule experienced staff to handle the Visitor Center, which is critical with the large school groups tightly scheduled. Some schools end up off schedule, have more students than scheduled, etc. The staff did an excellent job handling these unforeseen problems. CSKT staff managed their time well to allow them to clean up after the schools had gone for the day and prepare for the next day. They also organized a few non-experience, non-trained volunteers assigned to help in the VC. Not all school groups received their teacher’s packet which were available to hand out.

### **Recommendation for FY06 AFA**

The Annual Bison Roundup is a very important public event with 3,200 people attending (1,100 of these being students and teachers). It is very important that staff and volunteers are available for and attend training and orientation. The training materials are extensive and need to be studied by all prospective staff and volunteers scheduled to help with visitor services. Providing experienced staff is the best way to provide a quality experience for visitors, as well as providing for safety. As suggested by FWS, scheduling lunchtime helps ensure stations are not left unattended.

### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>133</b>	<b>2.E.1.k</b>	<b>Upon receiving a visitor report of apparently ill or injured animals, ask for detailed information including species, sex, description and location of animals and immediately report to Refuge Manager.</b>	<b>1</b>

### **Additional Information**

FWS staff received some reports from desk staff after office hours and on weekends when VC staff are the only ones available to transmit this information.

### **Recommendation for FY06 AFA**

Ensure that all VC staff know this is an important function and all reports should be relayed in a timely manner. Also, make sure staff is proficient in using the radio, to be able to contact FWS staff after hours and on weekends. The best way to do this is through training. Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. If, because of unforeseen circumstances (such as illness or family emergency), staff is brought on after the training season, it is critical to inform FWS prior to enter-on-duty dates so training can be scheduled. Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day).

### **Recommendation for future AFAs**

None.



## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>134</b>	<b>2.E.1.1</b>	<b>Answer all incoming telephone calls to visitor center, including, when necessary to assist administrative staff, acting as general receptionist for the calls to the business office of the National Bison Range Complex.</b>	<b>2</b>

This Activity was temporarily removed from the AFA on 12/1/2004 for additional clarification and discussion. Agreement on clarification language was reached with CSKT on 2/25/05. This Activity, along with the clarification language, was reinserted into the AFA Attachment A for use in the FY-2005 AFA Annual Work Plan.

### **Additional Information**

VC staff answered the phone line directed to the Visitor Center, as appropriate. It is critical that VC staff also answer the main phone after hours and on weekends as they are the only personnel available and the phone call could involve an emergency. FWS staff commented that phone was not always answered when they called in on weekends.

### **Recommendation for FY06 AFA**

Emphasize to all staff the critical need to answer phone after hours and on weekends. Include phone use in training. Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. If, because of unforeseen circumstances (such as illness or family emergency), staff is brought on after the training season, it is critical to inform FWS prior to enter-on-duty dates so training can be scheduled. Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day).

### **Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>135</b>	<b>2.E.1.m</b>	<b>Collect and securely manage records and cash and credit card receipts for the payment of fees and the sales of goods.</b>	<b>2</b>

This Activity was temporarily removed from the AFA on 12/1/2004 for additional clarification and discussion. Agreement on clarification language was reached with CSKT on 2/25/05. This Activity, along with the clarification language, was reinserted into the AFA Attachment A for use in the FY-2005 AFA Annual Work Plan.

### **Additional Information**

Once on board, the permanent CSKT staff seemed to be conscientious and consistent with collecting fees and book sales. However, from July 12 to July 23 there was missing funds from both the FWS fee collection and GNHA sales. CSKT made inquiries and staff changes and there were no major fund discrepancies until mid-October when daily sheets for the fee fund showed abnormal overages and underages. Handling fees and sales is a critical component to working the Visitor Center and accounts for at least half the duty time during the busy part of the season.

USFWS fee collection and GNHA sales are two of the critical elements that FWS staff needs to train staff on personally. Visitor Center training occurred on numerous occasions throughout the summer as CSKT Visitor Center Staff was hired one at a time and/or temporary CSKT assistance came on board. Some staff worked for just a few weeks after being trained. Many seasonal staff were brought on without informing FWS staff. This made it very difficult to set up training times and convey instructions. However, written protocol was given to all VC staff.

### **Recommendation for FY06 AFA**

Rehire proven employees for the Visitor Center. Recruit and hire needed VC staff in a timely manner so they will be on board when VC is on full summer schedule (May 13). Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. If, because of unforeseen circumstances (such as illness or family emergency), staff is brought on after the training season, it is critical to inform FWS prior to enter-on-duty dates so training can be scheduled. Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day).

Schedule VC staff so that new and inexperienced staff are paired with experienced staff in case questions arise after office hours and on weekends. FWS will review and rewrite instructions for fee collection as needed. Schedule meeting with CSKT to discuss their security ideas and plans before implementation to ensure FWS, CSKT and security needs are all addressed. GNHA will need to be informed as the items involved (cash register, safe, etc) are their property.

### **Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>136</b>	<b>2.E.1.n</b>	<b>Collect Federal public use fees and receipts for the sale of Federal Duck Stamps.</b>	<b>2</b>

This Activity was temporarily removed from the AFA on 12/1/2004 for additional clarification and discussion. Agreement on clarification language was reached with CSKT on 2/25/05. This Activity, along with the clarification language, was reinserted into the AFA Attachment A for use in the FY-2005 AFA Annual Work Plan.

### **Additional Information**

Once on board, the permanent CSKT staff seemed to be conscientious and consistent with collecting fees and book sales. However, from July 12 to July 23 there was missing funds from the FWS fee collection, which included Federal Duck Stamp sales. CSKT made inquiries and staff changes and there were no major fund discrepancies until mid-October when daily sheets for the fee fund showed abnormal overages and underages. Handling fees and Duck Stamps is a critical component to working the Visitor Center and accounts for a large portion of the duty time during the busy part of the season.

Fee collection is a critical element of Visitor Center operation. FWS staff needs to personally train CSKT staff for this responsibility. Visitor Center training occurred on numerous occasions throughout the summer as CSKT Visitor Center Staff was hired one at a time and/or temporary CSKT assistance came on board. Some staff worked for just a few weeks after being trained. Many seasonal staff were brought on without informing FWS staff. This made it very difficult to set up training times and convey instructions. However, written protocol was given to all VC staff.

### **Recommendation for FY06 AFA**

Rehire proven employees for the Visitor Center. Recruit and hire needed VC staff in a timely manner so they will be on board when VC is on full summer schedule (May 13). Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. If, because of unforeseen circumstances (such as illness or family emergency), staff is brought on after the training season, it is critical to inform FWS prior to enter-on-duty dates so training can be scheduled. Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day).

Schedule VC staff so that new and inexperienced staff are paired with experienced staff in case questions arise after office hours and on weekends. FWS will review and rewrite instructions for fee collection as needed. Schedule meeting with CSKT to discuss their security ideas and plans before implementation to ensure FWS, CSKT and security needs are all addressed.

### **Recommendation for future AFAs**

None.

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>137</b>	<b>2.E.1.o</b>	<b>Collect sales receipts for, and restock, merchandise offered for sale at the Glacier Natural History Association sales outlet in the visitor center at the National Bison Range.</b>	<b>2</b>

This Activity was temporarily removed from the AFA on 12/1/2004 for additional clarification and discussion. Agreement on clarification language was reached with CSKT on 2/25/05. This Activity, along with the clarification language, was reinserted into the AFA Attachment A for use in the FY-2005 AFA Annual Work Plan.

### **Additional Information**

Once on board, the permanent CSKT staff were conscientious and consistent with conducting book sales and keeping items stocked. However, on July 17 there was an abnormal discrepancy in the weekly deposit of the GNHA sales. CSKT made inquiries and staff changes and there were no major fund discrepancies in GNHA sales afterwards. Handling sales is a critical component to working the Visitor Center and accounts for a large portion of the duty time during the busy part of the season.

GNHA sales is a critical element of Visitor Center operation. FWS staff needs to personally train CSKT staff for this responsibility. Visitor Center training occurred on numerous occasions throughout the summer as CSKT Visitor Center Staff was hired one at a time and/or temporary CSKT assistance came on board. Some staff worked for just a few weeks after being trained. Many seasonal staff were brought on without informing FWS staff. This made it very difficult to set up training times and convey instructions.

### **Recommendation for FY06 AFA**

Rehire proven employees for the Visitor Center. Recruit and hire needed VC staff in a timely manner so they will be on board when VC is on full summer schedule (May 13). Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. If, because of unforeseen circumstances (such as illness or family emergency), staff is brought on after the training season, it is critical to inform FWS prior to enter-on-duty dates so training can be scheduled. Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day).

Schedule VC staff so that new and inexperienced staff are paired with experienced staff in case questions arise after office hours and on weekends. FWS will review and revise GNHA collection instructions as needed. Schedule meeting with CSKT to discuss their security ideas and plans before implementation to ensure FWS, CSKT and security needs are all addressed. GNHA will need to be informed as the items involved (cash register, safe, etc) are their property.

### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>138</b>	<b>2.E.2.a</b>	<b>Maintain the environmental education Library at the NBRC.</b>	<b>4</b>

#### **Additional Information**

Removed from CY-2005 Requirements – Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Recommendation for FY06 AFA**

This could be a good project for CSKT Visitor Center staff during slow times (early/late season, evenings). The FWS was in the process of retyping, updating and reorganizing the whole environmental education library. Because of formatting, training and familiarization needs, it would work best if only one or two staff were designated and would not work well if there is much turnover in who was assigned. Also, VC staff would need access to a CSKT-assigned computer to do the task.

#### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>139</b>	<b>2.E.2.b</b>	<b>Maintain and, as needed, resupply environmental education kits and supplies at the NBRC.</b>	<b>2</b>

#### **Additional Information**

This occurs only about a half dozen times in the spring when teachers borrow these kits on field trips. CSKT staff completed work when asked but with new VC staff coming on at different times and turnover of staff, FWS staff had to familiarize and retrain staff for each time it needed to be done.

#### **Recommendation for FY06 AFA**

Continue to hire/rehire those that have these skills. Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. FWS will write up detailed protocol on how to check and resupply kits.

#### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>140</b>	<b>2.E.2.c</b>	<b>Assist the Refuge Manager with preparing handouts, brochures, displays, and other public information materials.</b>	<b>2</b>

#### **Additional Information**

Once on board, CSKT staff kept informational handouts and brochures copied and in stock for visitors. The Visitor Center training manual has a section on what information should/should not be put on the reader rack and that new items were not to be put out without express permission of FWS staff. CSKT staff did not follow directions (verbal and written) about putting only approved items in reader rack.

VC staff kept the area behind the Visitor Center very neat and tidy. They even reorganized the feather and horn display. It was very nicely done although they didn't discuss it with FWS staff before hand. All displays and information in the VC needs to be pre-approved by the FWS.

#### **Recommendation for FY06 AFA**

Continue the good work of keeping information stocked and available for visitors. Continue with good ideas for displays. FWS must preview and approve any new materials for reading rack and for new display ideas.

#### **Recommendation for future AFAs**

Stress preview and approval by FWS in function.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>141</b>	<b>2.E.2.d</b>	<b>Assist the Refuge Manager with maintaining the Internet Website of the National Bison Range.</b>	<b>4</b>

#### **Additional Information**

Removed from CY-2005 Requirements – Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Recommendation for FY06 AFA**

Continue as Not Required.

#### **Recommendation for future AFAs**

Have FWS reassume activity with staff and funding as there are very specific FWS standards and the website is run through the regional office on a secure intranet site.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>142</b>	<b>2.E.3.a</b>	<b>Assist with maintaining and expanding, in both physical and electronic form, the existing photo file at the National Bison Range, including entry into an established FWS photo library database.</b>	<b>4</b>

#### **Additional Information**

The FWS had designated this activity as non-priority in the work plan. And with Visitor Center not fully staffed until mid-summer, there were not enough personnel to attempt it during calendar year 2005.

#### **Recommendation for FY06 AFA**

This could be a good project for CSKT Visitor Center staff during slow times (early/late season, evenings). This may also be a good activity for a CSKT student or volunteer. Because of training and familiarization needs, it would work best if only one or two people were designated to work on this and would not work well if there is much turnover in who was assigned. Also, staff would need access to a CSKT-assigned computer to do the task.

#### **Recommendation for future AFAs**

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>143</b>	<b>2.E.3.b</b>	<b>Assist with preparing grant applications to enhance visitor services program activities.</b>	<b>4</b>

#### **Additional Information**

Removed from CY-2005 Requirements – Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Recommendation for FY06 AFA**

Continue as Not Required.

#### **Recommendation for future AFAs**

The FWS should reassume this activity with associated staff and funding.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>144</b>	<b>2.E.3.c</b>	<b>As directed by the Refuge Manger, in the absence of an available FWS Employee and in lieu of other duties, close the auto tour route and nature trails and, as necessary, assist remaining visitors, remove litter, and inform the Refuge Manager of any unusual conditions.</b>	<b>4</b>

#### **Additional Information**

Removed from CY-2005 Requirements – Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Recommendation for FY06 AFA**

Continue as Not Required.

#### **Recommendation for future AFAs**

Remove from future AFAs.



## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>145</b>	<b>2.E.3.d</b>	<b>Clean the VC public restrooms daily between May 1 and October 1 (peak use periods).</b>	<b>1</b>

### **Additional Information**

Once on board, the permanent CSKT staff were conscientious and consistent with keeping the Visitor Center restrooms cleaned. They regularly checked the restrooms during the day. However, because CSKT staff were not available at implementation of the AFA (March 15), FWS personnel continued to fully staff the Visitor Center (VC) until April 19 and assisted until May 20. This included daily inspection and spot cleaning of the Visitor Center and office by FWS personnel.

Visitor Center training occurred on numerous occasions throughout the summer as CSKT Visitor Center Staff was hired one at a time and/or temporary CSKT assistance came on board. Some staff worked for just a few weeks after being trained. Many seasonal staff were brought on without informing FWS staff. This made it very difficult to set up training times and convey instructions. This was clearly a problem when inexperienced and untrained staff were scheduled together – at such times, activities such as cleaning the restroom were not conducted.

Written protocol was given to all VC staff with instructions on how and what to clean. However, this does not make up for a short training session. Also, protocol needs to be followed, both verbal and written. Of note were the numerous times when restroom cleaning supplies and stock ran out. It is written up that FWS staff should be informed BEFORE the last item is used. (*"FILL SUPPLIES - seat covers, toilet paper, baby station, soap, hand towels as needed. If supplies are low, tell Pat so we can reorder. DO NOT use the LAST item without telling someone. A good way to decide when to leave a note is when you open the last box of something, not when you're using the last of something. This gives us time to order the stuff."* from cleaning protocol.)

### **Recommendation for FY06 AFA**

Continue to recruit conscientious employees for the Visitor Center. Recruit needed VC staff in a timely manner so they will be on board when VC is on full summer schedule (May 13). Schedule experienced staff with new staff.

Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. If, because of unforeseen circumstances (such as illness or family emergency), staff is brought on after the training season, it is critical to inform FWS prior to enter-on-duty dates so training can be scheduled. Stress importance of reading and following VC protocol.

Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day).

### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>146</b>	<b>2.E.3.e</b>	<b>Assist with general data entry (such as various bird survey data) as prioritized by the Refuge Manager.</b>	<b>4</b>

#### **Additional Information**

Removed from CY-2005 Requirements – Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

#### **Recommendation for FY06 AFA**

Continue as Not Required. Applicable biological data entry activities are listed under Section B. Biological Program.

#### **Recommendation for future AFAs**

Remove from here (Section E. Visitor Services) in future AFAs and address it in the appropriate area (Section B. Biological Program).

## **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>147</b>	<b>2.E.3.f</b>	<b>Daily and as needed, inspect and, as necessary, spot clean the National Bison Range visitor center and office, including dusting and maintaining displays, changing light bulbs in display cases and cleaning and maintaining Audio/Visual equipment, and replenish Visitor Center public restroom supplies.</b>	<b>1</b>

### **Additional Information**

Once on board, the permanent CSKT staff were conscientious and consistent with keeping the Visitor Center clean and organized. They regularly checked the restrooms during the day. However, because CSKT staff were not available at implementation of the AFA (March 15), FWS personnel continued to fully staff the Visitor Center (VC) until April 19 and assisted until May 20. This included daily inspection and spot cleaning of the Visitor Center and office by FWS personnel.

Visitor Center training occurred on numerous occasions throughout the summer as CSKT Visitor Center Staff was hired one at a time and/or temporary CSKT assistance came on board. Some staff worked for just a few weeks after being trained. Many seasonal staff were brought on without informing FWS staff. This made it very difficult to set up training times and convey instructions. However, written protocol was given to all VC staff.

### **Recommendation for FY06 AFA**

Continue to recruit conscientious employees for the Visitor Center. Recruit and hire/rehire needed VC staff in a timely manner so they will be on board when VC is on full summer schedule (May 13). Plan so training can be conducted at one time (so all staff is on the same level) and early enough so staff will have background needed. If, because of unforeseen circumstances (such as illness or family emergency), staff is brought on after the training season, it is critical to inform FWS prior to enter-on-duty dates so training can be scheduled. Inform staff that they should read all training material given to them and to follow the guidelines.

Visitor Center training for CSKT staff will be scheduled for the week of May 8-12 as the National Bison Range goes on full summer schedule on Saturday, May 13 (International Migratory Bird Day).

### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>148</b>	<b>2.E.3.g</b>	<b>Setup and remove facilities used for special events authorized by the Refuge Manager.</b>	<b>1</b>

#### **Additional Information**

CSKT Visitor Center staff assisted with setting up tables, putting up signs, posting notices for a few small events, including a book-signing events. For two large events, International Migratory Bird Day (May 14) and the Bison Range Birthday (May 23), CSKT did not have their full compliment of staff yet on board.

CSKT staff, both Visitor Center and Maintenance, cleaned and set up most facilities for the public for the annual Bison Roundup. A few items were not completed, including the “fake” electric fence that is normally set up along the Bull Pen to prevent visitors from getting too close.

#### **Recommendation for FY06 AFA**

Returning employees will have the experience to provide this assistance. Recruit, hire/rehire needed VC staff in a timely manner so they will be on board for the main spring events (Migratory Bird Day, May 13 and Bison Range Birthday, May 23).

#### **Recommendation for future AFAs**

None.

### **AFA Activity Evaluation**

<b>No.</b>	<b>Activity No.</b>	<b>Activity Title</b>	<b>Accomplishment Status (*)</b>
<b>149</b>	<b>2.E.3.h</b>	<b>Assist with maintaining sales and inventory records for the Glacier Natural History Association sales outlet partnership.</b>	<b>4</b>

#### **Additional Information**

Removed from CY-2005 Requirements – Activity was identified in the AFA Attachment A, but was removed from the Annual Work Plan requirements in CY-2005. These Activities may be scheduled for completion in FY-2006.

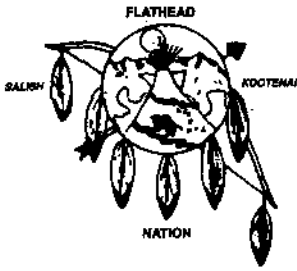
#### **Recommendation for FY06 AFA**

Continue as Not Required.

#### **Recommendation for future AFAs**

Agreement is between FWS and the Glacier Natural History Association. The FWS can not represent the GNHA in negotiations with a third party. Remove this activity from future AFAs.

## Appendix C: CSKT AFA Activities Accomplishment Report – CY 2005



THE CONFEDERATED SALISH AND KOOTENAI TRIBES  
OF THE FLATHEAD NATION

P.O. Box 278  
Pablo, Montana 59855  
(406) 275-2700  
FAX (406) 275-2806  
E-mail: csktcouncil@cskt.org



Joseph E. Dupuis - Executive Secretary  
Vern L. Clairmont - Executive Treasurer  
Leon Bourdon - Sergeant-at-Arms

January 23, 2006

TRIBAL COUNCIL MEMBERS:

D. Fred Matt - Chairman  
Jami Hamel - Vice Chair  
Carole Lankford - Secretary  
Lloyd D. Irvine - Treasurer  
Mike Kenmille  
Mary Lefthand  
Steve Lozar  
Elmer "Sonny" Morigeau  
James Steele, Jr.  
Ron Trahan

Steven W. Kallin  
Project Leader, Fish & Wildlife Service  
National Bison Range  
Moiese, MT 59824

Dear Mr. Kallin:

This responds to your letter dated January 13, 2006 addressed to Clayton Matt, in which you requested information concerning the performance of the Annual Funding Agreement (AFA) Activities by the Confederated Salish and Kootenai Tribes during calendar year 2005.

I have compiled the report you had requested in compliance with Section 9.B of the Annual Funding Agreement. You will find the following:

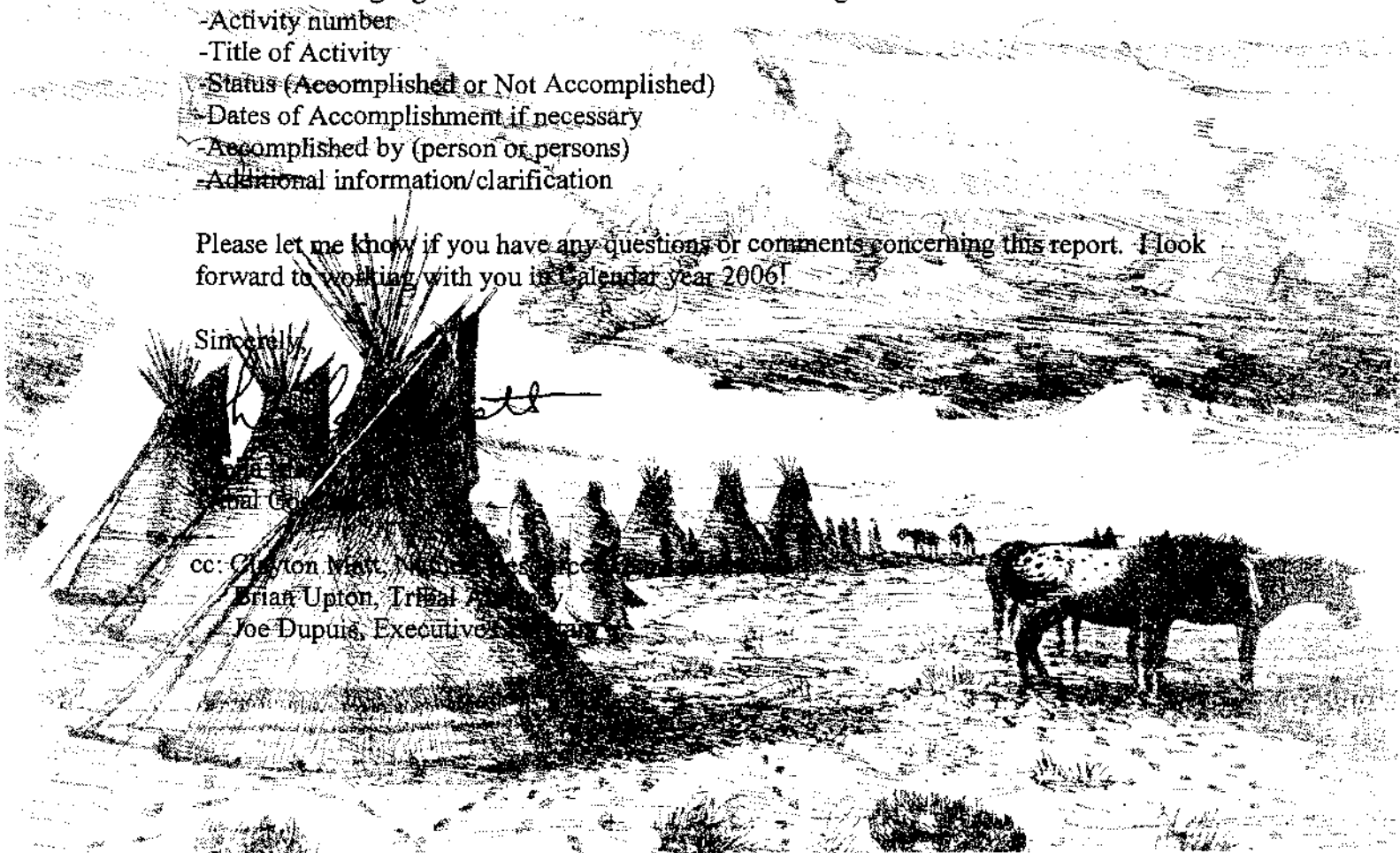
- Activity number
- Title of Activity
- Status (Accomplished or Not Accomplished)
- Dates of Accomplishment if necessary
- Accomplished by (person or persons)
- Additional information/clarification

Please let me know if you have any questions or comments concerning this report. I look forward to working with you in calendar year 2006!

Sincerely,

Clayton Matt  
Tribal Council

cc: Clayton Matt, National Bison Range  
Brian Upton, Tribal Attorney  
Joe Dupuis, Executive Secretary



## **2B Biological Program**

**1a.** During mid-May through mid-July, conduct 3-4 "extensive" surveys using a vehicle at NBR three times at 2 week intervals.

*This was completed mid-July and report was handed in by Shannon Clairmont on 8/5/05*

**1b.** During mid-May through mid-July, conduct three migratory non-game bird survey at two-week intervals on one transect designated by the Refuge Manager...

**\*\*This activity is not required for 2005**

**1c.** As designated by the Refuge Manager in the physical area covered by this AFA, conduct migratory non-game bird surveys on WPA's...

**\*\*This activity not required for 2005**

**1d.** Enter data, prepare preliminary summaries of, and present to FWS for review and approval all data gathered in bird surveys.

*This was completed on August 5, 2005 by Shannon Clairmont.*

## **2 Waterfowl Pair Counts and Brood Counts**

**2a.** In May, conduct annual waterfowl pair counts on the Duckhaven, Herak, Sandsmark, Montgomery, Kickinghorse, Crow, Anderson, and Johnson 80 WPA's the National Bison Range, and the Ninepipe and Pablo NWR's.

*Shannon Clairmont, TJ Haynes and Sherry Clairmont finished on June 2<sup>nd</sup>*

**2b.** In July, conduct annual waterfowl brood counts on the Duckhaven, Herak, Sandsmark, Montgomery Kickinghorse, Crow, Anderson, and Johnson 80 WPA's, the National Bison Range, and the Ninepipe and Pablo NWR's.

*This was completed July 29<sup>th</sup>, 2005 by Sherry Clairmont, TJ Haynes and Shannon Clairmont.*

**2c.** In mid-winter, conduct annual aerial waterfowl counts from fixed-wing aircraft in Flathead Lake and Sanders Counties, Montana.

*This was completed January 5, 2006 by Shannon Clairmont, Stacy Courville and Bill West.*

**2d.** Enter data, prepare preliminary summaries of, and present to FWS for review and approval all data gathered in waterfowl surveys.

*This was presented to FWS on August 5<sup>th</sup>, 2005, except mid-winter aerial waterfowl count and it was presented to Bill West on January 6, 2006.*

### **3 Bird Banding**

**3a.** In August and September, coordinate and conduct waterfowl banding in the physical area covered by this AFA.

*This project was complete on September 6, 2005. Skip Palmer, TJ Haynes, Sherry Clairmont, Carl Espinosa, Marlin McDonald, Shannon Clairmont was the CSKT NBR Staff that accomplished this task during the week and the CSKT NRD staff banded on weekends. 1,633 ducks were banded.*

**3b.** Enter bird banding data into existing FWS databases. Data must be entered and delivered to FWS by September 20 of AFA FY 2005.

*Even though this was not required Shannon Clairmont and Erv Davis completed and presented to FWS on September 19<sup>th</sup>, 2005.*

**\*\*temporarily removed from final AFA Attachment A for clarification.**

### **4 Vegetation Monitoring**

**4a.** In June and July, assist CSKT contractors with range survey field work, and monitor and document range condition on existing Parker three-step transect on the National Bison Range.

*Finished October 7<sup>th</sup>. This was late due to intensive range work in the field season for 2005. This project was complete by Tamara Enz, Tom McClure, Shannon Clairmont and Lynn Verlonic.*

**4b.** Collect and maintain data on rare, unique, and unusual vegetation resources in the physical area covered by this AFA, including *Howellia aquatica*.

**\*\*This activity is not required for calendar year 2005.**

**4c.** In late July through early August, survey and document the presence of *Silene spaldingii* in the physical area covered by this AFA.

**\*\*This activity not required for calendar year 2005.**

**4d.** As designated by the Refuge Manager in the physical area covered by this AFA, conduct pre- and post-treatment vegetation monitoring on thirteen tracts of approximately eighty acres each.

**\*\*The post-treatment surveys are not required for calendar year 2005.**



4e. In coordination with the Refuge Manager, collect habitat condition data for use in drafting habitat management plans for WPS's in Lake County and on the Ninepipe and Pablo NWRs.

**\*\* This activity is not required for calendar year 2005**

4f. Enter data, prepare preliminary summaries of, and present to FWS for review and approval all data gathered in vegetation surveys, except for data collected in item 2.b.4a above, range survey contract with CSKT.

*This was completed by Shannon Clairmont on October 27<sup>th</sup> and presented to FWS on November 7, 2005.*

## **5 GIS Mapping and Monitoring.**

5a. Determine and document the GPS locations of endangered and threatened species; wildfires; etc...

*This work was done by Shannon Clairmont in November of 2005. It was 90% complete but not all springs and tanks were found due to weather. The work that was complete included assessments on conditions of springs/tanks.*

**\*\*Portions of this activity will not be required for 2005. Only spring and tank mapping will be required for 2005.**

5b. During June through July, map weed infestation in the physical area covered by this AFA.

*Some of the work was complete and given to Lee Jones, approximately 10% of the weed mapping was complete. It was attempted several times, but had equipment problems (GIS Program) we will finish in 2006. This task was not complete.*

5c. Conduct GIS field mapping of biological, management, maintenance, and public use activities, including mapping the locations of structure, etc...

**\*\*This activity is not required for calendar year 2005.**

## **6 Invasive Plant Control**

6a. Within fifteen days after the close of the herbicide application season, prepare for Refuge Manager approval a draft herbicide application report covering the current application season, including a summary, of herbicide applications by FWS and the CSKT in the physical area covered by this AFA during the previous year.

*D. Skip Palmer was in charge of this and it was completed in July, 2005. Skip said he had turned the report in to Bill West. Skip reported 340 sprayed to the Tribal Coordinator.*

6b. Gather and maintain data on all efforts of the FWS and the CSKT to control invasive plants.

**\*\*This activity is not required for calendar year 2005.**

6c. In March, using invasive species GIS distribution maps, identify potential herbicide applications projects for the coming field season, etc...

**\*\*temporarily removed from final AFA Attachment A for clarification.**

6d. Document by GIS polygon mapping each application of an herbicide in the physical area covered by this AFA.

**\*\*temporarily removed from Final AFA Attachment A for clarification.**

6e. As directed by the Refuge Manager, release insects for biological control of invasive plants, and using established FWS protocol, etc...

*While this was removed from the AFA Shannon Clairmont assisted Bill West in August on this task.*

**\*\*temporarily removed from final AFA Attachment A for clarification.**

## **7 Wildlife Management**

7a. During October, coordinate and conduct a big game count on the NBR, and prepare a report, including a summary, of the data obtained.

*This was scheduled 3 times and was completed on November 3<sup>rd</sup>, 2005. October 1<sup>st</sup> the rain caused the event to be cancelled. On October 15<sup>th</sup> we did not have enough participation and October 25<sup>th</sup> we held the Big Game Count, but due to heavy fog we did not get an accurate count. On November 3<sup>rd</sup>, along with the FWS, this was completed with the assistance of several CSKT volunteers, CSKT Bison Range Staff, FWS employees and FWS volunteers.*

7b. During July, conduct a bison production count on the National Bison Range.

*This was completed by Shannon Clairmont in August and the data was given to FWS on August 5, 2006.*

7c. Assist the Refuge Manager with surveillance and monitoring for ungulates symptomatic of health problems or injury by conducting a 3-4 hour cursory visual survey of the bison herd every 2 weeks, etc....

*This task is completed by all staff members whenever we are close to the animals.*

7d. Assist the Refuge Manager with euthanasia and necropsy of ungulates, as necessary for diseased suspects and deaths found in the field, obtaining appropriate samples for required testing, etc...

*This task is completed by all staff members whenever needed.*

7e. In October during bison roundup, herd, capture, and handle bison for health monitoring, and removal of surplus ungulates.

*This task was completed on October 3<sup>rd</sup> and 4<sup>th</sup>, 2005. This was completed by both FWS, CSKT NBR Staff and CSKT volunteers.*

7f. In October during bison roundup:

- 1) collect Bison blood for herd health and genetic monitoring: *This task completed by Sherry McBurney, Stacey Courville and Shannon Clairmont.*
- 2) collect bison hair follicles for genetic monitoring (removed by direction of Refuge Manager)
- 3) Insert micro-chips in bison calves and appropriate adults. *This task was completed by Sherry McBurney and Stacy Courville.*

7g. Assist with removing from the physical area covered by this AFA, live and dead ungulates and other wildlife.

*This task is completed on an as needed basis by all Maintenance and Biology staff.*

7h. Assist the FWS with outplacement of live surplus wildlife, including collecting and maintaining data concerning the species, gender, age, identity, and number of wildlife removed.

*It was not necessary to remove surplus wildlife in 2005.*

## **8 Mitigation Analyses and Recommendations**

8a. Gather and maintain data on proposed and existing actions by parties other than the CSKT in the physical area covered by this AFA, for use in analyzing direct and indirect effects.

**\*\*This activity is not required for calendar year 2005.**

8b. Recommend to the Refuge Manager alternatives to avoid or minimize any adverse effects of the actions covered by section 2.B.8.a. of this Attachment A to this AFA.

**\*\*This activity is not required for calendar year 2005.**

## **9 Projects that are proposed to begin FY 2005 with assistance from GS-9 biologist.**

9a. Collect and maintain data on timber stand health, including effects from insects, disease, drought and fire.

**\*\*This activity is not required for calendar year 2005.**

9b. In coordination with the Refuge Manager, develop and conduct a surveillance program to detect and monitor disease in non-game and game bird species, including West Nile Virus.

**\*\*This activity is not required for calendar year 2005.**

9c. Collect and maintain data on cheatgrass and 3 awn distribution, including GIS mapping.

**\*\*This activity is not required for calendar year 2005**

## **C. Fire Program**

### **C1 Fire Planning**

**1a.** By July 1, 2005, research and provide to the Refuge Manager, a written report on the ecological and historical role of fire on the NBR, for use in preparing a CCP.

**\*\*This activity is not required for calendar year 2005.**

**1b.** As designated by the Refuge Manager, draft revisions, with supporting environmental documentations, of the existing fire management plan for the physical area covered by this AFA.

**\*\*This activity is not required for calendar year 2005.**

**1c.** By February, draft and submit to the Refuge Manager for review and approval the annual prescribed fire plans for the physical area covered by this AFA, including supporting biological and environmental documentation.

*Kicking Horse was completed and given to FWS, Sandsmark is being completed, and the fire plan for Pauline Slash Pile is being reviewed as of January 23, 2006.*

**1d.** Make recommendations to the Refuge Manager for acquisition and repair of equipment and supplies needed for prescribed burns and the suppression of wildfire in the physical area covered by this AFA.

*CSKT Fire Control came and provided fire fighting equipment in May.*

**1e.** Assist in training and ensuring the qualifications of collateral duty firefighters.

*Tom McClure, TJ Haynes, Skip Palmer Sherry Clairmont attended Standards for Survival. Tom McClure attended Standard Fire Fighting Training. On June 9<sup>th</sup>, Maintenance Staff completed their pack test in Ronan, MT.*

**1f.** Provide written recommendations to the Refuge Manager to prevent fire damage to equipment and facilities and improve the implementation of prescribed burns and wildfire suppression.

*Recommendations will be covered in an early 2006 meeting.*

**1g.** Coordinate with the Refuge Manager to evaluate the potential and actual effects of prescribed fire on habitat management objectives.

*We will schedule a meeting with CSKT Fire Control and FWS staff in 2006.*

## **2. Fire Implementation**

**2a.** Conduct wildfire suppression in the physical area covered by this AFA in accordance with the approved fire management plan.

*FWS and CSKT Trained Firefighters were stationed at the NBR on Red Flag days so if a fire ignited personnel would be available to suppress. 0 fires for 0 acres burned. Dispatch notification plan was implemented. This was accomplished by CSKT Fire Control. Jason Ferman, Skip Palmer, TJ Haynes and Marlin McDonald was stationed at the NBR during Red Flag warnings, 2 personnel at a time.*

**2b.** Conduct prescribed burns in the physical area covered by this AFA in accordance with the station annual fire management plan.

*First Priority Burn: Crow WPA Burned April 11, declared out April 14, 2005.*

*Second Priority Burn: Kickinghorse WPA 0 acres for 2005 (burn plan not developed, scheduled burn in 2006).*

*Third Priority Burn: This activity not required for calendar year 2005*

*Fourth Priority Burn: Slash pile burn on Pauline Creek Burn plan under review at this time (possible 30 – 50 acres to be burned in spring of 2006)*

**2c.** Prior to conducting each prescribed burn, prepare and submit to the Refuge Manager for written approval an FWS GO, NO-GO, prescribed fire checklist.

*Accomplished for all burns conducted (Crow) CSKT Fire Control completed.*

**2d.** Maintain and repair all fire equipment, materials, and supplies.

*In June the Maintenance Crew stocked the Pumper truck, inspected hoses, changed oil in pump, new air filter, and went through Fire fighting check list. This included Fire Fighting Equipment/PPE.*

## **3 Fire Response Monitoring**

**3a.** For each prescribed fire and biological objectives, conduct pre-burn vegetation monitoring to evaluate the need for habitat manipulation and establish baseline data. *CSKT Fire Control had understood that the FWS had pre-burn vegetation monitoring completed on the Crow WPA Burn. No other burns were conducted in 2005.*

**3b.** For all prescribed burns and wildfires, conduct post-burn vegetation monitoring to provide data for fire effects analysis for biological objectives and habitat manipulation response.

*CSKT Fire Control had understood that the FWS would complete post-burn vegetation monitoring for the Crow WPA Burn. No other burns were conducted in 2005.*

**3c.** Coordinate with FWS fire management and line personnel to facilitate implementation of the fire program.

*On going process between the CSKT Fire Program, CSKT staff at the NBR and FWS staff. CSKT Fire Staff (Tony Harwood and Bob McCrea) met on July 20<sup>th</sup>, and December 15<sup>th</sup> to discuss ways to improve implementation of the AFA Fire program. Tony Harwood and Curtis Mait met with the Tribal Coordinator to discuss Educational materials that could be replaced or placed at the NBR on August 12, 2005.*

## **D Maintenance Program**

### **D1 General Maintenance**

**1a.** Maintain and repair all Available property in the physical area covered by this AFA.

#### **General Vehicle Maintenance**

*ATV Maintenance changed oil, lubed chain, Maint. staff as needed*

*Heavy Equipment grease zerks, changed tractor tire as needed*

*Lawnmower new deck bearing, grease, changed oil as needed*

*Chainsaws sharpen chain, blew out air filter as needed*

*Weed Trimmers blew out air filter*

*Welders did not use*

*Firefighting Equipment already mentioned under Fire Activity.*

**1b.** Maintain and repair all Real Property in the physical area covered by this AFA.

*This was accomplished using the work order/supply request forms and completed by CSKT Staff when the Refuge Manager provided them to the Tribal Coordinator.*

**1c.** As applicable, properly store, lock or otherwise secure from theft, damage, or loss all Available Property used by the CSKT in performing the Activities covered by this AFA.

*Personal saddles belonging to CSKT Staff were in tack room locked. Our two car garage was locked nightly. Fencing shop was locked.*

### **2 Equine Maintenance**

**2a.** Husband horses owned by the US in a humane manner, with appropriate feed and water, to maintain sound, healthy animals.

*This activity was complete by all CSKT staff. No horses or animals were treated in an inhumane way.*

**2b.** Locate and recommend the acquisition of replacement horses as needed.

*Little Buck was purchased; TJ Haynes found horse and recommended acquisition.*

**2c.** Provide Farrier services every 6 weeks or more often as needed for horses owned by the US to ensure adequate hoof protection during field use.

*Mark Johnson was the Farrier the Tribe used. This service was done approx. 2 weeks before each move and on an as needed basis.*

**2d.** Horses owned and assigned by the US will be trained and conditioned by the person to whom the horse is assigned.

*Horses were ridden daily 2 weeks prior to each move.*

**2e.** Notify the Refuge Manager of the need to acquire tack, equine health supplies and feed, including vaccinations, anthelmintics, grain and weed free certified hay.

*Supply Requisition forms and 2109's were complete and turned in whenever supplies were needed.*

### **3 Daily Maintenance**

**3a.** At midday and at the end of each workday, inspect and, as necessary, spot clean the NBR Visitors Center, office, office annex, day use area restrooms, maintenance shop and horse barn, and replenish restroom supplies.

*The VC was cleaned by the CSKT VC Staff. The rest of the tasks were completed by CSKT Maintenance Staff.*

**3b.** Throughout each work day, in conjunction with other activities, pick up litter observed on and along all public access roads and in parking areas in the NBR.

*This was completed by all CSKT Staff, including the VC Staff.*

**3c.** At the end of each work day, ensure that fuel pumps and all buildings on the NBR, except the VC and office trailer are locked or otherwise secured.

**\*\*This activity is not required for calendar year 2005.**

**3d.** In conjunction with other Activities, observe bison and other wildlife for signs of illness or injury and report to the Refuge Manager.

*This was complete by Biology and CSKT Maintenance Staff as the animals were encountered.*

### **4 Weekly Maintenance**

**4a.** Do preventive maintenance of tools, equipment and vehicles.

*This is done by the CSKT Maintenance staff on an as needed basis.*

**4b.** From the second week of May through the onset of senescence, mow grass at the day use area, bunkhouse yard, and the yard of any unoccupied quarters.

*The lawn mowing was completed by the CSKT Maintenance Staff throughout the summer months.*

**4c.** Collect trash from all receptacles and timely place in trash bins for contract removal.

*This was done on a daily basis by VC staff and Maintenance personnel.*

**4d.** Inspect, clean, and resupply all restrooms on the NBR.

*The VC bathrooms were done by VC staff and the CSKT Maintenance staff completed the others twice weekly through October 21, 2006.*

**4e.** Irrigate day use area, bunkhouse yard, yards of any unoccupied quarters, horse pasture to maintain green lawns and provide forage for horses.

*Pipe changing was complete by CSKT Maintenance staff twice a day, once in the a.m. and then again in the p.m. starting July 19, 2005.*

**4f.** Check recycling containers and transport recyclable materials to recycling trailer or appropriate locations as designated by Refuge Manager.

*This was done by Carl Espinosa, Tom McClure and TJ Haynes on an as needed basis. Tom McClure (summer 05) and TJ Haynes (January 06) have taken the recycle trailer to Missoula.*

## **5 Monthly Maintenance.**

**5a.** Sample drinking water supply and submit for testing.

*Carl Espinosa, Sherry Clairmont and TJ Haynes had sampled the drinking water supply and sent away for testing.*

**5b.** Inspect all fire extinguishers and, as appropriate, repair or replace if defective.

*Carl Espinosa inspected fire extinguishers on a monthly basis. It is time for them to be recharged and inspected by a licensed agent. The Tribes use Mission Valley Security.*

**5c.** From May through October, inspect, clean, and, as necessary, mow vegetation in all parking areas.

*In August before we went into Stage II Fire Restrictions I had TJ Haynes and Skip Palmer mow the vegetation in parking areas on all lands covered by this AFA.*

**5d.** Herd bison by horseback for grazing rotation.

*The first moves were completed by FWS personnel with the assistance of CSKT Staff. After July the CSKT Staff along with CSKT volunteers completed this process.*

**5e.** Treat drinking water supply with chlorine and inspect and maintain water filtration system.

*This was completed by Sherry Clairmont and Carl Espinosa. It will now be completed by Nancy Schall.*

**5f.** Mow areas in the physical area covered by this AFA to reduce invasive species.

*TJ Haynes mowed 40 acres on the Johnson WPA*

**5g.** Provide salt blocks to bison.

*This was completed by CSKT Maintenance Staff after every move.*

## **6 Quarterly Maintenance**



6a. As environmental conditions allow, conduct burn-pile burn and perform necessary post-burn site cleanup.

**\*\*This activity is not required for calendar year 2005.**

6b. Clean and organize bone yard storage area.

**\*\*This activity is not required for calendar year 2005.**

6c. In late October, early May, and up to two times if necessary between May and October, grade the public use roads within the NBR.

*The week of August 15, 2005 Kevin Clairmont, CSKT Forestry graded parts of tour road. He also graded parts of the roads on October 19, 25 and 26, 2005.*

6d. Haul miscellaneous non-burnable items to the appropriate recycling facility or the landfill if non-recyclable.

*This was done on an as needed basis by the CSKT Maintenance Staff.*

## **7 Annual Maintenance**

7a. Clean chimneys in maintenance shop and in quarters with wood burning stoves.

*NBR Staff was unable to locate chimney brush.*

**\*\*This activity is not required for Law Enforcement and neighboring residence in calendar year 2005.**

7b. Grade and repair unpaved footpaths on the NBR.

*Tom McClure and TJ Haynes cleaned footpaths, and repaired footpath when a storm came through and after visitors had established a short cut and the bank sloughed off from the high water.*

7c. During late April to early May, prior to opening of Red Sleep drive, assist contractor applying dust-control chemicals on the tour road in the NBR by preparing the road surface and controlling traffic during application of chemicals.

*This was done prior to the CSKT Maintenance staff coming on board.*

7d. During August and September, mow vegetation in Lake County WPA parking areas, and in other areas designated by Refuge Manager for duck banding or fire-suppression.

*I had TJ Haynes, Tom McClure, Shannon Clairmont and Skip Palmer mow parking areas before Stage II Fire Restrictions were implemented.*

7e. Move bison into designated areas prior to roundup.

*This was completed by CSKT Maintenance Staff and CSKT Volunteers.*

7f. Move bison into the corrals and through the corral and chute system efficiently and humanely.

*This was completed by CSKT Maintenance Staff and CSKT Volunteers. It was completed on October 4<sup>th</sup>, 2005. It was also done in September during our mini-round up.*

**7g.** Husband surplus bison in a humane manner, with appropriate feed and water, to maintain sound, healthy animals.

*TJ Haynes and Marlin McDonald fed and watered the animals after the round up every night while they were in the corral system.*

**7h.** Winterize irrigation system on Refuge, including pumps.

*TJ Haynes, Marlin McDonald, Skip Palmer and Sherry Clairmont completed this prior to September 30, 2005. On November 10<sup>th</sup> Marlin and Sherry rechecked to make sure they were winterized properly. They were not and Bob King is working on a standard procedure on how to properly winterize the system.*

## **8 General and As Needed Maintenance.**

**8a.** As generated, haul large non-recyclable debris to Lake County transfer station or landfill.

*We were not asked to take any non-recyclable debris to the Lake County Transfer Station.*

**8b.** As generated, place authorized burnable debris on the burn pile of the NBR.

*Maintenance staff did on an as needed basis. I.e. Removal of 2 trees from picnic area, carpet from house, weeds.*

**8c.** As necessary or directed by the Refuge Manager, herd bison by horseback.

*This task was completed by CSKT Staff and Volunteers.*

**8d.** As necessary following a storm or other unusual event, grade the public use roads within the NBR.

*This was completed by Kevin Clairmont, CSKT Forestry. Due to an above average dry year it was not feasible to grade roads during most of the summer months.*

**8e.** As directed by the Refuge Manager, assist with big game removal.

*During the 2005 field season CSKT was not asked to assist in any big game removal. We did haul sale bison to the transfer station after the round up that were for sale.*

**8f.** As scheduled by the Refuge Manager, paint facilities, signs, posts, and rail fences.

*Sherry Clairmont, Skip Palmer painted signs and facilities as designated by FWS staff. I had a VC staff person work on rail fences. The staining of the rail fences was not complete and will be finished in 2006. This project is 75% complete.*

**8g.** Respond to emergencies as provided in section 15 of this AFA, working in coordination with staff from all other programs.

*The only emergency happened in August when we had a trailer go off the tour road and a girl get sick and require life flight. All programs were in coordination with FWS and did not require any emergency programs get involved.*

**8h.** Remove fallen rock from the public use and management roads on the NBR, including High Point, Tower Two, Tower Three and boundary roads.

*These roads were not graded due to high fire danger in August. It will be completed in spring 2006. I had the CSKT Maintenance Staff remove any large rocks that had rolled into these roads. We were unable to mow weeds or grade the weeds out due to fire danger.*

**8i.** As the need arises, recommend that the Refuge Manager rehabilitate, replace, or remove any item of real property.

*This was completed by any work/supply request forms that were given to the CSKT staff.*

**8j.** Haul and store weed-free certified hay in the horse barn loft on the NBR.

*All CSKT Maintenance staff completed this project. TJ Haynes and Tom McClure hauled the hay, while the rest of the staff stacked. This was completed the week of August 5, 2005.*

**8k.** Setup and remove facilities used for special events authorized by the Refuge Manager.

*To the best of my knowledge we were not asked to setup or remove anything for special events outside the theater in the VC. The VC staff completed all tasks on setup and removal for special events in the theater.*

**8l.** Promptly after a storm, remove storm-generated debris from roads, parking areas, trails, and public use areas in the physical area covered by this AFA.

*Grader was run by Kevin Clairmont and rock rakes were used by TJ Haynes and Skip Palmer.*

**8m.** During and after each snowfall greater than two inches, remove snow from and, as appropriate, sand sidewalks, parking areas, all paved roads, etc...

*This was completed on November 30<sup>th</sup> and December 1<sup>st</sup>, 2005. We have not had 2 inches of snow since those dates. This was completed by all CSKT Bison Range Staff.*

**8n.** As needed, repair fencing on the physical area covered by this AFA to prevent the escape of bison and facilitate the grazing rotation program.

*This has been an ongoing process for the CSKT Maintenance staff. The Tribal Coordinator has one person go out 2-3 times a week and check to insure that the fence is hot.*

**8o.** As directed by the Refuge Manager, apply herbicide on approx. 300 acres annually, utilizing ground application equipment, to control invasive weeds.

*Skip Palmer accomplished this task and gave the final report to Bill West.*

**8p.** As directed by the Refuge Manager, mechanically control invasive weeds on approximately 40 acres.

*TJ Haynes mowed 40 acres at Johnson's WPA.*

**8q.** As directed by the Refuge Manager for habitat management purposes, till or otherwise prepare lands for seeding in the physical area covered by this AFA.

**\*\*This activity is not required for calendar year 2005.**

**8r.** Manipulate water levels using water control structures in the physical area covered by this AFA, including WPA's, Ninepipe NWR Pablo NWR and Ducks Unlimited Units. *Sherry Clairmont worked in coordination with the BIA Irrigation Project and Bill West to fill WPA's when there was excess water. Skip Palmer cleaned ditches to WPA's.*

**8s.** Develop and maintain springs, tanks and other water sources at NBR for bison use. *Maintenance Staff cleaned existing tanks. No other springs or water sources were developed in 2005.*

**8t.** Assist with an annual public horseback trail ride. *Sherry, Darren, Skip and Nancy rode at the Back Country Public Horseback NBR Ride.*

**8u.** Assist with 2-way radio system maintenance and testing.

**\*\*This activity is not required for calendar year 2005.**

**8v.** Ensure that all trails and fireguards are maintained and are free of debris and low-hanging limbs.

*TJ Haynes, Tom McClure sawed limbs and cleaned trails in May and June, 2005.*

**8w.** Ensure that all signs are in good repair and are maintained or replaced as needed. *Initial signs were repaired by Skip Palmer and Sherry Clairmont. Then the work was done by CSKT Maintenance Staff on an as needed basis.*

**8x.** Bury carcasses sampled for disease testing as designated by Refuge Manager. *Bison and elk carcasses were buried on an as needed basis. Skip Palmer and TJ Haynes were the employees that ran the backhoe.*

**8y.** Assist Refuge Manager with removing from the physical area covered by this AFA, dead ungulates and other live or dead wildlife.

*Dead ungulates and other live or dead wildlife were removed on an as needed basis by CSKT Staff.*

**8z.** Cut, pile or remove trees for habitat improvement.

*No cutting, piling or removing trees were done in calendar year 2005.*

**8aa.** Visually monitor and orally report to the Refuge Manager visitor activities in the Day Use Area.

**\*\*Temporarily removed from final AFA Attachment A for clarification.**

## **E Visitor Services**

### **E1 Public Contact and Safety**

**1a.** During the hours designated by the Refuge Manager, staff the Visitor Center (VC). At all times during those hours, at least one member of the VC staff must be certified to administer first aid and CPR, and at least one member of the VC staff must be certified as a first responder.

*CSKT Staff who had CPR/First Aid Cards before August 31, 2005: Lona Boushie, Chelsie Camel, Shannon Clairmont, Sherry Clairmont, Marlin McDonald. CSKT Staff who had CPR/First Aid Cards after August 31, 2005: Sheila Matt, Nancy Schall, Miranda DePoe, TJ Haynes and Carl Espinosa. No CSKT VC Staff was certified as a first responder during the 2005 year.*

**1b.** Receive, and offer assistance to, all persons who enter the VC.  
*This was done on a daily basis by CSKT VC staff.*

**1c.** Courteously provide to all persons who enter the VC and all telephone callers, accurate oral and written information concerning the NBR Complex, the National Wildlife Refuge System, the FWS, and other related topics as approved by the Refuge Manager.

*This was done on a daily basis by CSKT VC staff, if we did not know the answer to any subject we asked the appropriate FWS person.*

**1d.** Coordinate with the Refuge Manager, to ensure that the VC is secured outside working hours.

*Each night if no FWS staff was left then CSKT VC staff locked the VC and programmed the alarm.*

**1e.** Perform radio dispatch in support of all operations of the NBRC.  
*This was done by all CSKT staff on an as needed basis.*

**1f.** In May and June, conduct 2 first aid and CPR training classes for NBRC staff.  
*Only one CPR class was August 31, 2005 with both FWS and CSKT staff.*

**1g.** Inventory first aid and CPR supplies for the NBRC, and recommend to the Refuge Manager appropriate replenishment.

*Carl Espinosa completed the first aid supply inventory on July 21, 2005.*

**1h.** Assist with scheduling school and other environmental education programs for the VC, day use area, and bison roundup.

*VC staff assisted Pat Jamison in scheduling school groups if she was unavailable. If Pat was available all scheduling was directed to Pat.*

**1i.** Assist the Refuge Manager with planning and conducting environmental education workshops and public presentations.

*This was not requested by the Refuge Manager in 2005.*

### **Bury Time Capsule**

**\*\*This activity is not required for calendar year 2005.**

**1j.** During the annual bison roundup at the NBR, provide VC support for visitors including the general public and school groups, etc....

*This was accomplished by Caryn Bowden, Lona Boushie, Jennifer Sansiver and CSKT volunteers.*

**1k.** Upon receiving a visitor report of apparently ill or injured animals, ask for detailed information including species, sex, description and location of animals and immediately report to Refuge Manager.

*Form is filled out and given to FWS Biologist immediately.*

**1l.** Answer all incoming telephone calls to the VC, including, when necessary to assist administrative staff, acting as general receptionist for the call to the NBRC.

**\*\*temporarily removed from final AFA Attachment A for clarification.**

**1m.** Collect and securely manage records and cash card receipts for the payment of fees and the sale of goods.

**\*\*temporarily removed from final AFA Attachment A for clarification.**

**1n.** Collect Federal public use fees and receipts for the sale of Federal Duck Stamps.

**\*\*temporarily removed from final AFA Attachments A for clarification.**

**1o.** Collect sales receipts for, and restock, merchandise offered for sale at the GNHA sales outlet in the VC at the NBR.

**\*\*temporarily removed from final AFA Attachment A for clarification.**

## **2 Information and Education Materials**

**2a.** Maintain the environmental education library at the NBRC.

**\*\*This activity is not required for calendar year 2005.**

**2b.** Maintain and, as needed, resupply environmental education kits and supplies at the NBRC.

*CSKT Staff had put on display the CSKT Fire Management brochure and it was taken down by FWS staff. We maintain educational kits and supplies as needed and requested.*

**2c.** Assist the Refuge Manager with preparing handouts, brochures, displays, and other public information materials.

*VC staff has copied brochures, and prepared handouts as required. We have not been asked to prepare displays or new handouts.*

**2d.** Assist the Refuge Manager with maintaining the Internet Website of the NBR.

**\*\*This activity is not required for calendar year 2005.**

## **3 General Visitor Services**

**3a.** Assist with maintaining and expanding, in both physical and electronic form, the existing photo file at the NBR, including entry into an established FWS photo library database.

*We have not been asked by FWS to accomplish this task. I will assign Nancy Schall this duty for 2006.*

**3b.** Assist with preparing grant applications to enhance VC program activities.

**\*\*Activity is not required for calendar year 2005.**

**3c.** As directed by the Refuge Manager, in the absence of an available FWS Employee and in lieu of other duties, close the auto tour and nature trails, and as necessary, assist remaining visitors; remove litter, and inform the Refuge Manager of any unusual conditions.

*The Tribal Coordinator closed the auto tour one night in August. I had VC Staff walk through the day use area 2-3 times a week and remove trash in the Day Use Area.*

**3d.** Clean the VC public restrooms daily between May 1- October 1.

*CSKT VC staff cleaned as part of their daily tasks.*

**3e.** Assist with general data entry as prioritized by the Refuge Manager.

**\*\*This activity is not required for calendar year 2005.**

**3f.** Daily and as needed, inspect and, as necessary, spot clean the NBR VC and office, including dusting and maintaining displays, etc...

*CSKT VC staff cleaned as part of their daily tasks inside the VC. Displays were dusted prior to the opening of the VC and the Bison display was dusted again in October.*

**3g.** Setup and remove facilities used for special events authorized by the Refuge Manager.

*To the best of my knowledge we were not asked to setup or remove any special events outside the theater in the VC. The VC staff completed all tasks on setup and removal for special events in the theater.*

**3h.** Assist with maintaining sales and inventory for the GNHA.

**\*\*temporarily removed from final AFA Attachment A for clarification.**



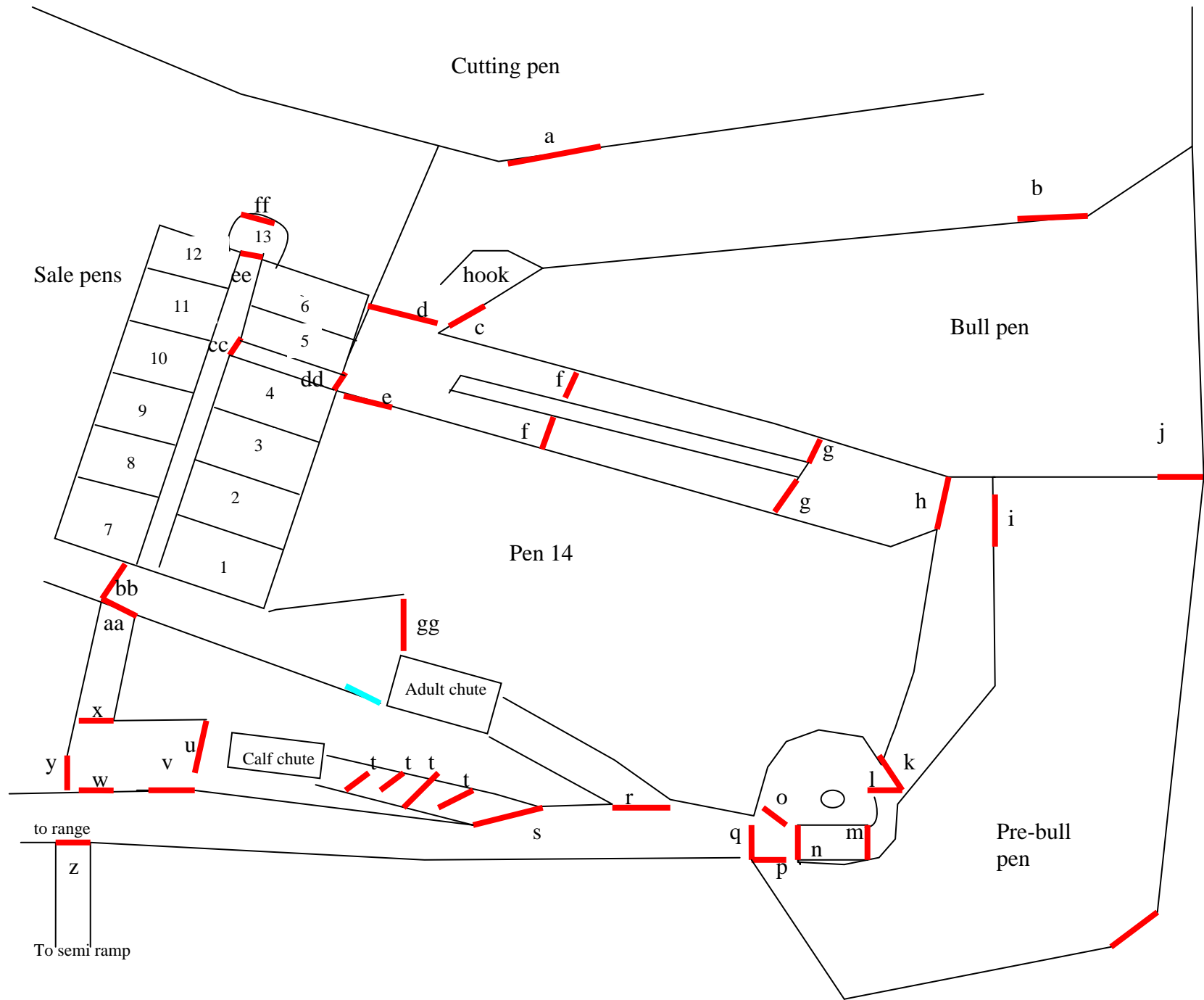
## Appendix D: NBRC Roundup Plan – CY 2005

# Roundup 2005

CSKT Responsibilities  
and Instructions

This roundup plan is a supplement to the Annual Work Plan for CY 2005 and details for pre-roundup, roundup and post-roundup responsibilities are detailed in the Annual Work Plan in the Biology, Maintenance and Visitor Services sections.

General Overview National Bison Range Corral System – Gates in red, people gates in blue

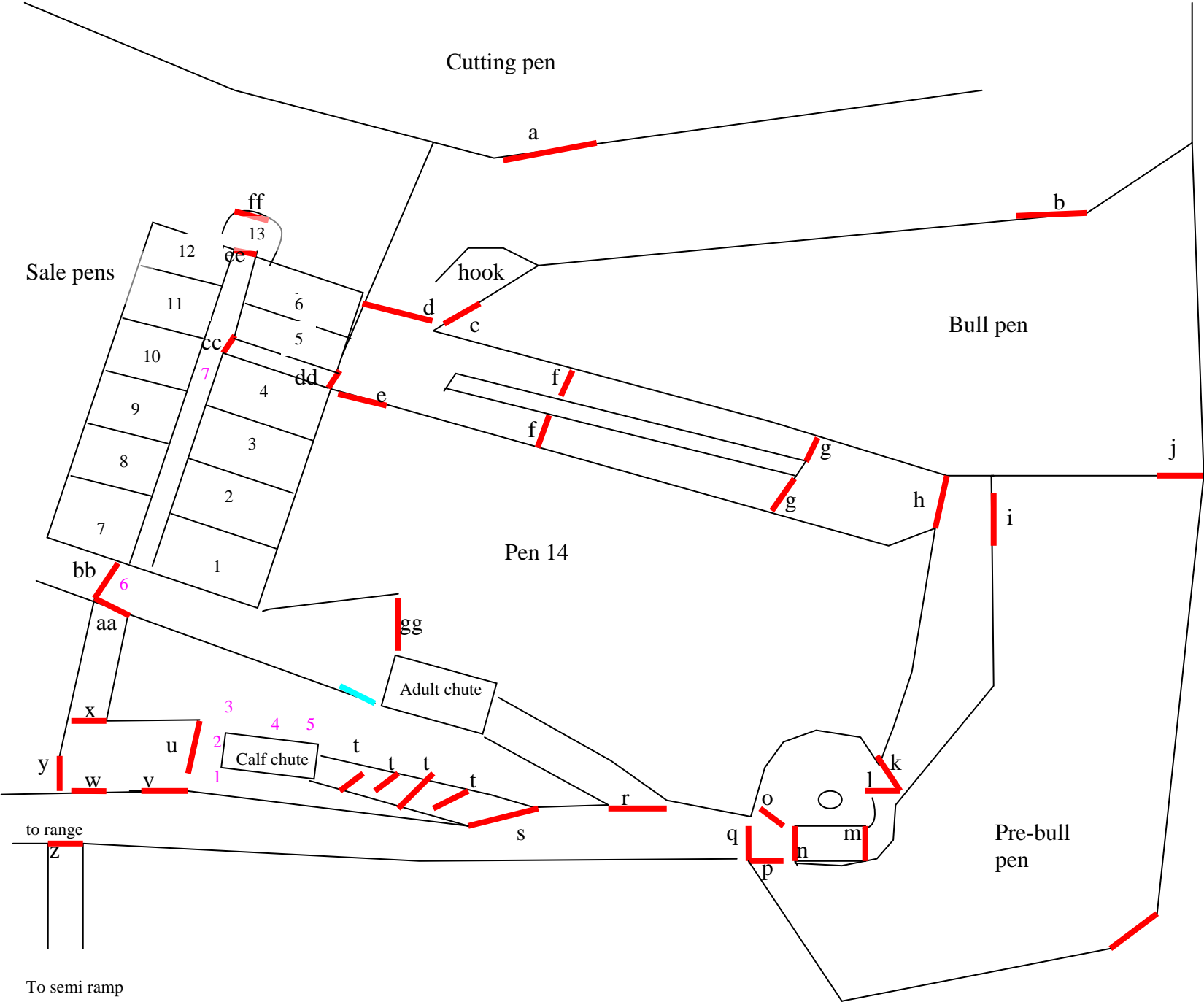


National Bison Range Roundup -- see corresponding numbers in pink on attached map for stations

#### Biology and Other Staff

1. Bleeds animals and inserts metal eartags at calf chute.
2. Inserts microchips at calf chute, and also at adult chute as needed.
3. Runs laptop at calf chute.
4. Bleeds animals at adult chute, may assist calf chute guillotine gates (t) as available.
5. Assist adult chute bleeder, labels blood tubes, assists calf chute with guillotine gates (t).
6. Adult chute exit gates (aa, bb) to range or sale pens, as directed by Biologist at adult chute.
7. Uses a can pole to move bison to correct sale pen and operates sale pen gates (gate at entrance to each sale pen not shown on schematic, also includes operation of gates cc, dd, and ee).

National Bison Range Corral System – Biology Staff



## National Bison Range Roundup

General and Maintenance Staff – [see corresponding numbers in pink on attached map for stations](#)

Prior to roundup, maintenance staff should ensure that the corral parking area is mowed and watered down, the slaughterhouse is thoroughly cleaned for food service station, mow the hill along the fenceline for the student area (see Visitor Services map for specific location), clean and pump out the 2 toilets as needed, renting porta potties (including an accessible one), set up picnic tables and trash can, set up grill, set up media camouflage fabric on catwalk, and bug bomb the buildings, including the hide house theater.

1. 8 riders, 4 at a time, generally split into AM and PM shifts. Riders are also stationed throughout the corral system while animals are being handled. Riders are not specified on the Corral System schematic, as riders perform other tasks during animal handling.
2. Closes gate d as bison enter corral system. Also works with can pole on catwalks at gates f and g in system.
3. Works end of catwalk to sort bison into split alleyways and directs other staff at that end of the corral system.
4. Assist staff member #3, and runs gates f. Also runs a can pole between gates f and g in system.
5. Runs gates g in system with a can pole.
6. Runs gate h, runs can pole between h and entrance to round pen (or tub), gate k.
7. Runs can pole to help staff #6.
8. Runs gate k into the round pen (or tub).
9. Runs gate into scale alleyway, l.
10. Uses a can pole to guide bison into scale alleyway and reads brands, may use a hotshot if necessary.
11. Runs rear scale gate (m) and helps read brands.
12. Run gate out of round pen (o) into the backtag pen. Runs exit from the scale (head of scale gate n). Runs gate into pre-bull pen (p).
13. Runs gate out of backtag pen(q) into alley leading to chutes.
14. Helps move animals from backtag pen into alley leading to chutes, runs gates at both adult and calf chute entrances (gates r and s), may use a hotshot if necessary.
15. Runs the adult squeeze chute, uses nose tongs to pull head around if needed, reads backtag and metal eartags out loud for laptop operator, inserts metal eartags into adult animals as needed.
16. Assists adult squeeze operator by moving bison into chute and also assists with calf chute guillotine gates (t). May use a hotshot if necessary.
17. Holds head at calf chute, runs crash gate in front of calf chute (u) and operates calf squeeze, may use hotshot if necessary.
18. Brands calves, including clipping and vacuuming hair.
19. In the barrel to help direct bison into the scale, may use a hotshot if necessary.
20. Floats between round pen/tub area back to gate h with a can pole as needed.
21. Applies backtag on left side of bison.

*(General and Maintenance Staff, cont'd)*

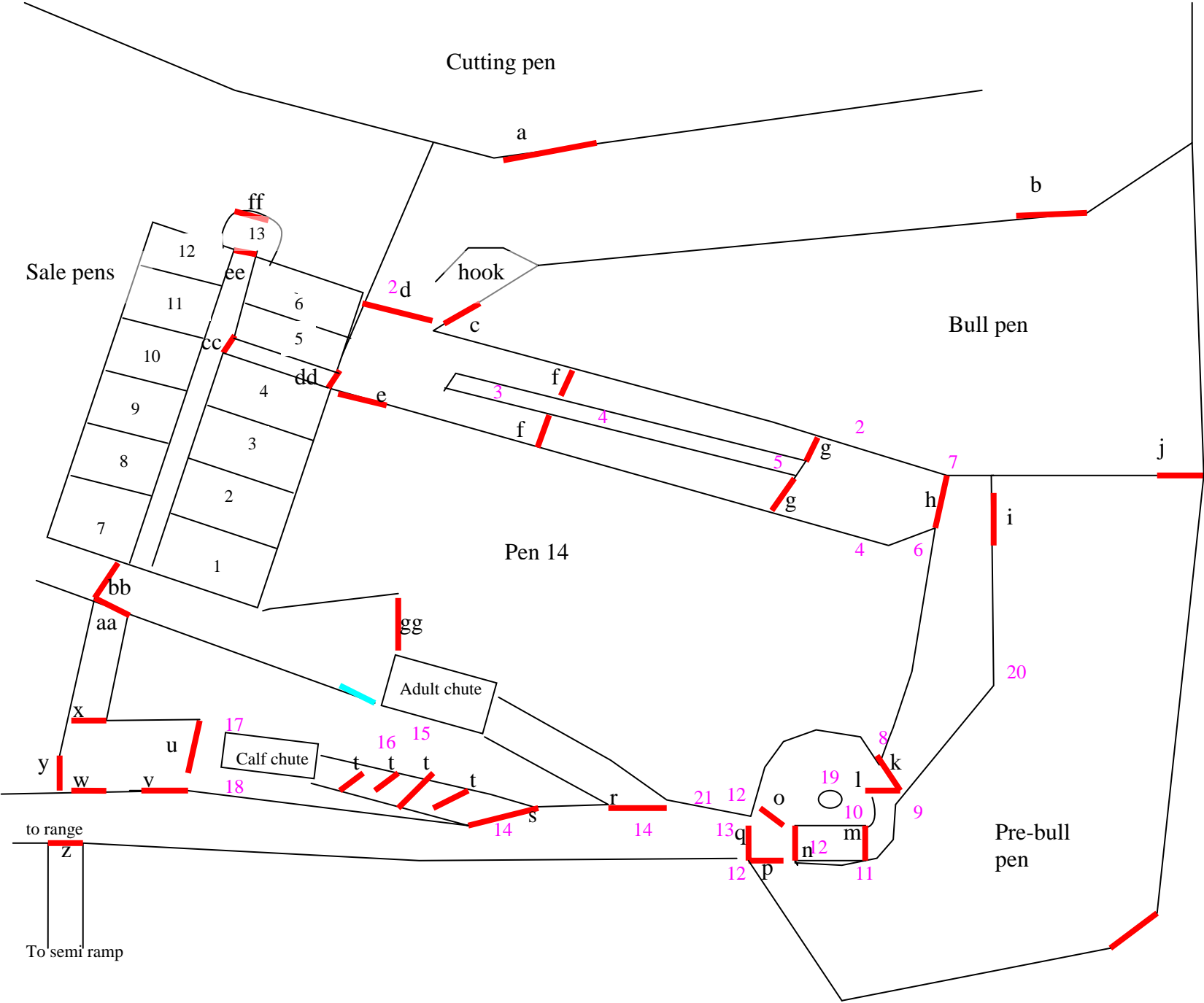
After animals are processed through the chutes for the day, all animals in sale pens must be fed and watered.

Riders must take care of horses, including feed and water at the end of a ride shift.

After roundup is complete, maintenance staff transports bison from sale pens to transfer station as directed by Refuge Manager using all gates in corral system identifies in schematic and sale pen gates.



National Bison Range Corral System – General and Maintenance Staff



## **National Bison Range Roundup – Visitor Services**

### **ROUNDUP PUBLIC USE STATIONS AND GENERAL INFORMATION**

While just about 450-500 bison go through the corral system once a year at roundup, up to 3,500 visitors stop by over the two days, with 1,200 of these being students and teachers. Public use staff are essential for a smooth-running public viewing event.

The biggest organizational need is with school groups. There is limited space in the visitor center and for bus parking at the corrals. Schools need to keep on their pre-set schedule. Usually they are scheduled to be in the center for ½ hour and at the corrals for 1 to 1 ½ hours (some longer if they plan to eat with the PTA). This schedule will be available at the visitor center and the corrals.

Teachers have a wide range of expectations for roundup. Some come with activities and worksheets and students are quite busy while they are here (one high school group even has to interview staff to complete their assignment). Others don't plan to do much more than watch the videos and enjoy observing. Some students spend much of their time watching the work at the corrals; others lose interest more quickly and need to be directed to other activities. Teachers are informed that there is no room at the corrals for playing and that they can go to the picnic area (see attached sheet for alternative activities that are available without scheduling).

Included is a brief description of the work stations needed to help visitors and school groups enjoy roundup in a safe and educational way. Past schedules have had personnel staff a station for half a day, then move on to a new station so that all can enjoy roundup and not get burned out at any one particular spot. Lunch times for public use staff should be scheduled such that no station is ever left unattended.

Because it is so crowded at the corrals, it is important that staff be easily identifiable so that the public can recognize staff (ie: uniform, patches, etc.). This can be especially important in case of an emergency. In the past, the Mission Ambulance has been on hand, both to help staff and visitors.

Parking for the public is set up in a field to the south of the corrals, which is usually mowed and sometimes watered (depending on conditions) prior to Roundup. Visitors must be directed to where they should park because of the number of people who come to view Roundup. Previously, volunteers have directed visitors to parking from horseback, which makes it easier (faster) for the volunteers to get from place to place and are more easily visible to visitors. However, use of horses is not a requirement.

see corresponding numbers in pink on attached map for stations (the Visitor Center is not indicated on attached schematic map)

1. **Visitor Center** - often the busiest and most hectic place due to limited space. Besides having visitors stop by for directions to the corrals and selling books and postcards, school groups are scheduled into the center to see the 15-minute general Bison Range video. With limited seating, the school groups have to be scheduled tightly. Some groups are big enough they have to "split" with some watching the video and others in the display area or on the grassland trail behind the center (there are some activity boxes for them to borrow), then switching activities. If groups arrive early, they may have to wait before coming inside. If they arrive very late, they may miss the opportunity to see the film. The school group schedule will be posted at the information desk. Give out teacher packets (one folder and poster per class, not just per group). Keep tally of actual numbers of students/teachers that come as well as visitors. There is no entrance fee during Roundup. During Monday and Tuesday of Roundup, a minimum of 3 people should be stationed at the Visitor Center in the morning, with a minimum of two people during the afternoons. At least one Visitor Center worker should be experienced in the operation of the Visitor Center.

2. **Greeting Busses** - parking for busses at the corrals is limited to no more than 7 or 8 at one time. Schools are scheduled into a time slot at the corrals so there will be room. Greet the busses when they arrive, show them how to park against the fence, then escort the students into the Hide House Theater to see a 6-minute video developed by students at KUFM (Montana public TV). Greet the students and go over a few cautionary notes (see safety information attached). Other folks are welcome to see film with students or in between buses (mark down numbers of non-students on tally sheet). This usually slows down after 3 p.m. With the number of schools coming, two school groups may arrive in the same half hour. If there is room, both groups can go in at once. If one group is already in the theater, go onto the bus and do the cautionary talk before taking them to see the short film. This will save time later and keep the students occupied for the short time the film is running. **NOTE:** if a bus arrives just before lunch and there is a run going on, send the class straight to the catwalk and have them view the video later. During Monday and Tuesday of Roundup, there should be a minimum of 2 people at all times working at this station.

3. **The Catwalk** - Make sure there are enough brochures and bison sale information on hand to give out as needed. Talk to visitors, tell them about fence line viewing and video, answer questions about Winter Drive (see attached Question and Answer sheet for most common ones). Caution students against running, playing on catwalk. It is a small catwalk with LOTS of people so it can be very crazy. During Monday of Roundup, there should be a minimum of 2 people at this station in the morning and a minimum of 3 people in the afternoon. During Tuesday of Roundup, a minimum of 2 people are needed at this station all day.

4. **The Fence Line** - this station is up in the grassy area where there is a good side view of the bison coming by. Activities include one or two spotting scopes set up (sometimes there are pronghorn and elk off in the distance), a wildlife mix and match activity (with photos, antlers, furs, etc) and bison skeleton to put together. If there is a long break in the bison handling (due to break down in equipment, etc), do a talk/demonstration to keep the students' attention. Short talks can also be given to groups upon request. It's a good place to interact with students and visitors in a much calmer atmosphere. **Do not leave items alone.** Take all items in to Hide House Theater at night. On Monday of Roundup, a minimum of 3 people should be stationed here all day. On Tuesday of Roundup, a minimum of 3 people should be stationed here in the morning, and a minimum of 2 people in the afternoon.

NATIONAL BISON RANGE ~ ROUNDUP 2004  
SAFETY INFORMATION FOR SCHOOLS AND VISITORS

The annual Bison Roundup is very special. It is an exciting time but it is also extremely busy and crowded. For your enjoyment and your safety, please cover the following points with all students, participants and chaperones planning to attend Roundup before arriving at the Range.

**Do not run or push each other on the catwalks.**

The walks have a good traction surface but would hurt if you fall. People running or engaged in unsafe horseplay will have to leave.

**Do not climb on railings. Do not throw anything into the bison runways.**

We are trying to make this as least traumatic for the animals as possible. And as safe as possible for all involved.

**Bison are dangerous.**

Stay away from fences where there are bison. Do not put your hands or anything else into areas that have bison. Remain in designated viewing areas.

VIEWING AREAS

**Catwalks**      You may go up the stairs or the ramp.

Give preference to people in wheelchairs or who are shorter than you. Please share time along the railing with others.

**What you will see:**

Riders separate out 20 animals at a time and bring them in. They will be sorted, weighed and age branded. Sale animals will be put in pens and the rest will be turned back out onto the Range.

**Fence Line**      Stay behind the double fence area.

Do not go up to the single fence line. This is the bull pen and bulls are dangerous.

**What you will see:**

A good view of the riders bringing in the buffalo. For the safety of the riders, please be quiet during this time. Large bulls are kept in the bull pen. There are some activities available for students and the public.

**Winter Drive** This area is usually open to the public during Roundup.

This scenic drive continues for another 4 miles beyond the Corral area. It is a two-way gravel road with a large turnaround area at the end.

**What you will see:**

The Winter Drive goes by Mission Creek and into Alexander Basin. There may be opportunities to see pronghorn antelope, white-tailed deer and elk along with a variety of birds such as Canada geese, hawks and western meadowlarks. Walking away from vehicles is NOT allowed along the winter drive.

## SCHOOL ACTIVITIES AVAILABLE

### ❑ VISITOR CENTER

Please keep to your scheduled time. Groups will be allowed about 30 minutes for this area. Space is extremely limited and there isn't room for unscheduled groups. If you arrive early, you may spend time in the Picnic Area/Nature Trail or along the Grassland Trail. ***You will not be allowed into the Visitor Center if another group is scheduled and using the facilities. Also, if you arrive too late, you may not have time to view the film or do any activities before the next group is scheduled to arrive.*** There are also flush toilets available as well as book sales and displays.

**Film** - Students arriving will see a 15-minute video about the Bison Range. The theater can fit about 40-50 students at one time. Large groups will be split into sections. Those students not in the film will be scheduled to look at displays and/or take the grassland trail for 15-20 minutes.

**Displays** - These displays can be viewed by school groups. There are informational panels, a short video, a stereographic display and an interactive computer. If you plan to be in this area while waiting for part of your group to view the film, it works better if you have a 15-minute activity planned.

**Grassland Trail** - This short, 1/4-mile trail starts at the Visitor Center and goes through the grassland area. A 15-minute senses activity will be available for use by teachers and their students if they need to wait for part of their group to view the film.

### ❑ CORRAL

Groups will be scheduled for at least an hour at the Corrals. Extra time will be scheduled if you plan to eat with the PTA. If you brought your own lunches, you will be scheduled to eat in the picnic area. ***You will need to keep to the scheduled time as space is limited for bus parking and other groups may be unable to come until your bus is gone.***

**Hide House Theater** - School buses will be met by staff and escorted to the theater to see a 6-minute video about the roundup ("Montana Journal - Home on the Range"). There will also be a brief safety presentation. It is best to do this before going to the catwalks but if timing is appropriate to see staff bringing in the bison, the class will be sent to the catwalk first.

**Catwalk** - This is where students will see the actual Roundup work being performed. This is a very crowded and busy area and no playing will be allowed. If students get bored with this area, they can always go up to the Fence line.

**Fence Line** - There will be staff available with a spotting scope and some binoculars. A few activities, including a matching game and bison skeleton, will be available. Staff will be available to answer questions and/or give a short talk.

### ❑ WINTER DRIVE

This scenic drive continues for another 4 miles beyond the Corral area. It is a two-way gravel road with a large turnaround area at the end. The winter drive goes by Mission Creek and into Alexander Basin. There may be opportunities to see pronghorn antelope, white-tailed deer and elk. If you wish to spend more time at the Refuge, this may be a good activity to plan. ***There is no limit or scheduling problems with this area.*** If you plan to do this prior to your scheduled time at the corrals or the Visitor Center, please keep track of your time so you will arrive at your appointment as scheduled.

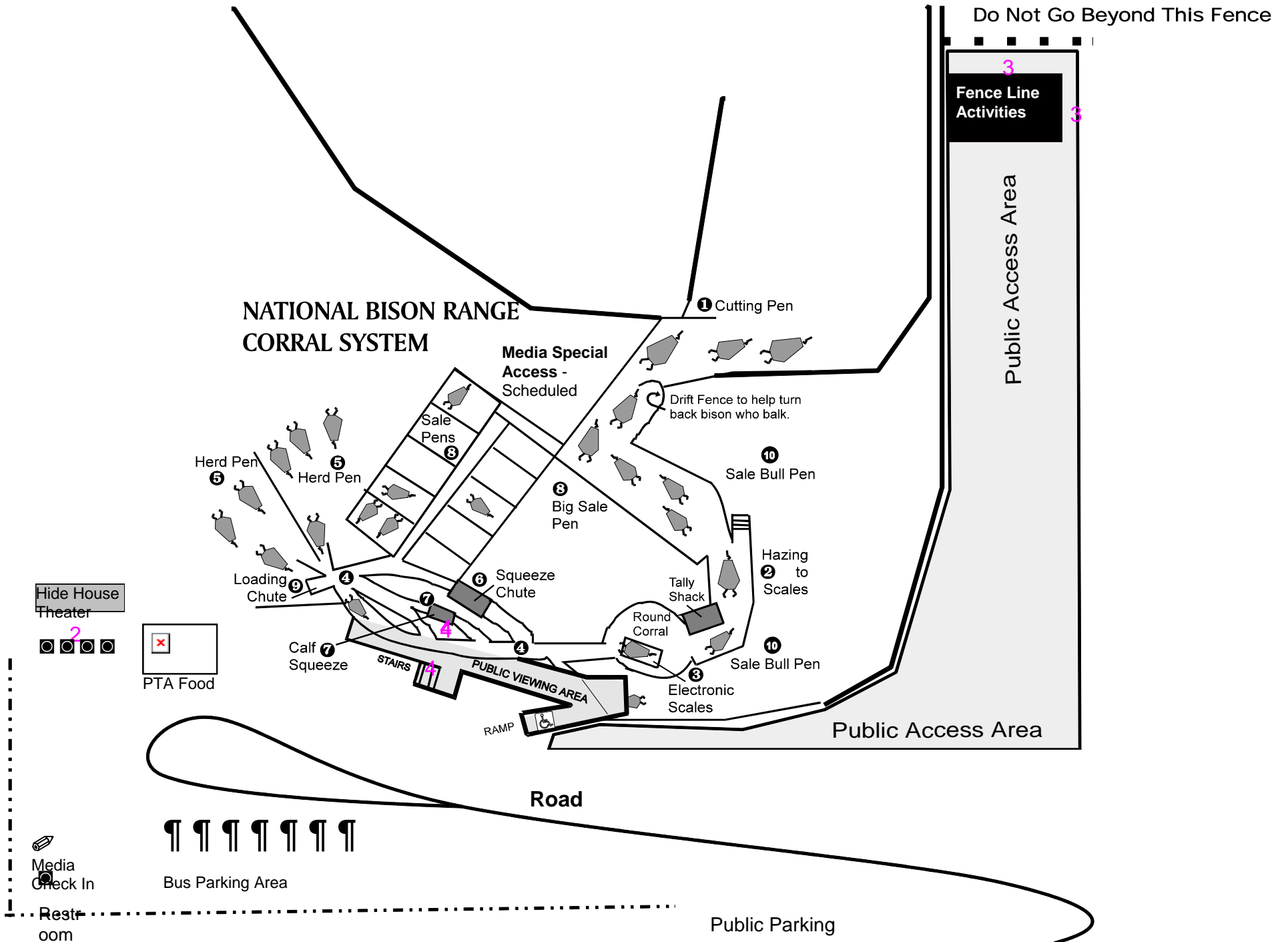
#### ❑ PICNIC AREA/NATURE TRAIL

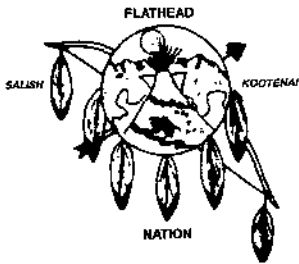
Groups bringing their own lunches will be scheduled to eat at the Picnic Area instead of the Corrals. This will free up the limited bus parking at the Corrals. The picnic area has a large, grassy space and is a good place to play. Do be considerate of other groups.

***Because of limited space and overcrowding, students will not be allowed to play at the Corrals.***

There is also the short Nature Trail which goes around the ponds and along Mission Creek. This is a pleasant place to explore and there are opportunities to see turtles, deer, ducks and other wildlife. ***Please remember that you are on a National Wildlife Refuge and you should not disturb, harass, damage or collect wildlife or vegetation.***

# Media Access Areas





THE CONFEDERATED SALISH AND KOOTENAI TRIBES  
OF THE FLATHEAD NATION

P.O. BOX 278  
Pablo, Montana 59855  
(406) 275-2700  
FAX (406) 275-2806  
www.cskt.org



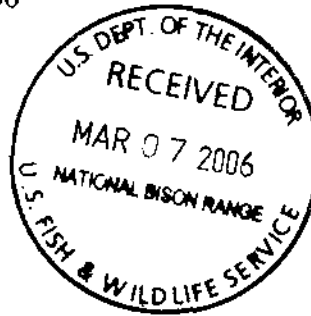
Joseph E. Dupuis - Executive Secretary  
Vern L. Clairmont - Executive Treasurer  
Leon Bourdon - Sergeant-at-arms

**TRIBAL COUNCIL MEMBERS:**

James Steele, Jr. - Chairman  
Carole Lankford - Vice Chair  
Lloyd D. Irvine - Secretary  
Ron Trahan - Treasurer  
Joe Durglo  
Mike Kenmille  
Steve Lozar  
Jim Malatare  
Reuben A. Mathias  
Sonny Morigeau

March 3, 2006

Mr. Mitch King, Regional Director  
U.S. Fish & Wildlife Service  
P.O. Box 25486  
Denver Federal Center  
Denver, CO 80225-0486



Dear Mr. King,

Enclosed please find the Confederated Salish & Kootenai Tribes' responses to the National Bison Range Complex's Annual Funding Agreement Report for CY 2005. For your convenience, in our response to the Report's Summary, I have highlighted some of the points that most directly relate to CSKT's position that the Report as currently drafted is, at best, highly subjective. We believe that these highlighted portions will best help illustrate our position.

Also enclosed are CSKT staff's responses to the individual program evaluations contained in the Report. While we accept many of the evaluation's findings and will work to improve in those areas, we believe that a number of the findings are inaccurate or incomplete factually and our enclosed responses point these out.

We would appreciate our comments being incorporated into the final CY 2005 Report or, at a minimum, being appended to the Report so that if the Report is circulated to others, CSKT's responses will be included and thus a more complete picture of AFA implementation in CY 2005 may be provided.

We look forward to building upon our recent February 24<sup>th</sup> meeting and improving the partnership we have with FWS at the National Bison Range Complex. Thank you for your consideration of the attached documents.

Sincerely,

Brian Upton  
Tribal Attorney

cc: Steve Kallin

enclosures



## **Response of the Confederated Salish & Kootenai Tribes to the Summary in the National Bison Range Complex's Draft Annual Funding Agreement Report for Calendar Year 2005**

---

The Confederated Salish & Kootenai Tribes (CSKT) has reviewed the National Bison Range Complex's (NBRC) Annual Funding Agreement (AFA) Report for Calendar Year 2005. We were disappointed by the subjective nature of the Report's Summary. The Report recognizes that a number of other Refuges across the country may be interested in this AFA, and CSKT anticipates that the Report is likely to circulate widely outside of the FWS' Denver Regional Office. This would certainly be consistent with our past experience with documents pertaining to the NBRC. Given this, we are concerned that the Report is not an objective assessment of the AFA implementation but rather represents only the viewpoints and assessments of the NBRC. While it is their prerogative to document their viewpoints, if this Report is intended to provide a complete picture of the AFA's implementation, we believe it is severely imbalanced.

Below are some of CSKT's concerns and comments with respect to the Report's Summary - which we expect would be the most widely-read portion of the Report. To prevent confusion when discussing FWS and CSKT staff at the NBRC, this document will refer to the NBRC's FWS employees as "FWS" or "FWS staff".

---

**FWS Report statement:** "A structured and systematic system for CSKT to report accomplishments was not used in CY-2005. . . . Additional CSKT provided [*sic*] communications and documentation of accomplishments would be helpful for future FWS evaluations of CSKT performance." [p. 3 of Summary]

**CSKT response:** CSKT believes that a systematic system for reporting was used in CY 2005. Page 6 of the Report makes clear that "Weekly coordination meetings were usually held with the Tribal Coordinator after she entered on duty July 6, 2005. Additional contact between the Project Leader or Acting Project Leader and the Tribal Coordinator usually occurred daily." This is consistent with the timelines set forth in Section 2.A of Attachment "A" of the AFA.

CSKT is open to discussing and revising the reporting system. Prior to this Report, CSKT had not been advised that the existing system has been inadequate in any way.

**FWS Report statement:** The "Evaluation Summaries" section includes a pie chart dividing up Attachment "A" Activities into four categories of evaluation: "Not Required"; "Fully Successful"; "Needs Improvement"; and "Unsuccessful". [p. 3 of Summary]

**CSKT response:** The pie chart's figures showing CSKT's evaluated Activities are all skewed lower by including the "Not Required" category into the percentages. Assessing CSKT's rates of success should include only those program Activities that CSKT was required to perform in CY 2005 (as was done in the Report's later narratives for each of the program activities). By including the 22% of Activities that were not supposed to be performed, it makes CSKT's successful evaluations appear to be only 41% when they actually consist of 53% of all the

Activities that were to be performed in CY 2005. This statistic will undoubtedly be referenced by parties who oppose this AFA, so we feel the statistics should not be manipulated to understate CSKT's performance by including activities that were not to be performed. Not including Activities that were not required to be performed will also increase the percentages of those Activities that FWS found to be "unsuccessful" or "need improvement", so CSKT can not be accused of trying to simply increase the percentage of its Activities that FWS rated as "successful". We simply believe that it is common sense to provide percentages of performance ratings only for those Activities that CSKT was required to perform in CY 2005.

We appreciate that FWS included in the Summary the fact that there was no "weighting" included to reflect priority or relative importance of an activity. In other words, bison Round-up activities are given the same importance as restroom maintenance.

**FWS Report statement:** According to the Report, one of the primary factors contributing to the FWS' assessment of 'unsuccessful' or 'needs improvement' ratings in CSKT's performance of biological Activities was that "Activities [were] not initiated in a timely manner". [p. 4 of Summary]

**CSKT response:** CSKT was often not given equipment, protocols and/or information in a timely manner before biological activities that FWS wanted performed. Although there were a number of situations where CSKT was not provided information or equipment in a timely manner, four examples of this include the following:

1) The Report evaluation, on p. B-19, states that "Two GPS units were made available to CSKT at all times from 5/5/2005." CSKT's Biologist's notes reflect that GPS units were not made available to him as of June 7, 2005. When CSKT's Biologist had inquired about GPS unit availability, he was told by the FWS Biologist that new GPS units had been ordered. On June 15, 2005, one new GPS unit was provided to CSKT's Biologist. At no time prior to that, was CSKT's Biologist told that there was any other GPS unit available to him.

2) To prepare for conducting the migratory waterfowl pair count, CSKT's Biologist had requested from FWS the necessary optical equipment (binoculars, spotting scopes) to train some of his staff for the count. He did not receive this equipment until the afternoon before the pair count was to take place. This resulted in his having to train the staff that same afternoon, when the temperature was at its hottest and birds were seeking cover (making the training and bird identification extremely difficult). CSKT's Biologist completed the pair count within the scheduled timeframe.

3) One day, at around 2:00pm, CSKT maintenance staff had contacted the Coordinator via radio to inform her that bison were being held in the pen, and had been there most of the day. CSKT staff asked if they were to water and feed them. The Coordinator contacted the Project Leader, who confirmed that the bison had to be watered and fed by the end of the day. The Project Leader stated that he had forgotten to contact CSKT to let them know the bison needed to be fed/watered.

4) FWS repeatedly issued requests for CSKT's Biologist to perform necropsies at the end of the workday. In several instances, FWS had been aware of the necropsy need earlier in the day, but did not contact CSKT with the request to perform the necropsy until the end of the day. In at least one of these situations, FWS' belated request resulted in CSKT's biologist working

from 5:30am to 6:30pm - a situation which could have been easily avoided through timely communication by FWS. In all of these cases, CSKT honored the FWS' requests even though they were not timely made.

Other examples are included in CSKT's attached responses to the evaluation portion of the Report.

**FWS Report statement:** The Report lists, as a general factor behind its ratings of CSKT Activities as "unsuccessful" or "needs improvement", CSKT "not having adequate numbers of staff available to work in the visitor center during first 2.5 months of the AFA" [p. 5 of Summary]

**CSKT response:** Visitor Services staffing was initially affected by the volunteer shortage which we continually tried to work out with FWS/DOI. Volunteers had been repeatedly misinformed over preceding months by FWS representatives about liability exposure and, from what CSKT has been told by some volunteers, at least some volunteers were discouraged from assisting CSKT. CSKT provided a number of new volunteers to the program to make up for this.

For some of the positions contracted under the AFA, CSKT was unable to initiate the hiring process until after the AFA became effective. This was due to FWS not providing CSKT with final information on some FWS employee's options, under Section 11.E of the AFA, until around the time that the AFA became effective on March 15, 2005.

**FWS Report statement:** "FWS was not informed in advance of new staff entering on duty, which prevented their timely training." [p. 5 of Summary]

**CSKT response:** CSKT had its staff, who had already been trained by FWS, train CSKT's new staff. FWS never indicated to us that it wanted to provide additional training for any new staff or volunteers which CSKT provided for the Visitors Center. FWS criticizes CSKT for insufficient advance notice on this issue, while FWS routinely requested CSKT performance of activities with little or no advance notice (examples given above).

**FWS Report statement:** CSKT volunteers at roundup were "inadequately prepared." [p. 5 of Summary]

**CSKT response:** CSKT provided 59 volunteers for the Round-Up, and they handled their duties very well. The Report evaluation, on p. B-97, states that "[n]o CSKT staff were on the catwalk during the lunch break for bison handlers on Monday". In fact, CSKT did have workers present on the Cat Walk to answer any questions during the lunch break on Monday. That portion of the evaluation also stated that there were not staff to assist visitors at the Hide House Theater after 2:00pm on Tuesday. This was because, on that day, a CSKT staffer had asked FWS' Outdoor Recreation Supervisor if she could close the Hide House Theater at 2:00pm that day because all of the school groups were gone and, with the poor weather conditions, no other visitors were coming to the theater. Her request was granted by the Outdoor Recreation Supervisor.

**FWS Report statement:** The Annual Work Plan (AWP) “was not the only source of information or means of communication used to prepare CSKT to perform their responsibilities.” [p. 6 of Summary]

**CSKT response:** In fact, there were multiple times when FWS personnel refused to discuss how they had historically conducted an activity and CSKT was simply referred to the AWP with no further discussion. We addressed this at our February 24, 2006 meeting and hope to have more cooperation from FWS personnel in the future.

**FWS Report statement:** “FWS helped prepare CSKT for their Annual Bison Roundup responsibilities in a number of ways.” [p. 6 of Summary]

**CSKT response:** According to the Report, one of the ways that FWS helped prepare CSKT was by providing a “detailed plan” identifying roles for FWS and CSKT staff. The “detailed plan” is included in Appendix D of the Report and speaks for itself in terms of how much value it provided for persons who were told that they would be primarily responsible for the Round-Up. It is around a dozen pages long, and a number of those pages consist of maps/schematics. While it is useful, it in no way takes the place of on-the-ground training.

The Report states that the second way FWS helped CSKT prepare was by showing them a personal video of the previous year’s Round-Up. While CSKT appreciated Steve Kallin’s personal video of Steve Kallin, which was taken during his first Round-Up in 2004, it was not a substitute for the fuller cooperation and discussion CSKT had hoped to have with FWS staff in the weeks and months leading up to the Round-Up.

The third and final means of FWS assistance mentioned in the Report was the “mini-Roundup”, which was not fully attended by FWS staff. While it was the most useful of the preparation assistance recited by FWS, it was only around three hours long.

Ultimately, the Round-Up was highly successful, and a number of past FWS volunteers who worked with us told us it was the best Round-Up they had seen. We are proud of this, but we were disappointed that there was not a higher level of cooperation and partnership exhibited by FWS staff in the weeks leading up to the Round-Up. We are also disappointed that the Report’s Summary does not discuss at all the performance by CSKT at the Round-Up. The Report makes pains to discuss the “exceptional level of professionalism” exhibited by FWS staff (p. 10), as well as the “extra effort” expended by FWS staff to implement the AFA (p. 10). No similar recognition is provided to the efforts by CSKT to accomplish the AFA.

**FWS Report statement:** “Prior to AFA implementation, CSKT requested that all communications from CSKT staff flow through the Tribal Coordinator to the Project Leader . . . and vice versa.” [p. 6 of Summary]

**CSKT response:** The Report is incorrect. CSKT never requested that “all” communications from CSKT staff flow through the Coordinator, nor was there a time when such a communication restriction was practiced by FWS and CSKT staff (see FWS’ own statement on page 7 of the Summary, recited below, that staff to staff communications occurred). There was a mutual understanding that direction to staff was to proceed through the channels identified by FWS in the Report, which is consistent with Section 7.A of the AFA.

**FWS Report statement:** “Staff to staff communications [between FWS and CSKT] still occurred for orientation, training, instruction and answering questions about how to accomplish field tasks.” [p. 7 of Summary]

**CSKT response:** While this is true to an extent, the Report does not mention that there were numerous occasions when FWS staff refused to answer CSKT questions about past practices in conducting various activities. If this is to be an accurate and objective report, and if it is to accurately portray some of the challenges that faced CSKT and FWS staffs during the first season of implementing the AFA, the report should acknowledge those situations rather than simply recite FWS opinions about CSKT not communicating with FWS.

**FWS Report statement:** “The CSKT Natural Resources Department Head stated during a February 7, 2006 coordination meeting, that CSKT believed the FWS Regional Office directed the NBRC’s FWS staff to withhold information essential to CSKT’s successful implementation of the AFA. . . . Those concerns were then expressed directly to the Department of the Interior, without notification of any FWS representative.” [p. 7 of Summary]

**CSKT response:** Based on comments made to CSKT staff by FWS staff during the summer of 2005, CSKT had reason to believe that direction was being given by the FWS Regional Office in Denver to not cooperate with CSKT staff in implementing the AFA. Since CSKT had experienced past resistance to the AFA from some individuals in the FWS Regional Office, the Tribal Council directed that CSKT staff at the Bison Range just continue to do their work as best they can and CSKT officials would try to address the cooperation issue with Interior officials in Washington. That CSKT effort led to the February 24, 2006 meeting at the Bison Range where FWS and CSKT officials and staff discussed those cooperation issues and made plans to resolve them.

The Report does not mention that these cooperation issues were raised by the CSKT Natural Resources Department Head with the Bison Range Project Leader during a December 2, 2005 meeting in Pablo, nor does the Report mention that it was at this meeting that the issue of FWS Regional direction to not cooperate with CSKT staff was first raised with the NBRC Project Leader. Given that the Report criticizes CSKT for not communicating with FWS, it is important for the Report’s readers to be given accurate information as to when communications actually first occurred.

**FWS Report statement:** The Report includes a statement that “no one in the FWS has ever given the NBRC Project Leader instructions to withhold any information necessary for CSKT to complete Activities identified in the AFA.” [p. 7 of Summary]

**CSKT response:** Whether or not the Project Leader was given such “instructions”, the fact remains that CSKT was repeatedly told by FWS’ NBRC staff that they were not to share information with us due to their understanding that there was to be a “fair implementation” of the AFA - which they understood to mean that they could not discuss past practices with CSKT staff.

**FWS Report statement:** The Report includes a statement that “the FWS NBRC staff . . . always encouraged CSKT to ask questions on any subject.” [p. 7 of Summary]

**CSKT response:** Our experience contradicts this statement. While some FWS staff were more helpful than others, there were numerous occasions where FWS staff refused to respond to CSKT’s questions. In one startling incident, the FWS Biologist had provided tips to CSKT staff in waterfowl identification and she later told the CSKT Biologist and other staff that she had been criticized by FWS staff for providing that assistance. CSKT was disappointed and surprised that this type of simple cooperation - particularly during a time of transition - would result in problems for an FWS employee.

**FWS Report statement:** The Report references “[t]he February 7, 2006 discovery [by FWS] that CSKT purposely did not fully communicate concerns to the FWS NBRC, shows this assumption was incorrect.” [p. 7 of Summary]

**CSKT response:** Again, the Report portrays this “discovery” as first being raised during a February 7, 2006 meeting, when CSKT actually first brought it to the Project Leader’s attention during a December 2, 2005 meeting [confirmed by staff notes]. This discrepancy in dates makes it appear, whether intentionally or unintentionally, as if CSKT had raised the issue much later than it actually did.

**FWS Report statement:** P. 7 - “In essence, the FWS NBRC staff was unknowingly operating under a system of ‘one-way’ communications.” [p. 7 of Summary]

**CSKT response:** This statement has no basis other than the fact that there was one instance where CSKT chose to address the cooperation difficulties with FWS staff directly with Interior officials. Up to that point, CSKT had had little success in trying to resolve issues at the FWS Regional level and, based on comments from FWS staff, we believed that the cooperation problems stemmed, at least in part, from Regional direction. Indeed, when we raised this issue with the Project Leader during our December 2, 2005 meeting, he categorically denied that either he or the Regional Office had ever “instructed” FWS staff not to assist or cooperate with CSKT staff. The Report’s recommendation that “CSKT communicate openly and often with NBRC staff” is ironic given CSKT’s repeated, and unsuccessful, attempts to do just that. In order to be a balanced assessment of the AFA implementation, the Report should document CSKT’s communications experiences in the field. Without CSKT’s experiences under the AFA included, the document will be of limited value in accurately portraying the difficulties and successes of the AFA.

In addition, given the repeated FWS staff refusal to respond to CSKT inquiries (as well as the last minute nature of many FWS directives), and given CSKT’s consistent efforts to discuss Activity issues and past practices with FWS staff, we strongly disagree with the Report’s statement that FWS staff were operating under “a system” of “one-way communications”.

**FWS Report statement:** “A tremendous amount of FWS staff time, effort and energy was diverted away from normal NBRC management, in order to implement the AFA in CY-2005.” [p. 8 of Summary]

**CSKT response:** This statement is perhaps an unfortunate indicator of the NBRC's view of the AFA. The AFA was envisioned and intended by both parties to establish a partnership in operating the NBRC. Contrary to this statement in the Report, FWS and Interior officials have repeatedly recognized that this AFA can bring numerous resources and assets to the Bison Range - as CSKT has done throughout the past in our many cooperative activities with NBRC and FWS staff.

After the statement above, the Report lists twenty activities which "either were not attempted, or received inadequate FWS attention, due to AFA implementation efforts." The list includes such things as staff performance evaluations, building tribal partnerships to protect at-risk/high-value habitat, replacing the shop roof, and reprinting brochures.

While it is unfortunate that the Report characterizes the AFA as diverting FWS energy away from normal NBRC management, it is difficult for CSKT to accept that this AFA, in which CSKT contracts the lion's share of day-to-day activities at the NBRC, is directly responsible for the FWS being unable to complete staff evaluations, etc. This section of the Report seems to convey the message that AFA's will have the result of diverting resources from Refuge operations when actually the opposite is true - additional resources are being brought to the Refuge. As a result of the AFA, CSKT provided hundreds of volunteer hours to the Bison Range, even prior to the Round-Up. Most of these volunteers are year-round community members who previously were an untapped resource for the Bison Range.

**FWS Report statement:** Going well beyond an evaluation of CSKT's performance under the Annual Funding Agreement, the Report lists a number of "unique challenges" presented by an AFA. [p. 9 of Summary]

**CSKT response:** The first "challenge" listed is the "loss" of FWS volunteer contact. The Report states that, since many of the Activities which were formerly completed by FWS with volunteer assistance are now the responsibility of CSKT, "[o]pportunities for the public to volunteer for the FWS have been dramatically reduced, with the number of FWS volunteer hours dropping approximately 84% in the first year of the AFA." The Report does not take into account, or otherwise report, the number of CSKT volunteer hours that were gained by the NBRC as a result of the AFA. Nor does the Report explain why there should not be a reduction of FWS volunteers if most of the activities with which they had historically assisted are now performed by CSKT. CSKT repeatedly expressed willingness to contact past FWS volunteers and invite them to continue to volunteer. CSKT did just this to the best of its ability, and was successful in attracting a number of historical (as well as new) volunteers to assist with the 2005 Bison Round-Up.

CSKT is puzzled by the Report's statement that the "challenge to the NBRC will be to replace the many benefits provided by an active volunteer program." As the Report states, most of those benefits had accrued to the Activities now performed by CSKT, and for which we continue to utilize volunteers, including historical FWS volunteers. From the resource perspective, it should not matter for whom people are volunteering - CSKT or FWS. The important point is that volunteers should be welcomed and encouraged. CSKT heard from more than one volunteer during Round-Up that they had been discouraged by FWS personnel from

volunteering with CSKT to perform Round-Up activities. We hope that, after our February 24<sup>th</sup> meeting addressing cooperation issues, we will no longer hear such reports.

**FWS Report statement:** The Report expresses unspecified concerns about heavy equipment operation. The Report states that FWS “has specific training and certification requirements to ensure operators have the skills and experience to safely and effectively operate equipment”, while the AFA “only” requires CSKT to provide operators that “in their opinion” have sufficient skills and knowledge” to perform the duties. [p. 10 of Summary]

**CSKT response:** At no time prior to this Report has FWS raised any concerns with CSKT about heavy equipment. The Report insinuates that there is cause for discomfort about employee and equipment safety due to lack of proper safeguards or training requirements. However, the AFA requires CSKT to comply with “all applicable Operational Standards.” (see Section 8.B of the AFA). The AFA defines “Operational Standards” to include a requirement of a law, regulation, written policy, approved written plan or other published FWS standard. As such, CSKT must comply with any such standards that FWS has with respect to operation of heavy equipment.

CSKT points out that the AFA specifically provides, in Section 7.E (“Safety”), that “[n]othing in this Agreement shall be interpreted as restricting the authority of either the Refuge Manager or the Coordinator to take immediate steps to address any safety concerns.” CSKT has never been informed by the Project Leader (also called the “Refuge Manager”) that he has any safety concerns with heavy equipment operation by CSKT. More importantly, it does not seem that any such concerns were relayed by the Project Leader to FWS staff, given that on at least one occasion, an FWS staffer walked away from a CSKT staffer when asked if there was anything the CSKT staffer should know about the road grader before operating it.

**FWS Report statement:** Under the heading of “Staff Relations”, the Report states that the “FWS staff have readily expended extra effort to provide any new information, training and assistance necessary to help CSKT assume their new responsibilities.” [p. 10 of Summary]

**CSKT response:** The Report does not reflect the repeated refusal by FWS staff to provide requested information to CSKT staff, including basic information on past practices. While the Report characterizes FWS staff as going out of their way to help CSKT assume their new responsibilities, this was not always CSKT’s experience on the ground.

**FWS Report statement:** The Report makes a cryptic statement that “[t]hese unique circumstances created by this operational AFA make it difficult for the NBRC to fully contribute to the mission of the National Wildlife Refuge System.” [p. 10 of Summary]

**CSKT response:** CSKT does not share this negative assessment. We believe that, in a cooperative environment, the AFA creates new opportunities for FWS staff to fully realize the mission of the National Wildlife Refuge System. If the Report is to include this type of statement, it should fully explain exactly how the AFA prevents the NBRC from “fully contributing” to the mission of the NWRS. That way, third parties who read the Report will better be able to assess for themselves whether such a statement is warranted.



A number of items resulted from the AFA but were unfortunately not addressed in the Report's summary. Their inclusion would create a more balanced document. Examples of such items include:

- CSKT infused a number of new volunteers into the NBRC, directly addressing FWS concerns about loss of volunteers (such loss being, in CSKT's opinion, at least partially due to misinformation and discouragement on the part of FWS);
- the 2005 Bison Round-Up resulted in fewer injured animals than normal and more bison had passed through the chutes than in previous years. It was also attended by more visitors than in recent years
- CSKT instituting improved cash handling procedures at the NBRC Visitor Center to provide safeguards and accountability;
- CSKT staff and volunteers being able to better respond to visitor questions about Tribal historical and cultural connections to the bison, the Bison Range, and the Flathead Indian Reservation in which the Range is located.

## **Tribal Response to National Bison Range AFA Evaluation – CY 2005**

### **Biological Program**

#### **Activity No. 2.B.1.a. Migratory non-game bird surveys**

These surveys require proficiency in the ability to identify a large number of avian species by both sight and vocalizations. While the CSKT staff involved in most of these surveys had somewhat limited experience in conducting the surveys, he had some past experience. In diverse habitats, such as wetlands, it is possible to over-estimate or under-estimate the species present by vocalizations. While the FWS criticized the CSKT staff for their qualifications and findings, it is also reasonable that the CSKT could question the FWS' data and the qualifications of their staff. No information on past survey results was presented to the CSKT staff, which might have enabled him to consider species present. In any survey effort, availability of past data is useful in assessing mere potential for presence or absence of species. The FWS' criticism of CSKT NRD staff's failure to assist with this task indicates their lack of knowledge of CSKT's existing staff obligations and budget constraints.

#### **Activity No. 2.B.1.b. Migratory non-game bird surveys**

2006 activity. See response above.

#### **Activity No. 2.B.1.c. Migratory non-game bird surveys**

2006 activity. See response above.

#### **Activity No. 2.B.1.d. Migratory non-game bird surveys**

CSKT staff will make every attempt to improve data entry and check for errors and review reports for errors. Increased training opportunities for CSKT staff will also be pursued to the extent possible based upon workloads and funding availability. Additional proficiency with these applications will be attained by simply using these applications.

Additionally, CSKT staff noted that, on several occasions FWS staff's questions and requests were often vague and unclear, and FWS staff seemed to have little patience for further questions and provided only basic information. CSKT staff's requests for feedback from FWS resulted in lack of direct responses due to FWS statements that they were not allowed under the AFA to assist or direct CSKT staff.

#### **Activity No. 2.B.2.a Waterfowl pair counts**

CSKT staff was required to utilize minimally-trained maintenance staff to assist with this task due to time constraints. These time constraints were due to the huge workload taken on by the CSKT under the AFA and the late date that CSKT staff were hired. Other obligations precluded CSKT Natural Resource staff from assisting with this task. It is interesting to note, however, that when a FWS Biologist attempted to assist CSKT maintenance personnel on waterfowl identification, the FWS Biologist was reprimanded by other FWS staff for doing so. CSKT will provide additional training to their staff on waterfowl identification and will attempt to provide additional Natural Resource staff to the extent possible based upon their own existing workloads and funding availability.

#### **Activity No. 2.B.2.a Waterfowl brood counts**

CSKT staff was required to utilize minimally-trained maintenance staff to assist with this task due to time constraints. These time constraints were due to the huge workload taken on by the CSKT under the AFA and the late date that CSKT staff were hired. Other obligations precluded CSKT Natural Resource staff from assisting with this task. It is interesting to note, however, that when a FWS Biologist attempted to assist CSKT maintenance personnel on waterfowl identification, the FWS Biologist was reprimanded by the Project Manager and FWS Biologist. CSKT will provide additional training to their staff on waterfowl identification and will attempt to provide additional Natural Resource staff to the extent possible based upon their own existing workloads and funding availability.

#### **Activity No. 2.B.2.c Conduct annual aerial waterfowl counts**

No response

#### **Activity No. 2.B.2.d Enter data, prepare preliminary summaries of waterfowl surveys**

CSKT staff will make every attempt to improve data entry and check for errors and review reports for errors.

#### **Activity 2.B.3.a. Coordinate and conduct waterfowl banding**

Banding activities were ceased prior to September 12 due to the fact that bait for trapping waterfowl was completely used by that date. Apparently, the FWS was only allowed to purchase bait once during the season. Because the FWS could not provide the bait, the CSKT staff obtained bait from the local MFWP staff. In

addition, CSKT staff are aware that FWS regulations prohibit baiting at sites on or near public hunting areas. While not a public hunting area, baiting at the banding site could very easily have contributed to over-harvest on an adjacent hunting site. With regard to consultation with the Project Manager, neither the AFA nor the Annual Workplan specifically dictate such consultation. The demands by FWS for additional data and compilations, such as recaptures, are also not included in either the AFA or the Annual Workplan. The consultation can certainly be accomplished, but was not a known requirement in 2005.

With regard to this activity, the CSKT Natural Resources staff has learned that banding at other sites elsewhere in Montana that were a part of the original waterfowl study has been discontinued. If that is the case, CSKT requests clarification as to why the banding project is being continued here on the Reservation. The CSKT will continue to seek clarification from the FWS Migratory Bird Office on this issue.

**Activity No. 2.B.3.b. Enter bird banding data into existing FWS databases. Data must be entered and delivered to FWS by September 20 of AFA FY 2005.**

CSKT staff did not receive the banding database from FWS until only 5 days prior to the FWS due date for the data. The CSKT Biologist requested use of a laptop computer to use during the following weekend from the FWS. The FWS Biologist provided the computer, but did not provide useable passwords. When the CSKT Biologist inquired about the data entry, the FWS Biologist indicated that past data had been entered by a FWS volunteer. When the CSKT Biologist contacted the FWS Biologist with questions, she referred him to the USGS Banding Laboratory website for answers. Review of that website did not provide the necessary answers. When the CSKT Biologist continued to have problems with getting the laptop to work correctly, he discussed the problem with the volunteer, who subsequently volunteered to enter the data. That volunteer was subsequently informed that his assistance to the CSKT Biologist with the data entry was inappropriate. If FWS expects trouble-free and timely data analysis, workable software and password must be provided in a timely fashion. In addition, FWS's restrictions placed upon their volunteer regarding assisting the CSKT Biologist is not a cause for concern.

**Activity 2.B.4.a. Assist contractors with range survey field work**

Contractors and Tribal staff were sufficiently trained to accomplish this task. Few personnel of any agency who are not highly trained botanists will be able to identify all plants at all sites without occasionally consulting keys. Considering the late-season attempt by CSKT staff in finishing the survey, the few plants that were identified as unknown usually had to do more with the lack of identifiable portions left on the plant not lack of knowledge in using a plant identification key. When the CSKT Biologist asked the FWS Biologist about the impending range survey, the

FWS Biologist indicated that completion of the range survey took precedence over the Parker 3-step surveys. As a result, he placed his priority and limited time on the range survey.

Activity 2.B.4.b Collect and maintain data on rare, unique, and unusual vegetation resources in the physical area covered by this AFA, including *Howellia aquatica*.

Activity not required in 2005.

Activity 2.B.4.c In late July through early August, survey and document the presence of *Silene spaldingii*.

Activity not required in 2005.

Activity .B.4.d As designated by the Refuge Manager in the physical area covered by this AFA, conduct pre-and post-treatment vegetation monitoring on thirteen tracts of approximately eighty acres each.

Note only pre-treatment surveys were required in 2005, but no data was collected.

Activity 2.B.4.e In coordination with Refuge Manager, collect habitat condition data for use in drafting habitat management plans for WPAs in Lake County and on the Ninepipe and Pablo NWRs.

Activity not required for 2005.

Activity 2.B.4.f Enter data, prepare preliminary summaries of, and present to FWS for review and approval all data gathered in vegetation surveys, except for data collected in item 2.B.4.a above, range survey contracted with CSKT.

As mentioned in above activity heading, FWS is to review data. If errors were noticed, they should have been brought to CSKT staff member's attention so that mistakes could have been resolved. All of CSKT staff's hard copy data sheets should have date of entry and/or a check mark in either upper corner to verify its' entry into the data base.

Activity 2.B.5.a Determine and document the GPS locations of endangered and threatened species; wild fires; second-growth forest habitat; habitat management practice boundaries; rare, unique and unusual resources; Real Property; utilities; and other natural and man-made features.

Only springs and tank locations were required in 2005.

CSKT located and recorded 10 springs, 42 tanks, and 32 ponds with GPS. This activity had been scheduled on two separate occasions with both CSKT and contracted FWS Maintenance workers, but due to leave issues and subsequent layoffs the activity was not pursued until late in the field season. CSKT staff had notified FWS staff of impending shortfalls in the data due to winter weather, but the FWS showed little concern with this notification.

**Activity 2.B.5.b During June through July, map weed infestation in the physical area covered by this AFA.**

FWS had stated that two GPS units were available from 5/5/2005, but in fact, the GPS units were not made available until 6/15/2005. It should also be mentioned that in 2004 FWS had several teams of two volunteers each to meet their 800-1000 acres of weed mapping. This stresses the amount of work expected of one CSKT employee.

**Activity 2.B.5.c GIS field mapping of biological, management, maintenance, and public use activities, including mapping the location of structures, facilities, and associated with those activities.**

Activity not required in 2005.

**Activity 2.B.6.a Within fifteen days after the close of the herbicide application season, prepare for Refuge Manager approval a draft herbicide application season, including a summary, of herbicide applications by FWS and CSKT in the physical area covered by this AFA during the previous year.**

All herbicide application was administered by a contract FWS staff member or a CSKT Division of Lands applicator, CSKT Biological staff does not have qualifications for herbicide application.

**Activity 2.B.6.b Gather and maintain data on all efforts of the FWS and the CSKT to control invasive plants.**

Activity not required for 2005.

**Activity 2.B.6.c In March, using invasive species GIS distribution maps, identify potential herbicide application projects for the coming field season, including an itemized account of the amount of herbicide required.**

All herbicide application was administered by a contract FWS staff member or a CSKT Division of Lands applicator, CSKT Biological staff does not have qualifications or the credentials for herbicide application.

**Activity 2.B.6.d Document by GIS polygon mapping each application of an herbicide in the physical area covered by this AFA.**

All herbicide application was administered by a contract FWS staff member or a CSKT Division of Lands applicator, CSKT Biological staff does not have qualifications for herbicide application.

**Activity 2.B.6.e As directed by the Refuge Manager, release insects for biological control of invasive plants, using established FWS protocol, monitor and GIS polygon map previously released biological control agents annually.**

No comment on this activity.

**Activity 2.B.7.a During October, coordinate and conduct a big game count on the National Bison Range, and prepare a report, including a summary, of the data.**

As mentioned by FWS report this activity was scheduled on three different occasions and accomplished on 10/24/2005 with the help of 86 volunteers; the data was not a good sample due to heavy fog. This activity was again scheduled by FWS staff at a later date and was successful. The cost of rescheduling transportation alone, not to mention the wages paid to all employees involved in this activity, could be better utilized in more efficient ways.

Several CSKT staff members have voiced concerns about the way this survey has been conducted by FWS. The use of many sometimes briefly-trained volunteers, coupled with the steep terrain and the occasional encounters with both large ungulates and predators, raises potential safety concerns. CSKT has examined the possibility of aerial surveys, but the idea was denied by FWS due to lack of comparable data. If aerial survey techniques were used, along with the past sighting index survey performed on the National Bison Range, a reliable estimate could be achieved at comparable cost.

This big game survey is used as very important tool to help local schools and Universities in their class biology curriculum, and could still be incorporated into the field season as an instructional tool in a much more controlled manner.

**Activity 2.B.7.b During July, conduct a bison production count on the National Bison Range.**

This activity was completed successfully. CSKT did conduct several separate counts in order to verify numbers as suggested by FWS staff, and recommendation was appreciated as a verification tool.

**Activity 2.B.7.c Assist the Refuge Manager with surveillance and monitoring for ungulates symptomatic of health problems or injury by conducting a 3-4 hour cursory visual survey of the bison herd every 2 weeks, to identify sick/injured animals for removal and disease testing. Survey and monitor other ungulate species monthly or as suspect animal reports and sightings dictate.**

All CSKT staff were involved in this activity, and surveillance was conducted whenever bison or large ungulates were encountered. In most cases this was a daily occurrence unless work dictated otherwise.

**Activity 2.B.7.d Assist Refuge Manager with euthanasia and necropsy of ungulates, as necessary for diseased suspects and deaths found in the field, obtaining appropriate samples for required testing and, manage sample storage, handling and shipping, including use of proper biohazard handling and pertinent shipping regulations for diagnostic specimens.**

Assistance was provided on an as needed basis, unless CSKT staff had prior scheduling conflicts with other AFA tasks. Necropsies that are known about at an earlier time in the day should be completed as early as possible to keep animals from having to suffer more than necessary. Each animal's welfare should be the highest priority, even if it is to be euthanized. In addition, by working euthanasia earlier in the day staff members could avoid the heat of afternoon while performing necropsies.

Partial sample recovery was due largely to the age of animal remains, animal tissue tends to soften over time or after freezing making it hard to get all tissue samples wanted for testing. Lack of access to needed equipment sometimes was a factor in sample delays. CSKT now has minimal equipment needed for this job and has made efforts to improve sample collection.

Shipping protocol is something that is learned, and it is easy to assume that if an employee has worked in a testing lab for several years they should know this protocol very well. However, CSKT staff have not had this type of opportunity, so time and repetition will refine these skills.



**Activity 2.B.7.e In October during bison roundup, herd and capture, and handle bison for health monitoring, and removal of surplus ungulates.**

CSKT staff and volunteers agreed that the animal that was improperly pinned with a leg in an un-natural position which could have resulted in a broken leg if the animal had been dealt with in the manner FWS had wanted. As a result, CSKT staff and volunteers did successfully process this animal without further harm unnecessarily being done to the animal. The FWS's reference to a direct refusal by a CSKT employee to take direction from a FWS employee involved this animal. In the estimation of the CSKT Biologist referred to, he used sound judgment in completing the processing despite criticism from the FWS employee. It is certainly possible that his past handling of several species of big game animals in capture operations provided him with that sound judgment.

**Activity 2.B.7.f. In October during bison roundup:**

**(1)Collect bison blood for herd health and genetic monitoring;**

Samples were collected in a timely manner with suggestions from FWS Regional Veterinarian Dr. Tom Roffe. In order to properly handle bison and samples all questions were directed to Dr. Roffe, he was very helpful and did not inform CSKT staff that our questions were a burden to him or his duties during roundup.

**(2)Collect bison hair follicles for genetic monitoring; and...**

Activity was not required in 2005.

**(3)Insert micro-chips in bison calves and appropriate...**

Two CSKT Natural Resources staff indicated that they were informed by the FWS staff on the first day of the operation the FWS personnel could not answer their questions because of the restrictions of the AFA. That staff member also indicated that they were not allowed to discuss the injection process with the microchip manufacturer's representative. It should be noted; however, that the manufacturer's representative was very helpful in instructing the CSKT staff, as was another FWS employee who was volunteering that day because he had not been allowed to do so as a paid FWS employee. CSKT staff followed the manufacturer's representative's instructions since the FWS staff member refused to work with them. The FWS staff member observed their activities during the first day of the operation, but never attempted to correct their injection procedures and never mentioned that they were not completing the injections properly. All microchips were read with the scanner prior to the release of the animals.

Finally, on more than one occasion, the FWS Biologist exhibited very condescending behavior toward the CSKT staff and was heard to raise her voice and make derogatory comments about the CSKT staff.

Activity 2.B.g Assist with removal from the physical area covered by this AFA, live and dead ungulates and other wildlife.

All animals were processed by CSKT staff in professional and timely manner.  
No further comment.

Activity 2.B.7.h. Assist the FWS with outplacement of live surplus wildlife, including collecting and maintaining data concerning the species, gender, age, identity, and number of wildlife removed.

No comment on this activity.

Activity 2.B.8.a Gather and maintain data on proposed and existing actions by parties other than the CSKT in the physical area covered by this AFA, for use in analyzing direct and indirect effects.

Activity not required in 2005.

Activity 2.B.8b Recommend to the Refuge Manager alternatives to avoid or minimize any adverse effects of the actions covered by section 2.B.8.a. of this Attachment A to this AFA.

Activity not required in 2005.

Activity 2.B.9a Collect and maintain data on timber stand health, including effects from insects, disease, drought, and fire. Provide written annual report to FWS.

Activity not required in 2005.

This activity should be provided by personnel trained in Forestry methods.

Activity 2.B.9.b In coordination with Refuge Manager, develop and conduct a surveillance program to detect and monitor disease in non-game bird species, including West Nile Virus.

Activity not required in 2005.

**Activity 2.B.9.c Collect and maintain data on cheatgrass and 3-awn distribution, including GIS mapping. In coordination with Refuge Manager, develop and conduct studies to test management methods to improve cheatgrass and 3-awn dominated habitats, including use of pesticide, fire and native grass seeding.**


**Activity not required in 2005.**

**Note: One of the preparers of this portion of the CSKT response has been employed as a Wildlife Program Manager with the CSKT for 17 years and worked under contract on the Reservation for the previous four years. Over that timeframe, the CSKT/FWS professional working relationship has been a positive one and has been increasing in cooperation until approximately one and one half years ago. Since that time, the working relationship has worsened considerably. It is indeed disappointing that the common goals for the good of the wildlife resources of the Flathead Indian Reservation and the USFWS lands there are being pushed aside because of differences over the AFA. While professional colleagues may on occasion disagree on certain issues, it benefits us as individuals and as professionals to be respectful of each other, and it certainly reflects upon us as wildlife professionals to do so.**

## DIVISION OF FIRE MEMORANDUM

---



TO: **Brian Upton, CSKT Legal Dept.**  
FROM:  Tony Harwood, FMO-Division of Fire  
SUBJECT: Response to 2005 AFA Report  
DATE: March 3, 2006

wp11\md\Bison Range\memo AFAreport response.05

---

Attached is the Division of Fire response to the NBR/CSKT Annual Funding Agreement report for calendar year 2005.

The Division of Fire feels that we had many successes in implementing preparedness and prescribed fire action during the first season under the 2005 AFA. But, many challenges were also presented to our program, particularly in communications, project planning and implementing prescribed fire activities.

I would like to respond to fire and fuels management activity elements in the 2005 AFA Report that were rated as unsuccessful or as needs improvement. Refuge Manager Steve Kallin does mention that many challenges were present to his program in attempting to implement various activities under the AFA. Success in achieving activity accomplishments are the responsibility of both the USFWS/NBR and the Division of Fire.

I would suggest that the AFA Report should also include National Bison Range improvement recommendations for Future AFAs in the Activity Evaluation.

Please contact Ron Swaney or myself if you have questions, or require additional information on the AFA Report responses.

**2005 AFA Activity Report/Evaluation**  
**CSKT-Division of Fire response**  
**T.Harwood/R.Swaney**  
**March 3, 2006**

Activity: 2.C.1.c No. 42

Activity Title:

By February, draft and submit to the Refuge Manager for review and approval the annual prescribed fire plans for the physical area covered by this AFA, including supporting biological and environmental documentation.

Division of Fire Response:

Important deadlines are being missed and work is not being completed on a timely basis. Why does the FWS and NBR require that all AFA activity work be scheduled by the CSKT. Yes, the Division of Fire has missed the burn plan completion date (February) with two plan rewrites. I feel that the Refuge Manager has some responsibility to call the Division of Fire to discuss timelines we may be overlooking. If the two over due plans are important to our combined success, then talk to us about it.

Fire project funding responsibilities, by FWS, also needs further discussion.

Communications needs to be improved between the Refuge Manager and the Division of Fire. The Division of Fire has no problem in calling NBR staff directly on fire issues. The Refuge Manager and staff seem to be reluctant in communicating directly with us. I hope the communication lines will be improved.

Activity: 2.C.1.d No. 43

Activity Title:

Make recommendations to the Refuge Manager for acquisition and repair of equipment and supplies needed for prescribed burns and the suppression of wildfire in the physical area covered by this AFA.

Division of Fire Response:

The Division of Fire is aware that the NBR fire cache was adequately stocked prior to the 2005 AFA. A fully functional fire engine and fire equipment (hose, handtools, bladderbags, etc.) were not present at the National Bison Range when Division of Fire staff conducted cache and fire vehicle inspections in March, 2005.

The old NBR fire engine did not pass a standard inspection and may be considered unsafe for operational use in 2006. This issue needs further discussion.

The Division of Fire will stock the NBR cache with minor fire equipment. A determination needs to be made on who will provide the annual monetary funds to replenish an NBR fire cache. The Division of Fire feels that annual fire suppression equipment and supplies funding should be provided by the USFWS and NBR. Prescribed fire equipment will be provided by the CSKT Division of Fire.

A CSKT person will be assigned cache management duties for 2006.

Activity: 2.C.1.f No. 45

Activity Title:

Provide written recommendations to the Refuge Manager to prevent fire damage to equipment and facilities and improve implementation of prescribed burns and wildfire suppression.

Division of Fire Response:

This activity item can be easily improved. Written recommendations from CSKT-Division of Fire will be forthcoming. Need to define the CSKT Tribal Coordinator role in this process.

Activity: 2.C.2.b No. 49 and 51.

Activity Title:

Conduct prescribed burns in the physical area covered by this AFA in accordance with the station annual fire management plan.

Division of Fire Response:

The Division of Fire feels that adequate staff was assigned to planning and implementation of NBR prescribed fire activities. Many meetings and telephone calls were conducted to discuss differences in burn plan formats and fire use protocols and processes. All staff involved had busy work and travel/training schedules that interfere with timely implementation of required activities. Mr. Kallin has a particularly busy travel schedule that did effect timeliness of burn plan production.

The Division of Fire did start the prescribed fire planning and implementation activities at a late date. This will be corrected in 2006.

No. 49; Kickinghorse WPA.

Both NBR and CSKT-Division of Fire should share in responsibility for the final approval date of this plan. The Kickinghorse WPA burn plan was submitted in early May 2005, but the complexity analysis is still unsigned as of today. A lot of discussion was

necessary in understanding FWS prescribed fire plan requirements which are somewhat different than BIA burn plan policy.

Spring 2005 rainfall conditions were not good for implementation of grass project burns. Our forest restoration projects were greatly impacted by wet spring conditions that did not provide appropriate drying conditions for project burns.

The process and requirements for FWS burn plan format are fully understood by the CSKT fuels staff. This should provide better conditions for approval of 2006 plans.

No. 51; Pauline Piles.

The priorities and need to produce an updated prescribed fire plan was not strongly communicated by NBR. It seemed that fall burning of the Pauline slash piles were an after-thought. The Division of Fire was required to investigate legal issues concerned with essential winter burning on the NBR under CSKT air quality management. This issue was not resolved and needs more discussion. I also understood that Mr. Kallin made a decision to defer burning of the Pauline slash piles (because of the winter burn air quality issue) until spring 2006 at the earliest.

The Division of Fire intends to resolve these issues in 2006.

Activity: 2.C.2.d No. 53

Activity Title:

Maintain & repair all fire equipment, materials, and supplies.

Division of Fire Response:

This activity issue was never communicated to the Division of Fire at any time during the 2005 calendar year. This is also a safety issue because the Division of Fire immediately replaces or repairs defective equipment as required.

The Bison Range staff should have immediately communicated this issue to the Division of Fire Manager or the Wildland Fire Operations Specialist. I consider this a serious safety issue and would request additional FWS/NBR information/explanation on the subject.

The Division of Fire intends to assign responsibility for this activity to a specific person. I would like the Refuge Manager to work with the Division of Fire in improving immediate identification and communications of fire suppression and prescribed fire safety issues.

Activity:        2.C.3.a     No. 54  
                     2.C.3.b     No. 55

Activity Title:

For each prescribed fire and biological objective, conduct pre-burn vegetation monitoring to evaluate the need for habitat manipulation and establish baseline data.

For all prescribed burns and wildfires, conduct post-burn vegetation monitoring to provide data for fire effects analysis for biological objectives and habitat manipulation response. Drawing final conclusions with respect to fire effects analysis shall remain the responsibility of the Refuge Manager.

Division of Fire Response:

Consideration should be given to changing the wording of this activity. I think that we are attempting applied fire effects (with monitoring) instead of habitat manipulation.

We did discuss monitoring requirements for the 2005 prescribed fire projects. Timely direction on pre/post-burn monitoring protocols was not provided by the FWS or NBR management. This issue was complicated by the fact that the CSKT biologist and coordinator positions were not filled until well after the completion of the 60 acre Crow WPA burn. Frankly, the Division of Fire needs more active management direction from the FWS/NBR on this subject.

A Division of Fire will schedule a 2006 fire effects monitoring meeting between Shannon Clairmont, Sheila Matt, Lee Jones, and CT Camel to plan for implementation of pre- and post-burn monitoring implementation.



## **Tribal Response to National Bison Range AFA Evaluation – CY 2005**

### **Maintenance and Visitor Center Programs**

#### **D Maintenance Program**

##### **D1 General Maintenance**

**1a.** Maintain and repair all Available property in the physical area covered by this AFA.

###### **General Vehicle Maintenance**

ATV Maintenance *changed oil, lubed chain, Maint. staff as needed*

Heavy Equipment *grease zerks, changed tractor tire as needed*

Lawnmower *new deck bearing, grease, changed oil as needed*

Chainsaws *sharpen chain, blew out air filter as needed*

Weed Trimmers *blew out air filter*

Welders *did not use*

Firefighting Equipment *already mentioned under Fire Activity.*

**Comments: 3/2/06:** Before I came my staff had no idea how to fill out their supply request forms, no training had been provided on them. We did not always have access to the shop or know where their supplies or tools were. They did not realize they had to do paperwork to show when vehicles, equipment, etc. were serviced, or repaired. On March 1, 2006 Steve Kallin provided combinations to the gas tanks and shop.

**The Tribal Coordinator has come up with an inventory sheet showing when these projects will be completed in the future and who completed them.**

**1b.** Maintain and repair all Real Property in the physical area covered by this AFA.

*This was accomplished using the work order/supply request forms and completed by CSKT Staff when the Refuge Manager provided them to the Tribal Coordinator.*

**Comments: 3/2/06:** Skip Palmer had informed the Tribal Coordinator he had worked on water control structures, and ditch cleaning. The Tribal Coordinator has developed a worksheet that employees will initial and date so in the future we can find out who did the work and when.

**1c.** As applicable, properly store, lock or otherwise secure from theft, damage, or loss all Available Property used by the CSKT in performing the Activities covered by this AFA.

*Personal saddles belonging to CSKT Staff were in tack room locked. Our two car garage was locked nightly. Fencing shop was locked.*

**Comments: 3/2/06:** Even though the hydraulic pole tamper and portable air tank have been in the Tribes possession since November I told my staff if the weather cleared I would like them to start fencing again. We will check these items back in.

## **2 Equine Maintenance**

**2a.** Husband horses owned by the US in a humane manner, with appropriate feed and water, to maintain sound, healthy animals.

*This activity was complete by all CSKT staff. No horses or animals were treated in an inhumane way.*

**Comments: 3/2/06:** The Tribal Coordinator has developed a worksheet for CY 06 so that each staff person initials and dates when irrigation in the horse pasture and in other refuge areas take place. The horse pasture was irrigated more than one time during CY 05.

**2b.** Locate and recommend the acquisition of replacement horses as needed.

*Little Buck was purchased; TJ Haynes found horse and recommended acquisition.*

**Comments: 3/2/06:** FWS recommends CSKT look for horses outside the local area. I would disagree. If you buy horses outside your area, you may be dealing with someone not reputable, or who has inferior horses. I would recommend to the FWS that they spend more than \$3,000.00 to buy good, well broke horses in the future. That could eliminate some of the workman Comp claims.

**2c.** Provide Farrier services every 6 weeks or more often as needed for horses owned by the US to ensure adequate hoof protection during field use.

*Mark Johnson was the Farrier the Tribe used. This service was done approx. 2 weeks before each move and on an as needed basis.*

**Comments: 3/2/06:** I called Mark Johnson the day I received this report and asked if he had a problem with the way I was setting up appointments with him. He said no, he did not have any problem with the time frame he was given. He said no one from the FWS had contacted him to see if he had a problem with CSKT.

**2d.** Horses owned and assigned by the US will be trained and conditioned by the person to whom the horse is assigned.

*Horses were ridden daily 2 weeks prior to each move.*

**Comments: 3/2/06:** The Tribal Coordinator will be writing a SAMS report when all horses are ridden. It is not always feasible to have a horse assigned to one person and they are the only one to condition them. As long as horses are conditioned it should be acceptable.

**2e.** Notify the Refuge Manager of the need to acquire tack, equine health supplies and feed, including vaccinations, anthelmintics, grain and weed free certified hay.

*Supply Requisition forms and 2109's were complete and turned in whenever supplies were needed.*

**Comments: 3/2/06:** We had provided a supply request form for fly spray during the CY 05 field season. After our supply request had gone unfilled a CSKT member

finally went out and bought the spray with his own money. The horses were also wormed in the fall of CY 05. A tracking sheet has been implemented for CY 06.

### **3 Daily Maintenance**

**3a.** At midday and at the end of each workday, inspect and, as necessary, spot clean the NBR Visitors Center, office, office annex, day use area restrooms, maintenance shop and horse barn, and replenish restroom supplies.

*The VC was cleaned by the CSKT VC Staff. The rest of the tasks were completed by CSKT Maintenance Staff.*

**3b.** Throughout each work day, in conjunction with other activities, pick up litter observed on and along all public access roads and in parking areas in the NBR.

*This was completed by all CSKT Staff, including the VC Staff.*

**3c.** At the end of each work day, ensure that fuel pumps and all buildings on the NBR, except the VC and office trailer are locked or otherwise secured.

**\*\*This activity is not required for calendar year 2005.**

**3d.** In conjunction with other Activities, observe bison and other wildlife for signs of illness or injury and report to the Refuge Manager.

*This was complete by Biology and CSKT Maintenance Staff as the animals were encountered.*

### **4 Weekly Maintenance**

**4a.** Do preventive maintenance of tools, equipment and vehicles.

*This is done by the CSKT Maintenance staff on an as needed basis.*

**4b.** From the second week of May through the onset of senescence, mow grass at the day use area, bunkhouse yard, and the yard of any unoccupied quarters.

*The lawn mowing was completed by the CSKT Maintenance Staff throughout the summer months.*

**Comments: 3/2/06: A worksheet has been implemented for CY 06 to show we have completed these tasks.**

**4c.** Collect trash from all receptacles and timely place in trash bins for contract removal.

*This was done on a daily basis by VC staff and Maintenance personnel.*

**4d.** Inspect, clean, and resupply all restrooms on the NBR.

*The VC bathrooms were done by VC staff and the CSKT Maintenance staff completed the others twice weekly through October 21, 2006.*

**Comments: 3/2/06: CSKT staff did not come on board until after visitors were coming for the field season. The painting will be completed in CY 06.**

**4e.** Irrigate day use area, bunkhouse yard, yards of any unoccupied quarters, horse pasture to maintain green lawns and provide forage for horses.

*Pipe changing was complete by CSKT Maintenance staff twice a day, once in the a.m. and then again in the p.m. starting July 19, 2005.*

**4f.** Check recycling containers and transport recyclable materials to recycling trailer or appropriate locations as designated by Refuge Manager.

*This was done by Carl Espinosa, Tom McClure and TJ Haynes on an as needed basis.*

*Tom McClure (summer 05) and TJ Haynes (January 06) have taken the recycle trailer to Missoula.*

**Comments: 3/2/06: The CSKT Maintenance Staff did not come on board until May of 06. One week after the trailer was full on 7/20/05 CSKT staff took the recycle trailer to Missoula to empty. We had been told this was not a high priority. If this has become a higher priority and needs to be emptied the day it is full we will need to set it as a higher priority in CY 06.**

## **5 Monthly Maintenance.**

**5a.** Sample drinking water supply and submit for testing.

*Carl Espinosa, Sherry Clairmont and TJ Haynes had sampled the drinking water supply and sent away for testing.*

**5b.** Inspect all fire extinguishers and, as appropriate, repair or replace if defective.

*Carl Espinosa inspected fire extinguishers on a monthly basis. It is time for them to be recharged and inspected by a licensed agent. The Tribes use Mission Valley Security.*

**Comments: 3/2/06: The last time fire extinguishers had been checked was April of 2004. They should have been checked prior to the Tribe coming. The Tribal Coordinator is working with Mission Valley Security for an estimate on recharging them on a yearly basis.**

**5c.** From May through October, inspect, clean, and, as necessary, mow vegetation in all parking areas.

*In August before we went into Stage II Fire Restrictions I had TJ Haynes and Skip Palmer mow the vegetation in parking areas on all lands covered by this AFA.*

**5d.** Herd bison by horseback for grazing rotation.

*The first moves were completed by FWS personnel with the assistance of CSKT Staff. After July the CSKT Staff along with CSKT volunteers completed this process.*

**5e.** Treat drinking water supply with chlorine and inspect and maintain water filtration system.

*This was completed by Sherry Clairmont and Carl Espinosa. It will now be completed by Nancy Schall.*

**5f.** Mow areas in the physical area covered by this AFA to reduce invasive species.

*TJ Haynes mowed 40 acres on the Johnson WPA*

**5g.** Provide salt blocks to bison.

*This was completed by CSKT Maintenance Staff after every move.*

## **6 Quarterly Maintenance**

**6a.** As environmental conditions allow, conduct burn-pile burn and perform necessary post-burn site cleanup.

**\*\*This activity is not required for calendar year 2005.**

**6b.** Clean and organize bone yard storage area.

**\*\*This activity is not required for calendar year 2005.**

**6c.** In late October, early May, and up to two times if necessary between May and October, grade the public use roads within the NBR.

*The week of August 15, 2005 Kevin Clairmont, CSKT Forestry graded parts of tour road. He also graded parts of the roads on October 19, 25 and 26, 2005.*

**6d.** Haul miscellaneous non-burnable items to the appropriate recycling facility or the landfill if non-recyclable.

*This was done on an as needed basis by the CSKT Maintenance Staff.*

## **7 Annual Maintenance**

**7a.** Clean chimneys in maintenance shop and in quarters with wood burning stoves.

*NBR Staff was unable to locate chimney brush.*

**\*\*This activity is not required for Law Enforcement and neighboring residence in calendar year 2005.**

**7b.** Grade and repair unpaved footpaths on the NBR.

*Tom McClure and TJ Haynes cleaned footpaths, and repaired footpath when a storm came through and after visitors had established a short cut and the bank sloughed off from the high water.*

**7c.** During late April to early May, prior to opening of Red Sleep drive, assist contractor applying dust-control chemicals on the tour road in the NBR by preparing the road surface and controlling traffic during application of chemicals.

*This was done prior to the CSKT Maintenance staff coming on board.*

**7d.** During August and September, mow vegetation in Lake County WPA parking areas, and in other areas designated by Refuge Manager for duck banding or fire-suppression. *I had TJ Haynes, Tom McClure, Shannon Clairmont and Skip Palmer mow parking areas before Stage II Fire Restrictions were implemented.*

**7e.** Move bison into designated areas prior to roundup. *This was completed by CSKT Maintenance Staff and CSKT Volunteers.*

**7f.** Move bison into the corrals and through the corral and chute system efficiently and humanely. *This was completed by CSKT Maintenance Staff and CSKT Volunteers. It was completed on October 4<sup>th</sup>, 2005. It was also done in September during our mini-round up.*

**7g.** Husband surplus bison in a humane manner, with appropriate feed and water, to maintain sound, healthy animals. *TJ Haynes and Marlin McDonald fed and watered the animals after the round up every night while they were in the corral system.*

**7h.** Winterize irrigation system on Refuge, including pumps. *TJ Haynes, Marlin McDonald, Skip Palmer and Sherry Clairmont completed this prior to September 30, 2005. On November 10<sup>th</sup> Marlin and Sherry rechecked to make sure they were winterized properly. They were not and Bob King is working on a standard procedure on how to properly winterize the system.*

## **8 General and As Needed Maintenance.**

**8a.** As generated, haul large non-recyclable debris to Lake County transfer station or landfill. *We were not asked to take any non-recyclable debris to the Lake County Transfer Station.*

**8b.** As generated, place authorized burnable debris on the burn pile of the NBR. *Maintenance staff did on an as needed basis. I.e. Removal of 2 trees from picnic area, carpet from house, weeds.*

**8c.** As necessary or directed by the Refuge Manager, herd bison by horseback. *This task was completed by CSKT Staff and Volunteers.*

**8d.** As necessary following a storm or other unusual event, grade the public use roads within the NBR. *This was completed by Kevin Clairmont, CSKT Forestry. Due to an above average dry year it was not feasible to grade roads during most of the summer months.*

**8e.** As directed by the Refuge Manager, assist with big game removal. *During the 2005 field season CSKT was not asked to assist in any big game removal. We did haul sale bison to the transfer station after the round up that were for sale.*

**8f.** As scheduled by the Refuge Manager, paint facilities, signs, posts, and rail fences. *Sherry Clairmont, Skip Palmer painted signs and facilities as designated by FWS staff. I had a VC staff person work on rail fences. The staining of the rail fences was not complete and will be finished in 2006. This project is 75% complete.*

**8g.** Respond to emergencies as provided in section 15 of this AFA, working in coordination with staff from all other programs. *The only emergency happened in August when we had a trailer go off the tour road and a girl get sick and require life flight. All programs were in coordination with FWS and did not require any emergency programs get involved.*

**8h.** Remove fallen rock from the public use and management roads on the NBR, including High Point, Tower Two, Tower Three and boundary roads. *These roads were not graded due to high fire danger in August. It will be completed in spring 2006. I had the CSKT Maintenance Staff remove any large rocks that had rolled into these roads. We were unable to mow weeds or grade the weeds out due to fire danger.*

**8i.** As the need arises, recommend that the Refuge Manager rehabilitate, replace, or remove any item of real property. *This was completed by any work/supply request forms that were given to the CSKT staff.*

**8j.** Haul and store weed-free certified hay in the horse barn loft on the NBR. *All CSKT Maintenance staff completed this project. TJ Haynes and Tom McClure hauled the hay, while the rest of the staff stacked. This was completed the week of August 5, 2005.*

**8k.** Setup and remove facilities used for special events authorized by the Refuge Manager. *To the best of my knowledge we were not asked to setup or remove anything for special events outside the theater in the VC. The VC staff completed all tasks on setup and removal for special events in the theater.*

**8l.** Promptly after a storm, remove storm-generated debris from roads, parking areas, trails, and public use areas in the physical area covered by this AFA. *Grader was run by Kevin Clairmont and rock rakes were used by TJ Haynes and Skip Palmer.*

**8m.** During and after each snowfall greater than two inches, remove snow from and, as appropriate, sand sidewalks, parking areas, all paved roads, etc... *This was completed on November 30<sup>th</sup> and December 1<sup>st</sup>, 2005. We have not had 2 inches of snow since those dates. This was completed by all CSKT Bison Range Staff.*

**8n.** As needed, repair fencing on the physical area covered by this AFA to prevent the escape of bison and facilitate the grazing rotation program.

*This has been an ongoing process for the CSKT Maintenance staff. The Tribal Coordinator has one person go out 2-3 times a week and check to insure that the fence is hot.*

**Comments: 3/2/06: Fence has and continues to be a high priority for CSKT Staff. The Tribal Coordinator has implemented a worksheet for CY 2006 to show when fence was fixed and who completed the task. I would also like to comment how the Tribe has completed more in one season on the Hardin Tract Boundary Fence than FWS did in the prior two years. Chris Sullivan (landowner) said he had been promised this fence was to be completed for the past 2 years by FWS.**

**8o.** As directed by the Refuge Manager, apply herbicide on approx. 300 acres annually, utilizing ground application equipment, to control invasive weeds.

*Skip Palmer accomplished this task and gave the final report to Bill West.*

**Comments: 3/2/06: Since the Tribal Coordinator was informed via this report that the herbicide report was not complete (although it had been reported to her by FWS IPA employee Skip Palmer), a work sheet will be implemented for CY 06 with the person signing that this task is complete and the date it was completed.**

**8p.** As directed by the Refuge Manager, mechanically control invasive weeds on approximately 40 acres.

*TJ Haynes mowed 40 acres at Johnson's WPA.*

**8q.** As directed by the Refuge Manager for habitat management purposes, till or otherwise prepare lands for seeding in the physical area covered by this AFA.

**\*\*This activity is not required for calendar year 2005.**

**Comments: 3/2/06: FWS should never avoid asking CSKT for assistance. While the Fence project may have been a work in progress, it is not to say that a volunteer couldn't have been found to help complete these tasks.**

**8r.** Manipulate water levels using water control structures in the physical area covered by this AFA, including WPA's, Ninepipe NWR Pablo NWR and Ducks Unlimited Units. *Sherry Clairmont worked in coordination with the BIA Irrigation Project and Bill West to fill WPA's when there was excess water. Skip Palmer cleaned ditches to WPA's.*

**8s.** Develop and maintain springs, tanks and other water sources at NBR for bison use. *Maintenance Staff cleaned existing tanks. No other springs or water sources were developed in 2005.*

**8t.** Assist with an annual public horseback trail ride. *Sherry, Darren, Skip and Nancy rode at the Back Country Public Horseback NBR Ride.*

**8u.** Assist with 2-way radio system maintenance and testing.

**\*\*This activity is not required for calendar year 2005.**



**8v.** Ensure that all trails and fireguards are maintained and are free of debris and low-hanging limbs.

*TJ Haynes, Tom McClure sawed limbs and cleaned trails in May and June, 2005.*

**8w.** Ensure that all signs are in good repair and are maintained or replaced as needed.

*Initial signs were repaired by Skip Palmer and Sherry Clairmont. Then the work was done by CSKT Maintenance Staff on an as needed basis.*

**Comments: 3/2/06: If cursory inspections were complete why not take the time (FWS) to give a list of signs that FWS thinks needs repaired or replaced. This could be given to the Tribal Coordinator in the weekly coordination meetings.**

**8x.** Bury carcasses sampled for disease testing as designated by Refuge Manager.

*Bison and elk carcasses were buried on an as needed basis. Skip Palmer and TJ Haynes were the employees that ran the backhoe.*

**8y.** Assist Refuge Manager with removing from the physical area covered by this AFA, dead ungulates and other live or dead wildlife.

*Dead ungulates and other live or dead wildlife were removed on an as needed basis by CSKT Staff.*

**8z.** Cut, pile or remove trees for habitat improvement.

*No cutting, piling or removing trees were done in calendar year 2005.*

**8aa.** Visually monitor and orally report to the Refuge Manager visitor activities in the Day Use Area.

**\*\*Temporarily removed from final AFA Attachment A for clarification.**

## **E Visitor Services**

### **E1 Public Contact and Safety**

**1a.** During the hours designated by the Refuge Manager, staff the Visitor Center (VC). At all times during those hours, at least one member of the VC staff must be certified to administer first aid and CPR, and at least one member of the VC staff must be certified as a first responder.

*CSKT Staff who had CPR/First Aid Cards before August 31, 2005: Lona Boushie, Chelsie Camel, Shannon Clairmont, Sherry Clairmont, Marlin McDonald. CSKT Staff who had CPR/First Aid Cards after August 31, 2005: Sheila Matt, Nancy Schall, Miranda DePoe, TJ Haynes and Carl Espinosa. No CSKT VC Staff was certified as a first responder during the 2005 year.*

**Comments: 3/2/06:** No where in the AFA or Work Plan does it state that the Tribal Coordinator has to coordinate when new staff comes to work in the VC. The Tribal Coordinator made sure a trained staff person worked with a new employee at the VC. Once again the Tribal Coordinator did not start work until July 6, 2005. Staff for CY 06 is already being coordinated.

**1b.** Receive, and offer assistance to, all persons who enter the VC.  
*This was done on a daily basis by CSKT VC staff.*

**1c.** Courteously provide to all persons who enter the VC and all telephone callers, accurate oral and written information concerning the NBR Complex, the National Wildlife Refuge System, the FWS, and other related topics as approved by the Refuge Manager.

*This was done on a daily basis by CSKT VC staff, if we did not know the answer to any subject we asked the appropriate FWS person.*

**Comments: 3/2/06:** The Annual Funding Agreement report states “the FWS received several written complaints about the lack of effort and inability of Front Desk Staff to answer questions about the Bison Range or wildlife”. Upon investigation by the Tribal Coordinator it was determined that it was the first day for this employee. Without CSKT being provided names to contact the people who have issued these letters of complaint, it is hard to address issues. Since it was this employee’s first day I would hope that the FWS would have communicated it to this individual. Also, CSKT is only aware of 2 letters of complaint. One of the letters addressed an employee driving down the road in the wrong direction at a high rate of speed. Steve Kallin had determined that was the FWS Law Enforcement Officer. The other issue raised in the second letter of complaint dealt with the smell at the bathrooms on Red Sleep Drive. Upon investigation by CSKT it was on July 10<sup>th</sup> where the person found the smell to be offensive. During the hot summer days where it reached temperatures near 100 I am sure the outside toilet did not smell the best. We went ahead and used more chemicals until it was determined the vaults needed to be emptied.

**1d.** Coordinate with the Refuge Manager, to ensure that the VC is secured outside working hours.

*Each night if no FWS staff was left then CSKT VC staff locked the VC and programmed the alarm.*

**1e.** Perform radio dispatch in support of all operations of the NBRC.  
*This was done by all CSKT staff on an as needed basis.*

**Comments: 3/2/06:** FWS employees answered the radio unless they were busy. They were familiar with the radio (CSKT had not been trained on the radio or radio etiquette). FWS has stated in CY 06 they will train VC staff in the use of radios.

**1f.** In May and June, conduct 2 first aid and CPR training classes for NBRC staff.  
*Only one CPR class was August 31, 2005 with both FWS and CSKT staff.*

**Comments: 3/2/06:** The Tribal Coordinator started work on July 6, 2006. When the first CPR training was scheduled it was determined to be extreme fire danger and the CSKT person who coordinates CPR classes asked if we would want to hold a class and take people away from the Bison Range during extreme fire danger. It was determined by the Tribal Coordinator and Steve Kallin to wait until the end of August to hold this training. Also, when the Tribal Coordinator polled the FWS employees, several of them already had cards or were First Responders and had to take a more detailed class. Since all employees had first aid cards (both FWS and CSKT) it was senseless to hold a second class. The Tribal Coordinator can not find where in the AFA it states CSKT has to provide FWS with the CPR/First Aid cards of CSKT employees.

**1g.** Inventory first aid and CPR supplies for the NBRC, and recommend to the Refuge Manager appropriate replenishment.

*Carl Espinosa completed the first aid supply inventory on July 21, 2005.*

**1h.** Assist with scheduling school and other environmental education programs for the VC, day use area, and bison roundup.

*VC staff assisted Pat Jamison in scheduling school groups if she was unavailable. If Pat was available all scheduling was directed to Pat.*

**1i.** Assist the Refuge Manager with planning and conducting environmental education workshops and public presentations.

*This was not requested by the Refuge Manager in 2005.*

**Comments: 3/2/06:** Funding will need to be provided by FWS for a full time position if FWS is recommending a staff person be manned in the VC through the winter months.

## **Bury Time Capsule**

**\*\*This activity is not required for calendar year 2005.**

**1j.** During the annual bison roundup at the NBR, provide VC support for visitors including the general public and school groups, etc....

*This was accomplished by Caryn Bowden, Lona Boushie, Jennifer Sansiver and CSKT volunteers.*

**Comments: 3/2/06:** We had volunteers who were unable to make the training in September. The volunteers that CSKT used for the round up in the corral area were seasoned ranchers, already were bison owners, or who had been ranch hands in their life. They may not have known during the first cut how to use all gates, but within one run they had their positions down and it went smoothly. We did have some volunteers who did not come for the September training. They parked cars and assisted staff who had been there for the September training. CSKT feels that the volunteers who were available during the round up did an excellent job! Nancy Schall had asked FWS if she could close the Hide House theater at 2:00 the second day because all school groups were finished and with the poor weather conditions no

other visitors were coming to the theater. She was granted the request. During lunch breaks CSKT did provide workers to be on the Cat Walk to answer any questions. Their badges were worn under rain coats. I had specifically went and asked our volunteers if they needed a lunch break and they stated that Nancy Schall had worked out a schedule for all of them to eat.

**1k.** Upon receiving a visitor report of apparently ill or injured animals, ask for detailed information including species, sex, description and location of animals and immediately report to Refuge Manager.

*Form is filled out and given to FWS Biologist immediately.*

**1l.** Answer all incoming telephone calls to the VC, including, when necessary to assist administrative staff, acting as general receptionist for the call to the NBRC.

**\*\*temporarily removed from final AFA Attachment A for clarification.**

**Comments: 3/2/06: CSKT staff was told many times not to answer phones that were FWS extensions. This is something that will need to be clarified for CY 06.**

**1m.** Collect and securely manage records and cash card receipts for the payment of fees and the sale of goods.

**\*\*temporarily removed from final AFA Attachment A for clarification.**

**Comments: 3/2/06: CSKT had the Executive Secretary for the Confederated Salish and Kootenai Tribes come to the VC and review current cash handling procedures. He and a Tribal Administrator have made recommendations on how to improve upon the FWS cash handling procedure. These recommendations will be implemented CY 06 and have been approved by FWS.**

**1n.** Collect Federal public use fees and receipts for the sale of Federal Duck Stamps.

**\*\*temporarily removed from final AFA Attachments A for clarification.**

**Comments: 3/2/06: Staff for CY 06 is already being addressed. Very little turnover occurred in staff during CY 05.**

**1o.** Collect sales receipts for, and restock, merchandise offered for sale at the GNHA sales outlet in the VC at the NBR.

**\*\*temporarily removed from final AFA Attachment A for clarification.**

**Comments: 3/2/06: My comments about staff have already been addressed in previous topics.**

## **2 Information and Education Materials**

**2a.** Maintain the environmental education library at the NBRC.

**\*\*This activity is not required for calendar year 2005.**

**Comments: 3/2/06: There was little turnover in staff CY 05. It would be beneficial if FWS would provide a computer for this task.**

**2b.** Maintain and, as needed, resupply environmental education kits and supplies at the NBRC.

*CSKT Staff had put on display the CSKT Fire Management brochure and it was taken down by FWS staff. We maintain educational kits and supplies as needed and requested.*

**2c.** Assist the Refuge Manager with preparing handouts, brochures, displays, and other public information materials.

*VC staff has copied brochures, and prepared handouts as required. We have not been asked to prepare displays or new handouts.*

**Comments: 3/2/06: CSKT was unaware of a VC Training Manual that determined what information should/should not be put on the reader rack.**

**2d.** Assist the Refuge Manager with maintaining the Internet Website of the NBR.

**\*\*This activity is not required for calendar year 2005.**

**Comments: 3/2/06:**

### **3 General Visitor Services**

**3a.** Assist with maintaining and expanding, in both physical and electronic form, the existing photo file at the NBR, including entry into an established FWS photo library database.

*We have not been asked by FWS to accomplish this task. I will assign Nancy Schall this duty for 2006.*

**3b.** Assist with preparing grant applications to enhance VC program activities.

**\*\*Activity is not required for calendar year 2005.**

**3c.** As directed by the Refuge Manager, in the absence of an available FWS Employee and in lieu of other duties, close the auto tour and nature trails, and as necessary, assist remaining visitors, remove litter, and inform the Refuge Manager of any unusual conditions.

*The Tribal Coordinator closed the auto tour one night in August. I had VC Staff walk through the day use area 2-3 times a week and remove trash in the Day Use Area.*

**3d.** Clean the VC public restrooms daily between May 1- October 1.

*CSKT VC staff cleaned as part of their daily tasks.*

**Comments: 3/2/06: After the Tribal Coordinator came on July 6, 2005 I was unaware of any problems where VC staff used the last item. If this was a problem FWS encountered it should have been addressed at a weekly coordination meeting. I am also offended by the choice of words under recommendation for FY06 AFA where it states: "Continue to recruit conscientious employees for the VC". To the**

**best of my knowledge all employees of the CSKT Bison Range Staff have been conscientious. Especially in a politically charged work environment where FWS Staff and Visitors were aware the Tribe had come in and had assumed some FWS responsibilities.**

**3e.** Assist with general data entry as prioritized by the Refuge Manager.

**\*\*This activity is not required for calendar year 2005.**

**3f.** Daily and as needed, inspect and, as necessary, spot clean the NBR VC and office, including dusting and maintaining displays, etc...

*CSKT VC staff cleaned as part of their daily tasks inside the VC. Displays were dusted prior to the opening of the VC and the Bison display was dusted again in October.*

**Comments: 3/2/06: After the Tribal Coordinator came on July 6, 2005 I was unaware of any problems where VC staff used the last item. If this was a problem FWS encountered, it should have been addressed at a weekly coordination meeting. To the best of my knowledge, all employees of the CSKT Bison Range Staff have been conscientious. Especially in a politically charged work environment where FWS Staff and Visitors were aware the Tribe had contracted some FWS responsibilities.**

**3g.** Setup and remove facilities used for special events authorized by the Refuge Manager.

*To the best of my knowledge we were not asked to setup or remove any special events outside the theater in the VC. The VC staff completed all tasks on setup and removal for special events in the theater.*

**3h.** Assist with maintaining sales and inventory for the GNHA.

**\*\*temporarily removed from final AFA Attachment A for clarification.**

**Comments: 3/2/06: Since this agreement is with GNHA and FWS, should CSKT collect money from their book sales?**