

‘ĀHIHI-KĪNA‘U NATURAL AREA RESERVE Implementation Plan

June 2012- June 2014

This document was requested by the Natural Area Reserves Commission on March 7, 2011.

The Commission asked that an implementation Plan focusing on the 12 priority actions be included with draft management plan. Specific information should include: implementation actions, timeline for implementation, budget required based on estimated costs, financing plan, and effectiveness measures for each action.

This implementation strategy takes the goals, objectives, and priority strategic actions from the management plan and summarizes how the plan will be implemented in the short-term (2 years). It will guide staff and partners in implementing the highest priorities toward protecting the Reserve and educating and managing visitors and residents.

The top actions prioritized by the working group are listed in the order they appear in the plan:

1. Hire a full-time Reserve manager – M1(a)*
2. Build and maintain staff capacity to meet Reserve needs – M1(b)
3. Implement a Reserve sustainable financing plan – M1(c)
4. Improve and maintain on-site facilities – M3(c)
5. Recruit partners in support of the plan’s implementation – M4(b)
6. Manage visitors and access points – H1(a)
7. Establish and maintain trails and boundaries – H1(b)
8. Minimize the impacts of unexploded ordnance – H1(e)
9. Establish an interpretive program – H2(a)
10. Implement and operate a volunteer program – H2(b)
11. Protect and stabilize high priority cultural resource sites - H3(a)
12. Deter and remove ungulates out of the Reserve - A1(b)

**Numbering corresponds to management plan*

| Goal 1: Build and Maintain the Reserve's Management Capacity | | | | | | |
|--|---|----------|---|-------------------|-----------|---|
| Objective M1: Secure and sustain the level of human and financial resources needed | | | | | | |
| Strategic Actions | Action Steps | Priority | Measure | Who? | By When? | Estimated Cost |
| (a) Hire a full-time Reserve manager | Recruit and hire the best candidate for this civil service position (includes salary and fringe). | 1 | 1 FTE hired | Maui NARS Manager | Aug 2012 | \$63,000 |
| (b) Build and maintain staff capacity to meet Reserve needs | 1. Maintain the current civil service ranger position. | 2 | 1 FTE maintained | Maui NARS Manager | Dec 2012 | \$41,000 |
| | 2. Hire additional contract positions: a) Volunteer coordinator (1) b) Reserve ambassadors (a.k.a rangers) (2) c) Biological resources and monitoring coordinator. (1) <i>Note: All positions except reserve ambassadors to have grant-writing/management skills.</i> 3. Purchase equipment: a) Radios b) Two vehicles (surplus) c) Cell phones d) Office facilities in the Reserve (furniture, computers, first aid kit, rain gear, uniforms, boots, back packs, binoculars, cameras, sign materials) e) Cell phone service contract f) Telephone and internet service g) Vehicle fuel and maintenance | | 4 FTE hired | | | \$54,000 \$65,000 \$54,000 \$10,800 \$15,000 \$ 600 \$12,000 \$4,000 \$1,400 \$7,600 |
| (c) Implement a Reserve sustainable financing plan | Assess short and long term Reserve financing needs and obtain funding structure necessary to meet those needs. | 3 | Fill short term funding gaps filled; Plan completed | Reserve Manager | Year 1 | Staff and partner time |
| Objective M3 – Provide on-site infrastructure to meet management needs | | | | | | |
| (c) Improve and maintain on-site facilities | Provide essential services on an annual basis: 1. Portable toilet contract 2. Gate open and close contract 3. Trash disposal | 4 | Services provided | Reserve Manager | July 2012 | \$12,000 \$11,000 Staff time |

| Strategic Actions | Action Steps | Priority | Measure | Who? | By When? | Estimated Cost |
|--|--|----------|---|---|----------|---|
| | <ol style="list-style-type: none"> 4. Power hook-up contract (one-time) 5. Electricity cost 6. Get fresh water to site 7. Radio communication service (maintenance) | | | | | \$14,000 (est) \$4,800 TBD TBD |
| Objective M4 – Initiate and maintain strategic partnerships | | | | | | |
| (b) Recruit partners in support of the plan’s implementation | Build resources for implementation by: <ol style="list-style-type: none"> 1. Building relationships and clear lines of communication with DOCARE, State Historic Preservation Division, and Division of Aquatic Resources to resolve issues in a timely and complete fashion 2. Circulation of job descriptions and position recruitment 3. Recruiting volunteers and building volunteer program 4. Building relationships with internal and adjacent landowners | 11 | Description of activities that are enhanced because of partner engagement | Reserve Manager and Volunteer Coordinator | Year 1 | Staff time |
| Goal 2: Manage Human Use | | | | | | |
| Objective H1: Reduce negative impacts of visitors and increase safety | | | | | | |
| Strategic Actions: | | | | | | |
| (a) Manage visitors and access points | <ol style="list-style-type: none"> 1. Set parking limits by designing the parking lot stalls to meet maneuverability and safety requirements and applicable laws and standards for unimproved unpaved parking areas of up to 50 stalls; comply with ADA as required; work with DLNR Engineering Division. Pave entry to parking area. 2. Research methodology for marking stalls. Mark stalls with appropriate, low-tech, attractive, practical or natural long-lasting materials for unpaved parking areas (i.e. rocks, wood, recycled lumber. Not paint); fill drop at driveway. | 5 | Maximize efficiency of parking in the Kanahena parking area | Reserve Manager | Year 1 | Staff time \$ 7,000 \$15,000+ |

| Strategic Actions | Action Steps | Priority | Measure | Who? | By When? | Estimated Cost |
|---|--|----------|--|-----------------------|----------------------|--------------------------------------|
| | 3. Install signs or modify signs to indicate parking is for Reserve visitors only. | | | | | \$1,000 |
| (b) Establish and maintain trails and boundaries | <ol style="list-style-type: none"> 1. Maintain two access paths in the Public Access Area: one existing path from the Kanahena Parking Area to 'Ahihi Bay and out to the point. 2. Design and implement the ranger guided educational walk program in the restricted access area, per the best practices detailed in the management plan (scripts and messages, locations, number per group, group composition, frequency, impact mitigation, methods to sign-up, and safety). | 8 | Access paths maintained; number of residents and visitors led on educational walks | Reserve Manager | Dec 2012 | Staff time Staff time |
| (e) Minimize the impacts of unexploded ordnance | Work with US Army Corps of Engineers to initiate and oversee surveys to determine the extent of munitions debris in the Reserve and oversee their work in order to minimize impacts to Reserve resources | 12 | Receive and implement recommendations based on survey results | NARS Manager | On-going | Unknown |
| Objective H2: Improve knowledge and promote awareness of the Reserve | | | | | | |
| Strategic Actions: | | | | | | |
| (a) Establish an interpretive program | <ol style="list-style-type: none"> 1. Operate and manage the information, interpretation, and volunteers program in-house under the oversight of the Volunteer coordinator and site manager (informational stations in interpretive areas, pop up shelter, tables, for 2-3 locations, tables, interpretive materials). 2. Prepare request for proposals from industry-recognized professionals (e.g. National Association for Interpretive Planners) for an interpretation plan for strategic areas within the Public Access Area, to meet both interpretive and DOCARE compliance information needs including information about | 7 | Coordinator hired and implements the plan in coordination with partners (i.e. NOAA, National Park Service, TNC etc.); Interpretive plan contractor selected; | Volunteer coordinator | Year 1 Year 1 | Staff time + \$5,000 \$25,000 |

| Strategic Actions | Action Steps | Priority | Measure | Who? | By When? | Estimated Cost |
|--|--|----------|---|--|------------------------------------|--|
| | <p>restricted access. Plan will include replacing existing signage. Utilize professional services to design the interpretive components (themes, messages, content, delivery, etc.) and desired outcomes and behaviors. See the management plan for more details.</p> <p>3. Prepare request for proposals from industry recognized professionals to implement the plan including building and installing the signage. Note: Year 1 of the estimated 2-year cost=\$50,000</p> | | interpretive plan completed; interpretive enforcement signs installed. | | Year 2 | \$25,000 |
| (b) Implement and operate a volunteer program | <ol style="list-style-type: none"> 1. Operate and manage regular volunteer program 2. Develop a program to train supervise and recognize volunteers that assist in the implementation of program goals including broadening community support of caring for the natural and cultural resources of the Reserve. 3. Initiate a regular, daily volunteer program to help inform and educate residents and visitors. 4. Initiate an occasional volunteer program to assist in various management activities (i.e. alien species control, marine debris clean up, monitoring), and service-learning programs. | 6 | Coordinator hired and implements volunteer program; Number of total volunteer labor hours per month; Volunteer survey conducted | Volunteer coordinator; Reserve Manager | Year 1 | Staff time + \$2,500 Staff time Staff time |
| Objective H3 – Protect and stabilize cultural resource sites | | | | | | |
| (a) Protect and stabilize high priority cultural resource sites | <ol style="list-style-type: none"> 1) Review Cultural Resources Management Plan to determine highest priorities, working in close concert with state historic preservation division. 2) Convene the cultural working group as described in the management to identify the archeological sites of highest cultural significance, and consider ways involve interested community. 3) Design site stabilization plan and monitoring to protect high priority cultural resource sites. | 10 | Working group formed; one high priority site stabilized | Reserve Manager | Year 1 Year 1 Year 2 | Staff time Staff time |

| Strategic Actions | Action Steps | Priority | Measure | Who? | By When? | Estimated Cost |
|---|---|----------|---|---------------------------------------|----------|--|
| | 4) As necessary, prepare request for proposals from industry-recognized professionals with excellent knowledge of Maui cultural sites. | | | | | \$10,000 (est. contract or partner in-kind) |
| Goal 3: Control Alien Species and Other Biological Threats | | | | | | |
| Objective A1: Control ungulate populations | | | | | | |
| (b) Deter and remove ungulates out of the Reserve | 1. Remove ungulates from the highest priority areas, where they are the greatest threat based on biological and cultural site surveys. | 9 | Damage from ungulates reduced or eliminated | Maui NARS Manager and Maui NARS staff | Year 1 | Staff time |
| | 2. Monitor ungulate activity in biologically and culturally important areas. | | | Contractor | Year 2 | Staff time + partners + hunters |
| | 3. Conduct cultural and biological assessments for fence line and specify perimeter fence per best management practices for terrain and ungulate types (pre-fencing costs). | | | | | \$40,000 |
| | 4. Raise funds for fence building. Prepare request for proposal for fence building; | | | | | |

Budget and Finance Summary

| | Fiscal Year Est. Budget | General Fund | NAR Fund | Grants | Other | Unfunded |
|--------------------------|----------------------------|------------------|------------------|-----------------|-----------------|------------------|
| YEAR 1: (FY 2013) | | | | | | |
| Salary* | \$277,000 | 104,000 | 119,000 | 54,000 | | 0 |
| Operations | \$ 79,800 | | 11,000 | | | 68,800 |
| Equip/Supplies | \$ 31,900 | | | | | 31,900 |
| Motor Vehicle | | | | | | 0 |
| Capital Improv. | \$ 22,000 | | | | 22,000 | 0 |
| Total | \$410,700 | \$104,000 | \$130,000 | \$54,000 | \$22,000 | \$100,700 |
| YEAR 2: (FY 2014) | | | | | | |
| Salary | \$227,000 | 104,000 | 119,000 | 16,000 | | 38,000 |
| Operation | \$115,800 | | 11,000 | | | 104,800 |
| Equip/Supplies | \$ 5,000 | | | | | 5,000 |
| Motor Vehicle | \$ 15,000 | | | | 15,000 | 0 |
| Capital Improv. | 0 | | | | | 0 |
| Total | \$412,800 | \$104,000 | \$130,000 | \$16,000 | \$15,000 | \$147,800 |

FY13: July 1, 2012 – June 30, 2013; FY14: July 1, 2013 – June 30, 2014

Budget Narrative

Salaries

Fiscal Year 2013: \$277,000 includes a total of six positions, two existing and four new: State civil service positions - one existing ranger (ambassador) and one Reserve manager to be hired. Contract positions with Pacific Cooperative Studies Unit (PCSU) – two rangers (ambassador) to be hired. National Fish and Wildlife Foundation (NFWF) grant funded position – one volunteer coordinator to be hired (funded for approximately 18 months)

Fiscal Year 2014: \$277,000 in salaries maintains six positions, same as previous year.

Operations

Fiscal Year 2013: \$79,800 in operation costs includes: Objective M1- cell phone service \$4,000; telephone and internet service \$1,400; vehicle fuel and maintenance \$7,600. Objective M3 – portable toilet contract \$12,000; open and close gate contract \$11,000; power hook-up contract (one time) \$14,000; electricity bill \$4,800. Objective H2 – interpretation planning contract \$25,000.

Fiscal Year 2014: \$115,800 in operations costs includes: Objective M1 - cell phone service \$4,000; telephone and internet service \$1,400; vehicle fuel and maintenance \$7,600. Objective M3 – portable toilet contract \$12,000; open and close gate contract \$11,000; electricity bill \$4,800. Objective H2 – interpretation installation contract \$25,000. Objective H3 – archeological stabilization contract \$10,000 (one-time). Objective A1 – cultural and biological assessments for ungulate fence \$40,000 (one-time).

Equipment and Supplies

Fiscal Year 2013: \$31,900 includes: Objective M1 – specialized radios \$10,800; cell phones \$600; trailer furniture and office equipment and supplies \$12,000. Objective H1 – parking area signs \$1,000. Objective H2 – interpretive program equipment and supplies \$5,000; volunteer program equipment and supplies \$2,500.

Fiscal Year 2014: \$5,000 includes: Objective H2 – interpretive program equipment and supplies \$2,500; volunteer program equipment and supplies \$2,500.

Motor Vehicles

Fiscal Year 2014: \$15,000 includes: Objective M1 – purchase two surplus/used vehicles \$15,000.

Capital Improvements

Fiscal Year 2013: \$22,000 includes: Objective H1 – improve parking area; pave driveway \$7,000 and mark stalls \$15,000.