

**COLORADO FRONT RANGE NATIONAL WILDLIFE REFUGE COMPLEX**  
**Calendar Year 2017 Annual Work Plan**



January 31, 2017

Dear Reader:

This year will be a year of change for our Front Range national wildlife refuges. We saw the retirement of Bruce Hastings and Mindy Hetrick who have provided their leadership for over 30 years. We will also be in a year of a Presidential transition, which will likely include an adjusted vision and new priorities for our work. This also means there will be some uncertainty. We will start the year with a hiring freeze on non-emergency positions, our budget will likely be late, and it seems inevitable that many processes will be delayed.

What we know is we have thousands of acres of habitat to care for and we have some important biological programs to maintain. We have hundreds of thousands of visitors coming this year and we need to ensure a safe and welcoming visit. We have two buildings to construct, a new bison pasture to complete, and we have some major trail projects to develop.

In response to our significant staffing deficit, we have been forced to make some decisions for 2017.

- First, we will not host external meetings or events this year. While these are great opportunities to share our work ... they do represent work that we cannot staff this year.
- Second, we will be unable to attend a variety of routine coordination meetings. We will communicate the reason for this and hope our partners will understand.
- Third, we will only focus on our highest-priority biological work ... work that is tied to a recovery plan, work that supports a national program, and work that informs decisions on our current projects.
- Lastly, this work plan is far less robust than in prior years. We have prioritized the work in this plan to be achievable with current staffing and essential to sustaining our core mission activities.

Our motto is ... we do things well, we do things safely, and we treat everyone with respect. These three things will be more important than ever in 2017. When the pressure is on, we must spend more time planning and more time communicating. There will be the temptation to “cut corners” and we must all work together to ensure we do not “short cut” our work or our safety program.

Some of our best work has come in times of change and transition. Let’s work together to have a safe and successful year.

Sincerely,

David Lucas  
Refuge Manager

### ***Friday Work Day Projects***

These projects are a compilation of items that can be completed time-permitting by available staff or by volunteers.

- ☐ Remove everything around the Wildlife Watch parking area
- ☐ Remove BEMA gates (72<sup>nd</sup> & Chambers; Spray Truck Road by Army center; etc.)
- ☐ Remove unneeded deer exclosures along 72<sup>nd</sup> & around admin compound
- ☐ Clean-out wildlife guzzlers
- ☐ Remove unneeded prairie dog barriers
- ☐ Continuously have roll-off dumpsters for yard clean-up
- ☐ Remove damaged drywall and clean out First Creek Overlook
- ☐ Remove weeds and cleanup around Contact Station
- ☐ Cattail removal at Two Ponds Friends Pond
- ☐ Install gates around Contact Station dumpster
- ☐ Annual cleanup of lures/fishing debris around Lake Mary and Lake Ladora.

### ***Administration***

- ☐ Per Regional Office, update 5-year plans for transportation projects (FY2018-2022), deferred maintenance (FY2019-2023), and visitor facility enhancements. [KACZOR, RONNING, SOUDERS, TAGLIENTE]
  - Develop DM project to realign the security fence around the USFWS Operations Center. Project will likely occur immediately after demolition of Building 121.
  - Develop DM project to remedy drain under 64<sup>th</sup> Avenue from Rod & Gun wetlands [RONNING/TAGLIENTE].
  - Develop DM project for renovation of Building 120 offices [TAGLIENTE]
  - Develop DM project for repairing large cracks around Visitor Center [SOUDERS/TAGLIENTE]
  - Provide power to Section 12 well [TAGLIENTE]
  - Removal of abandoned railroad embankment in section 3 [HARPER]
  - Additional projects may be found under Operations & Visitor Services sections of this plan.

### ***Additional Transportation Priorities:***

- Develop a 5-year transportation plan [KACZOR & TAGLIENTE]:
  - Assist with Federal Highways inspections and RIP (Road Inventory Program)
  - Refine new base layer of all roads Complex wide
  - Begin inventory of roads and trails at Rocky Flats
  - Continue RPI Update
- Coordinate and begin Federal Lands Access Program at RMA [WO] [KACZOR/TAGLIENTE]
- Working with regional office, develop a multi-phase trail development project for the Rocky Flats NWR that includes the Federal Lands Access Program [WO] [KACZOR/TAGLIENTE]
- Purchase remaining traffic signs for 64<sup>th</sup> Avenue west of Havana Street [TAGLIENTE]
  - Road striping (Rattlesnake Hill; parking lots at South Ladora and new vault toilet) [TAGLIENTE]
- Investigate removal of yellow lines on Havana St. north of corral
- Support Urban Transportation Connections Study (HQ project).

- ☐ **Update the 2013 Fleet Management Plan (focus on vehicles and UTVs ... less focus on tractors and heavy equipment).** [COLVIN]
  - Replace 15-passenger van.
- ☐ Excess property in small lot sale [COLVIN & KACZOR]
- ☐ **Excess chainlink, telephone poles, etc.** [COLVIN & KACZOR]
- ☐ Clean up yard [ALL]
- ☐ Prepare office transition & scope new office furniture (building complete in 2017/2018) [URSINI]
  - Purchase plotter (**\$5,000**)
  - Source a Lektriever (**\$25,000**)
  - Source cubicles and furniture
- ☐ Rehabilitate First Creek Overlook – priority is connection with bison fencing [WO] [LUCAS]
  - Replace lock cores to the building [TAGLIENTE]
  - Install zoo window (Santa Fe Glass) (**\$3,000**)
  - Install railing (Superior Aluminum) (**\$3,100**)
  - Paint concrete
  - Replace two 4'x 6' signs & add one sign on the railing
  - Remove solar power system
- ☐ Purchase signs (SEE “2017 SIGN NEEDS”)
- ☐ Once building 124 is transferred, complete move of fire cache into building and make other necessary changes (e.g., BAM, fire cache purchases).
- ☐ Determine what is necessary to remove powerlines around admin (weird ones that head east to old facilities, and west of admin to Contact Station) [Tagliente]

## ***Biology***

With the recent retirement of the station biologist, adjust biology program workload to implement priority projects.

- ☐ Conduct eagle roost counts from December to March via volunteers.
- ☐ Maintain currency on all federal and state permits (Jan 31) [HETRICK & KACZOR].
- ☐ Submit ferret allocation request for supplemental release in fall 2017
- ☐ Implement Backyard Bird Count(early Feb) [SLOUDERS]
- ☐ Continue work with FWCO and CPW to analyze prior fish data to determine appropriate stocking rates; stock accordingly
- ☐ Implement new BBS route (early June) [HETRICK & RICHMOND]
- ☐ Trap and band mourning dove quota in July. If appropriate, enlist assistance from state coordinator (Jim Gammonley)
- ☐ Implement phase 2 of small mammal trapping at Rocky Flats in late July
- ☐ Continue annual monitoring of prairie dog densities within management zones.
- ☐ **Conduct fall black-footed ferret surveys. Order supplies by June (**\$5,000**)**
- ☐ **Submit final black-footed ferret allocation request for northwest corner**
- ☐ Conduct annual Bio-blitz research study and wildlife survey (Two Ponds)
- ☐ Monitor butterfly activity throughout Complex [WALL & BERES]
- ☐ Coordinate deer necropsy course in April 2017 for RMA deer [JONES]
- ☐ Support when available, volunteer opportunities for employees (e.g., wing bee, hatchery work).

## ***Cultural Resources***

- ☐ Support work of Friends group and regional office to develop a planning grant for the Egli House [BRILL]
- ☐ Prepare cultural resource clearances for construction projects [LUCAS]
- ☐ Install split-rail fence around Longbranch School

## ***Fire***

- ☐ Conduct prescribed burns as appropriate
- ☐ Review and update Prescribed Fire Management Plan by September 2017 [WHITEAKER]
- ☐ **Repair Engine 6274 by March 2017** [LUCAS]
- ☐ Prepare UTV 7110 for wildland fire use [KACZOR]
- ☐ Inventory fire cache and purchase per FMO by June 2017 [WHITEAKER]
- ☐ Purchase additional fire tee-shirts [KACZOR]
- ☐ Install fire lockers in Building 124 engine bay
- ☐ Begin work to acquire a type 2 tactical water tender [WALN]

## ***Integrated Pest Management (IPM)***

- ☐ Submit IPM plan for Final Review.
  - ☐ Herbicide purchase of approximately **\$20,000**

### **Rocky Mountain Arsenal NWR:**

- ☐ Submit first purchase request to initiate BPA with Frontier Fertilizer for broadscale aerially herbicide application (late winter cheatgrass and/or early summer broadleaf herbicide application with a **minimum** of 500 acres, **\$13,000**)
- ☐ Continue using Frontier Fertilizer for large scale broadcast herbicide applications as needed. **Potentially another** 500-1000 acres in fall: **\$13,000-\$26,000**
- ☐ Continue monitoring and treating knapweed, St. Johnswort (treat in section 28 with fall/winter aminopyralid application), toadflax, leafy spurge and tamarisk sites
- ☐ Apply for YGO and EDRR funding to hire youth crews
- ☐ Survey and remove houndstongue and other noxious weeds in all treed and riparian areas with the help of MHYC and hand crews
- ☐ Continue to monitor and maintain bindweed mite nursery
- ☐ Treat Rx burn units that are infested with cheatgrass with imazapic
- ☐ Identify future sites that will benefit from Rx burn and pre-emergent herbicide for cheatgrass
- ☐ Mow areas if needed to reduce canopy cover in cheatgrass infested sites prior to herbicide applications.
- ☐ Treat cheatgrass with roundup at 16oz./acre from October to March focusing on sites where natives perennial species are present to compete and within 50' of roads
- ☐ Continue evaluating the efficacy of roundup on cheatgrass and dormant natives when applied in late winter
- ☐ Keep roadsides free of easily spread weed species (e.g., puncturevine, mullein, thistles)
- ☐ Mow trails as needed and apply flumioxazin in early summer to maintain bare ground on trails throughout the year
- ☐ Treat noxious broadleaves (e.g. kochia, Russian thistle, horseweed) in 2+ year old sites

- ☐ Suppress annual rye stands with timely winter applications of indaziflam and glyphosate
- ☐ Evaluate the efficacy of indaziflam on annual weeds (e.g., cheatgrass, rye, horseweed, prickly lettuce, Russian thistle) within native short-grass and mixed grass with shrubs stands
- ☐ Thin cattails on Ladora with Rx burn immediately followed up with disking. Herbicide applications will be made June to August
- ☐ Treat cattails near Rod & Gun viewing blind with herbicide mid-summer
- ☐ Assess vegetation response in burned locust thickets and determine appropriate management action
- ☐ Attend Federal Pesticide Applicator Course in Las Cruces, NM [KUTOSKY, RONNING, WHITEAKER]
- ☐ Coordinate with Regional IPM Coordinator, Lindy Garner, on working with State of Colorado to honor Federal Pesticide Applicator Course as education required to obtain Colorado State Commercial Applicator License making it possible for William, Tom, and Scott to purchase restricted use pesticides (e.g., aluminum phosphide and select herbicides)
- ☐ Submit calendar year 2016 **pesticide use reports by 2/1/17**

#### **Two Ponds NWR**

- ☐ Identify test plot locations to treat cheatgrass with glyphosate, rimsulfuron, and indaziflam in western wheat stands
- ☐ Mow trails as needed and apply flumioxazin in early summer to maintain bare ground on trails throughout the year
- ☐ Map and treat Canada thistle locations with aminopyralid
- ☐ Treat poison hemlock during fall and early spring using 2,4-D/Dicamba
- ☐ Monitor and treat toadflax sites

#### **Rocky Flats NWR**

- ☐ Prevent the spread of noxious weeds on and offsite by spraying roads and right of ways
- ☐ Focus staff efforts on treating noxious weeds along shared property boundaries
- ☐ Coordinate with neighboring landowners (e.g., NREL, Candelas, Bestway) on weed control efforts along shared property boundaries
- ☐ Use EDRR money to hire youth crew for two weeks for teasel control and other priority species
- ☐ Treat known locations of common teasel and survey riparian areas for class B and watchout species
- ☐ Survey newly acquired lands for noxious weeds
- ☐ Work with Jody Nelson in identifying high weed priority areas and species

### ***Law Enforcement***

#### **Refuge Signs & Public Notice:**

- ☐ Attend refuge site planning to assist in sign / public notice postings (prohibited and permitted activities notices and general informational signs)
- ☐ Re-evaluate boundary sign and hardware need for future south and east side trails
- ☐ Interior refuge signage – do not enter or the Unauthorized entry reposting at common access or attractive illegal entry locations

- ☐ Work with staff on simplifying refuge rules and regs on public notice signs – simple but detailed on most important issues (alcohol, pets, bikes, drones, etc.)
- ☐ Identify locations of speed limit signs, condition, obscurity, and recommend replacement if needed and additional signs.
- ☐ Post Rocky Flats Boundary
- ☐ Add a quick sign for directions to main entrance at west and south gates.
- ☐ General:
  - Review refuge specific regulation and update as needed (brochures, website, and kiosk positions)
  - Create signs prior to April compiling all the refuge specific regulations on a reflective sign to post at HQ, Ladora, Mary, Contact station, and exterior trail access points.
  - **Update web page to reflect the same wording**

**Memorandum of Understanding (MOU) Processes:**

**Rocky Mountain Arsenal NWR**

- Colorado State Patrol
- Colorado Wildlife & Parks
- Adams County Sheriff's Office
- South Adams County Fire
- Commerce City, CO
- Denver Police Department
- Denver International Airport
- US Army Reserve Training Center

**Rocky Flats NWR**

- Jefferson County Sheriff's Department

**Two Ponds NWR**

- Arvada Police Department

**CAD-GIS map updates:**

- ☐ Continue working with CSP dispatch GIS to update refuge mapping system
- ☐ Continue working with Adams County Sheriffs Dispatch Communication Center GIS to update refuge mapping system

**Court:**

- ☐ Work with AUSA and staff to update Colorado USFWS collateral book (CFR)
- ☐ Create a federal violation arrest protocol and warrant service plan (meeting district court and US Marshal requirements)
- ☐ Create process for restitution for damage to government property (Motor vehicle crashes and vandalism) through federal and state courts.

**LE vehicle Upgrades**

- ☐ New radios programed for Sain's Vehicle
- ☐ UTV – Polaris purchase (**\$18,000**) and trailer via excess property

**Fishing Program:**

- ☐ **Improve fishing area notice and literature displayed / provided at kiosks for fishing & fee information (BY APRIL 2017)**
- ☐ Update CFR to current fishing restriction and improvements of fishing program
- ☐ Volunteer group for area education and litter control



**Evidence**

- ☐ Semi-annual evidence inventory
- ☐ Update evidence with LEMIS and CVB Dispositions
- ☐ Plans for future LE Evidence storage room – policy and security requirements

**Refuge Security & Incident Reporting:**

- ☐ Change alarm codes as needed
  - Create duress codes?
  - Create individual codes (employees, seasonal employees, etc)?
  - Activation protocol for monitoring company?
  - ADD FRAZIER and SAIN to alarm activation callout list.
- ☐ Develop staff / witness reporting process (discuss with new employees incident reporting process)
- ☐ Workplace violence / active shooter incidents (annual safety training)
- ☐ Lockdown incidents

**Website**

- ☐ Update refuge website to include Law Enforcement activities and rules & regulation information (continuous task for seasons and important updates for the safety and knowledge of the public – working with refuge recreational planner).

**Biologist Assistance:**

- ☐ Participate / assist ferret release and surveys

**LE Program safety Training:**

- ☐ Organize annual or semi-annual staff and volunteer training (orientation, active shooter, approaching visitors, reporting suspicious activity, how to be a good witness, etc).

**Recreational Planner Assistance:**

- ☐ Kiosk updates
- ☐ Website updates
  - Fishing
  - Prohibited activities
  - Public announcements
  - Update LE webpage (laws, rules, and regulations)

**Lost & Found policy**

- ☐ Does RMA have a policy for turning in and documenting lost / found property?
- ☐ Tracking forms
- ☐ Directions / protocol
- ☐ Storage location for found items (high value items)

**Projects:**

- ☐ Oversee Eagle Scout project for Lower Derby [SAIN]

**Program Equipment:**

- ☐ Additional game cameras with cellular capabilities – real-time monitoring
- ☐ Source a portable variable message sign (**\$8,000-13,000** Urban funding)



## ***Operations***

- ☐ Finish bison fence for the southeast pasture [WO]
- ☐ Rehab Section 32 well to solar powered [WO] [TAGLIENTE]
- ☐ Parking and lay down yard at corral.
  - Use RAPP material from building site.
- ☐ Continue corral construction
  - Pick up excess fence rolls from Sheldon Hart
  - Improve fencing in corral pasture
- ☐ Install culvert on woodland trail and sand creek lateral crossing.
- ☐ Road and trail maintenance
  - Compact legacy trail at blowout and other trails as needed
  - Move crusher fines pile from along legacy trail
    - Take truckload to two ponds
    - Use for Havana ponds trail and trail repair
  - Install final swing arm gates at RMA (Havana Ponds trailhead is priority)
    - Construct trail and trailhead for Havana ponds.
  - Blade roads as needed.
- ☐ First Creek restoration using Heavy Equipment Rental/Lease program [BRIGGS]
- ☐ Buy tree shear and start management of locust thickets
- ☐ Youth employment programs and reporting (GWD, Mile-High, ELK) // (Recruit 6-month SCA to oversee youth programs)
- ☐ Continue removal of inappropriate Army signage and infrastructure where not needed
- ☐ Fix Lindsey Ranch dam
- ☐ Support Denver on First Creek trail project [RONNING]
  - Finalize route for trail on refuge lands
  - Roll off dumpster
  - **Prepare trail base and stage crusher fines for First Creek Trail Construction by April 15<sup>th</sup> [WO – TAGLIENTE]**
- ☐ Support U.S. Army dam repairs and partial breach of Upper Derby dam – transfer of dams is expected in 2016 {LUCAS and RONNING CORs}
  - Bury pipe below sand plug at Lower Derby
- ☐ Support Denver on realignment of Section 10 fence [RONNING]
- ☐ Remove solar-powered siphon infrastructure along 56<sup>th</sup> Avenue
- ☐ Remove and change out blue goose at Visitor Center
- ☐ Apply water-tight sealant to Ferret House seams to resolve leak issues.

## ***Regulatory Matters***

- ☐ Finalize ungulate issues w/ land use restrictions by 2018 roundup
  - Coordinate large sampling effort to occur after 2017 roundup
  - CONTRACT with ARDL for sample analysis
- ☐ Monthly NPDES permit for de-chlorination building [RONNING & LUCAS]
  - Budget – sodium bisulfate (?); monthly analysis (4 x \$250), quarterly analysis (2 x \$250), and WET testing (2 x \$2,500) (**\$6,500**)
- ☐ Complete soil sampling associated with construction projects at Rocky Flats NWR
  - CONTRACT with ALS Laboratories (Fort Collins) for sample analysis
- ☐ Begin scoping NEPA and compatibility work for the Rocky Flats NWR projects
  - CD for the new building [LUCAS]
  - CONTRACT for NEPA services (roads funding) [LUCAS]

## ***Restoration***

- ☐ Complete approximately 100 vegetation monitoring transects to evaluate restoration site success
- ☐ Complete grassland monitoring protocol that will be used to direct management actions on restoration sites into the future
- ☐ Continue collecting shrub seed (rabbitbrush and four-wing) with SCAs, volunteer groups, and flail vac
- ☐ Broadcast and imprint 85 acres with shrub seed to continue establishing a prairie dog shrub barrier in section 30
- ☐ Install silt fence pdog barrier along edge of pdog management zone in section 30
- ☐ Continue using sorghum/sudangrass hybrid as pdog barrier in conjunction with silt fence
- ☐ Broadcast and imprint native collected grass seed in restoration sites that need improvement
- ☐ Collect native grass seed using the flail vac
- ☐ Continue promoting native forb seed collection and planting with volunteer groups and SCA's to enhance pollinator habitat
- ☐ Continue solid set, side roll, and pivot irrigation in same locations as FY16 with potential addition of side roll or solid set in NE 27
- ☐ Assess state of vegetation near wildlife refuge watch
- ☐ Explore trading in small baler for large round baler and hay processor (**potential estimated cost ~ \$50,000**)
- ☐ Explore replacement options and potential trades for sprayer; self-propelled sprayer preferred
- ☐ Continue evaluating methods to restore native vegetation in active prairie dog zones
  - Broadcast and imprint western wheat, mulch native hay, crimp, irrigate
  - Broadcast and imprint western wheat, mulch native hay, crimp
  - Mulch native hay, crimp, irrigate
  - Mulch native hay, crimp
- ☐ Prairie dog densities may need to be managed with zinc or aluminum phosphide
- ☐ Achieve target goals identified for RAPP 2017 Targets
  - Seed broadcast/interseed supp. = 500 acres
  - Seed cover crop = 400 acres
  - Disk = 250 acres
  - Mow = 2,000 acres
  - Spray = 2,900 acres
  - Imprint = 250 acres
  - Rx burn = 1,470 acres
- ☐ Create and implement the 2017 Restoration Plan.
- ☐ Seed order of **\$70,000**.
- ☐ Continue to work internally and with APHIS to control prairie dogs in designated areas.
  - Funding to APHIS from of 1261X (**\$25,000-\$35,000**).
- ☐ FWS to treat small isolated, < 5 acres, populations of prairie dogs with aluminum
- ☐ Develop draft plan for irrigated monoculture native grass seed plantings near future administration building
- ☐ Begin implementation of restoration plan for Two Ponds
- ☐ Support national and regional monarch butterfly conservation efforts

## *Visitor Services*

- ☐ **Support the Urban Refuge Conservation Program.**
  - **Finalize Urban Refuge Update** [due in early January]
  - Implement Urban Refuge Partnership Initiative grant applications.
    - Support Ground Work Denver Latino engagement project (urban refuge partnership)
    - Support City of Denver First Creek project (urban refuge partnership), including volunteer days on April 22<sup>nd</sup> & September 23<sup>rd</sup>
  - Finalize and complete Urban Bird Treaty projects – birding app to include RMANWR and Two Ponds NWR, and interpretive panels – Why Birds Matter.
  - Support VISTA position funded through Environmental Learning for Kids (ELK)
  - Continue to develop teacher-led programs and add more urban programming
- ☐ Support Great Outdoors Colorado INSPIRE initiative & NE GoWild projects.
- ☐ Work with DOE to complete significant progress towards a new building and exhibits at Rocky Flats.
- ☐ Support 2 SCA interns (**\$13,000**/per 6-month intern). One SCA intern will focus on youth corps and the second will take leadership of the black-footed ferret exhibit.
  - Ferret food and maintenance supplies (**\$5,000**/yr)
  - Work with Friends group to develop long-term funding support for SCA interns
- ☐ Support Pollinator Pathways partnership with Butterfly Pavilion (RMA and Two Ponds)
  - Review fundraising plan from partners and attend Subaru event
  - Continue to assist with Mayor's Monarch pledges
  - Implement NWF school-yard habitat grants
- ☐ Continue fund raising and implement feasibility study for EE building (Two Ponds)
- ☐ **Revise and print revised fishing regulations (English and Spanish) (\$3,000). Revise and print general brochure (\$6,000) and develop and print interpretive Wildlife Drive brochure (\$3,000) with corresponding signs.**
  - Begin to develop a base map and trail brochure for Rocky Flats NWR
- ☐ Further expand pollinator garden (Two Ponds)
- ☐ Increase schoolyard habitats along pollinator pathway (Two Ponds)
- ☐ Annual maintenance fee for ebird kiosk (**\$650**) **and update with new map** [DROBNIAK]
- ☐ Support annual volunteer appreciation event, purchase supplies and uniforms for volunteer program (**\$4,000**)
- ☐ Recruit new volunteers & partnerships w/schools (Two Ponds)
- ☐ Acquire funding for Junior Duck Stamp program from both Friends Groups [BERES]
- ☐ Have meetings with all neighboring school districts [WALL]
- ☐ Continue to develop teacher-led programs and add more urban programming (Two Ponds)
- ☐ Develop additional partnerships with Girl Scout and Home School groups (Two Ponds)
- ☐ Implement several new Eagle Projects (Two Ponds)
- ☐ Plan and implement the following large public events:
  - Fishing Frenzy
  - Earth Day (April 22<sup>nd</sup>)
  - Junior Duck Stamp Ceremony (May 13<sup>th</sup>)
  - International Migratory Bird Day (IMBD) (May 13<sup>th</sup>)
  - Endangered Species Day (May 19<sup>th</sup>)
  - Trails Day (June 3<sup>rd</sup>)
  - Pollinator Week (June 19<sup>th</sup>-25<sup>th</sup>)
  - **Refuge Day (October 14<sup>th</sup>) (\$1,200)**

- GOCO Events, including GoWild in the Park (October 14<sup>th</sup>)

Support infrastructure and annual maintenance projects:

- ☐ Finish construction of concrete walkway to ferret exhibit
- ☐ Ongoing maintenance needs for Visitor Center: replace mannequin, resolve exhibit hall lighting, and repair/replace broken exhibits
- ☐ Re-surface concrete surface in Visitor Center lobby
- ☐ **Mark vertical clearance height and establish barriers around solar arrays at Visitor Center parking areas to mitigate collisions.**
- ☐ Ongoing repair of floating boardwalk at Lake Mary.
- ☐ Improve landscaping around Contact Station and Day Use Area
- ☐ Move eagle statue from Contact Station to the VC.
- ☐ Maintain infrastructure; kiosks, benches, bridges; install benches & flagpole (Two Ponds)
- ☐ Improve trail system; fill in cracks and level with crusher fines, re-seed barren grass areas (Two Ponds)
- ☐ Continue to explore effective counters for estimating annual visitation. Source seismic road counter in roadbed [DROBNIAK]
- ☐ Support annual maintenance and repair of tour and shuttle buses [SOUDERS & CARR]

### ***Current Vacancies (Priority Order)***

1. Maintenance Worker (vice Blankenship)
2. Deputy Project Leader (vice Hastings)
3. Biologist (vice Hetrick)
4. Park Ranger (vice Gonzales)
5. Park Ranger (vice Bland) (career-seasonal under realignment)
6. Maintenance Worker (vice Fernandez) (career-seasonal under realignment)
7. Part-time Clerk (vice “Bob”)
8. Wildlife Refuge Specialist (Rocky Flats under realignment)

### ***Seasonal Hires***

Seasonal hiring may be disrupted by a hiring freeze enacted January 22, 2017.

- ☐ Tractor Operators ( $n=2-3$ ) supervised by William Kutosky
  - Primary duties: Seeding, mowing, and running irrigation systems
  - Three in the summer, and one in the winter.
- ☐ Range Technicians ( $n=2$ ) supervised by William Kutosky.
  - Primary duties: Control invasive plant species by both chemical and mechanical means.
- ☐ Biological Technicians ( $n=2$ ) supervised by Nick Kaczor
  - Primary duties: assist with inventory and mapping of prairie dog towns, mourning dove banding, habitat restoration
- ☐ Fire Technician ( $n=1$ ) supervised by Tom Ronning
  - Primary duties: prepare equipment and staff for improved preparedness, assist Mid-Plains District as necessary
- ☐ Park Rangers ( $n=2$ ) supervised by Cindy Souders
  - Primary duties: assist with public tours and staff Visitor Center
  - One in the summer and one in the winter
- ☐ Student Conservation Association ( $n=2$ ) supervised by Tom Wall & William Kutosky
  - Primary duties: Monarchs, ferret care, youth corps leadership
  - Two in the summer and one in the winter

## ***Signs***

<b>Sign Type</b>	<b>Location</b>
Replace remaining traffic signs for (\$2,900)	64 <sup>th</sup> Avenue west of Havana
Replace 4'x6' signs at Wildlife Watch	First Creek Overlook
Install "Raise Plow" signs for traffic counters	Entrance & Wildlife Drive
Interpretive Panels for Lower Derby Overlook	Lower Derby Lake
Updated fishing regulations	Lake Mary & Lake Ladora
Directional sign to "Refuge Fire & Operations → US Army → Navarro →"	72 <sup>nd</sup> & Havana
Rattlesnake Hill Trailhead Sign	Rattlesnake Hill Trailhead
Havana Ponds Trailhead Sign	Havana Ponds Trailhead
"Do not enter when water is flowing"	Havana Ponds Spillway
Rocky Mountain Arsenal NWR Fire	Building 124
Rocky Mountain Arsenal NWR Operations	Building 120
Refuge regulations and after hours contacts	All kiosks – Wildlife Drive, North Ladora, South Ladora, Lake Mary, Contact Station, VC
Interpretive panels	Lake Derby Overlook
Wildlife Drive signs to match interpretive brochure	Wildlife Drive

## **Colorado Front Range National Wildlife Refuge Complex Station Training Needs - 2017**

**Table 1.** Current wildland fire qualifications and training goals, 2017

<i>Name</i>	<i>Current OPS Qualifications</i>	<i>Other Qualifications</i>	<i>Immediate RMANWRC Goals</i>	<i>Training</i>
Scott Whiteaker*	ENGB, ICT5, RXB3, FIRB, FAL2		ICT4(t), RXB2(t), FEMO(t)	RX310, S215, S390
William Kutosky*	ENGB, ICT5, FFT1, FAL2		FIRB(t), FEMO(t)	S215, S234, S270, S290, L280
Tom Ronning*	FFT1, ICT5, ENOP, FAL2		FIRB(t), FEMO(t)	S215, S230, S234, S270
David Lucas*	ICT5, FFT1, FFT2, FAL3,	FSC1	ENGB(t); FAL2(t)	S211, S215, S230, S234, S270, S290
Nick Kaczor*	FFT1, FFT2, FAL3,	SCKN, RESL(t)	ICT5(t); ENGB(t); FAL2(t)	S211, S215, S230, S234, S270, S290
Josh Frazier	FFT2, FAL3	SEC1	SECM(t), INVf(t)	FI210
Tom Wall	FFT2			
Sammy Sain	FAL3	SEC1	FFT2(t)	S130, S190
Cindy Souders	PIOF			

\* In 2016, refresher training for Basic Aviation Safety (B3) and Aviation for Supervisors (M3) will be reduced to 2 years from 3 years.

- RT130 & WCT for all FFT2 and above will be coordinated by Scott Whiteaker.
- NWGC Online courses: S190, S260, S290
- USFS Pike NF (Feb 7-24): S230
- Arizona Academy (March 11-17): <http://www.azwildfireacademy.org/> (L280, RX310, S211, S212, S215, S219, S230/231, S244)
- Nebraska Wildland Fire Academy (April 1-9): <http://nfs.unl.edu/NWFA> (S212, S215, S219, S270, L280)
- Colorado Fire Camp (Varies): <http://coloradofirecamp.com/schedule.html> (S212, S215, S219, S244, S270)
- State of Wyoming (Monthly): <http://www.wyofirecourses.com/courses/course-descriptions> (FI210, L280, S215, S219, S-230/231)
- State of Texas (May 16-25): <http://ticc.tamu.edu/Training/training.htm> (Classes TBD)
- CWFIMA (June 5-9 tentative): <http://www.cwfima.com/> (Classes TBD)



**Table 2.** Current Commercial Driver's Licenses and training goals, 2017

<i>Name</i>	<i>Current License</i>	<i>Endorsements</i>	<i>Immediate</i>	<i>RMANWRC Goals</i>
<b>– CLASS A –</b>				
Bill Carr			A-NTT +PASSENGER	
Joel Colvin	A	P2/TANKER		
Nick Kaczor	B	P2/TANKER	A-NTT	
William Kutosky			A-NTT +PASSENGER +TANKER	
David Lucas	A	P2/TANKER		
Tom Ronning			A-NTT +PASSENGER +TANKER	
Steve Tukua	A	TANKER		
Scott Whiteaker	A	TANKER		
<b>– CLASS B –</b>				
Seth Beres	B	P2		
Susan Drobniak	B	P2		
Cindy Souders			B +PASSENGER	
Tom Wall	B	P2		
<b>– VOLUNTEERS –</b>				
Dick Conway	B	P2		
Walter Derr	B	P2		
Gary Drotar	B	P2		
Ray Fetherman	B	P2		
Larry Maynard	B	P2		

P1 – Class C passenger vehicle (less than 26,001 lbs. GVWR)

P2 – Class B passenger vehicle (26,001 lbs. or more GVWR)

**Table 3.** Current FWS-specific training, 2017

(X=certified; \*=needed; I=certified &amp; instructor)

<i>Name</i>	<i>MOCC</i>	<i>ORUV</i>	<i>Firearms</i>	<i>CDSO</i>	<i>Chainsaws<sup>1</sup></i>	<i>Safety for Supervisors</i>	<i>Financial Assistance</i>
Seth Beres		X					
Bill Carr		*		*	*	*	
Joel Colvin	X	X			X <sup>(3/A)</sup>		
Josh Frazier	X	X	n/a	X	X <sup>(3/A)</sup>		
Nick Kaczor	X	I	X	X*	X <sup>(3/B)</sup>	X	
William Kutosky	X	X	X	X	X <sup>(2/B)</sup>	X	
David Lucas	*	X	X	X	X <sup>(3/B)</sup>	X	*
Tom Ronning	*	X	X	X*	X <sup>(2/B)</sup>	X	
Sammy Sain	X	X	n/a		X <sup>(3/A)</sup>		
Seasonal's		*			*		
Cindy Souders				*		X	*
Steve Tukua		*		*	X <sup>(3/A)</sup>	*	
Annette Ursini						X	X
Tom Wall		X				*	X
Scott Whiteaker	*	I	X	X*	X <sup>(2/B)</sup>		

<sup>1</sup> Following X is the individual's NWCG quals (1-3), and then Refuge quals (A-C).

**Table 4.** Current FWS heavy equipment training, 2017

(X=certified; \*=needed; I=certified &amp; instructor)

<i>Name</i>	<i>Agricultural Tractors</i>	<i>Four wheel drive loader</i>	<i>Forklifts</i>	<i>Backhoes &amp; Loaders</i>	<i>Skid steers</i>	<i>Excavators</i>	<i>Motor graders</i>	<i>Crawler-dozer</i>
Bill Carr	*	*	*	*	*			
Joel Colvin	X	X	X	X	X	X	X	X
Josh Frazier			*		*			
Nick Kaczor	X	X	X	*	X			
William Kutosky	X	X	X	X	X	X	X	
David Lucas	*		X					
Ed Tagliente			X					
Tom Ronning	X	X	X	X	X	X	X	
Sammy Sain	X		*		X			
Steven Tukua	X	X	X		X	*	*	*
Scott Whiteaker	I	I	I	I	I	I	I	I
Seasonal's	*				*			

Heavy equipment refresher training: Beginning in 2012, operators must take the web-based refresher training every 3 years after completing the initial FWS approved training as defined in 321 FW 1. Heavy Equipment Refresher course can be found on DOI Learn under:

**FWS Heavy Equipment Refresher OLT**

ATV/UTV refresher: All individuals operating off-road utility vehicles are required to successfully complete the refresher course every 3 years after completing the initial FWS approved training for each specific category as defined in 243 FW 6 and 321 FW 1. The web-based ORUV refresher courses can be located on DOI Learn titled:

**FWS ORUV Refresher OLT. - (Includes ATV, UTV, and Amphibious)**

# CO Front Range NWR Complex – January 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 REFUGES CLOSED XMAS BIRD COUNT	2 HOLIDAY	3 Lucas (Leave)	4 Lucas (Leave)	5 Lucas (Leave) All Employee (0800)	6 Lucas/Ronning (Lieu)	7
8 PP 17-03  Girl Scout Troop #64393 @ Contact Station	9 Lucas (Leave) Kaczor (Training)	10 Lucas (Leave) Kaczor (Training) Staff Mtg (0800)	11 Kaczor/Kutosky (Training)	12 FULL MOON Kutosky (Training) CPW Mtg (1300)	13 Kutosky (Training) Kaczor (Lieu)	14 Wildlife Tour (0930) All About Owls (1030)
15	16 HOLIDAY PUBLIC LANDS FREE DAY	17 CARR Begins Staff Mtg (0800) RF Exhibits Call (1100)	18 RF Building Call (0830) Win Win (0900) @ VC Reg Friends Call (1500) Logan School @ Contact Station RECYCLED WATER ON	19 Kaczor (Leave) CAB (0730) Commerce City (0830) FFRWR (1600)	20 Lucas/Ronning (Lieu)  Masked Bandit (1000) Westerly Creek (1000)	21 Spanish Tour (0930) Seed Collection (0930)  RMA POWER OUTAGE
22 PP 17-04	23 Kutosky/Whiteaker (Training)	24 Kutosky/Whiteaker (Training) Annual Work Plan (0800) RMA Bldg Comments (0930) Area Boards (1130) @ Adams14	25 Kutosky/Whiteaker (Training) Souders (leave) Kaczor (BFFCS Mtg) RF FLAP Mtg (All Day) Logan School @ Contact Station TASER COURSE	26 Kutosky/Whiteaker (Training) Souders (Leave) Kaczor (BFFCS Mtg)  TASER COURSE	27 NEW MOON Kutosky/Whiteaker (Training) Souders (Leave) Frazier (Detail) Kaczor (Lieu) Colorado HS @ Contact Station	28 Frazier (Detail)  Wildlife Tour (0930)  NPDES REPORTING
29 Frazier (Detail)  Girl Scout Troop #64393 @ Contact Station	30 Souders (Leave)	31 Souders (Leave) Council Mtg (1400) VEHICLE REPORTS STATE/FED PERMITS DUE PESTICIDE USE DUE	1 RMA Building Mtg (0830) PUPS DUE BFF Site Report Due PLATTE RIVER DEPLETIONS RPT DUE	2 All Employee (0800)	3 Lucas/Ronning (Lieu)	4 Spanish Tour (0930) Wild Valentine (1000) Planting 4 Pollinators (1200)

# CO Front Range NWR Complex – February 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<b>29</b> Frazier (Detail)  <i>Girl Scout Troop #64393 @ Contact Station</i>	<b>30</b> Souders (Leave)  <b>WET TEST</b>	<b>31</b> Souders (Leave) Ronning/Tukua (Travel) Council Mtg (1400) <b>VEHICLE REPORTS</b> <b>STATE/FED PERMITS DUE</b> <b>PESTICIDE USE DUE</b>	<b>1</b> RMA Building Mtg (0830) Ronning/Tukua (Travel) <b>PUPS DUE</b> <b>BFF Site Report Due</b> <b>WET TEST</b> <b>PLATTE RIVER DEPLETIONS RPT DUE</b>	<b>2</b> All Employee (0800) Ronning/Tukua (Travel)	<b>3</b> Lucas/Ronning (Lieu) Urban Eval Call (0930)  <b>WET TEST</b>	<b>4</b>
<b>5</b> <i>PP 17-05</i>  <b>FISHING REGS →</b>	<b>6</b> CDPHE Mtg (1000) CDPHE Mtg (1300)	<b>7</b> Staff Mtg (0800) VOC/First Creek Mtg (1000) Urban Eval Webinar (1200) <b>OLE DEF TACTICS (Frazier)</b>	<b>8</b> Kaczor (CO BFF Group) Water Mgmt Mtg (1300)	<b>9</b>  <i>Fletcher @ Contact Station</i>	<b>10</b> <b>FULL MOON</b> Kaczor (Lieu), Whiteaker (Leave) <b>RECYCLED WATER OFF</b>	<b>11</b>  <i>Wildlife Tour (0930)</i>
<b>12</b> Lucas (NCTC)  <i>Masked Bandit (1000)</i>	<b>13</b> Kaczor (Travel)/Lucas (NCTC)	<b>14</b> Kaczor (Travel)/Lucas (NCTC) Staff Mtg (0800)	<b>15</b> Kaczor (Travel)/Lucas (NCTC) RF Building Call (0830) SAPC Call (0830) <b>DM DATACALL DUE</b>  <i>Global Village Schools @ Contact Station</i>	<b>16</b> Lucas (NCTC) CAB (0730) Commerce City (0830) Adams County AOP (0900) FFRWR (1600)  <i>Home on the Range @ Contact Station</i>	<b>17</b> Lucas (NCTC) Lucas/Ronning (Lieu) <b>BACKYARD BIRD COUNT →</b>  <i>Home on the Range @ Contact Station</i>	<b>18</b> Lucas (NCTC)  <i>Wildlife Tour (0930)</i>
<b>19</b> <i>PP 17-06</i>  <b>Volunteer Potluck (1130)</b>	<b>20</b> <b>HOLIDAY</b> <b>PUBLIC LANDS FREE DAY</b>	<b>21</b> Staff Mtg (0800) DEN Tour (1300) <i>Denver Zoo (0900)</i>	<b>22</b> RF Session #3 (1800) VOC/First Creek (1000) <i>Adams County Career (1400)</i>	<b>23</b> Lucas (Leave)  <i>Global Village Schools @ Contact Station</i>	<b>24</b> Lucas (Leave); Kaczor (Lieu)  <i>Lester Arnold HS (0930)</i>	<b>25</b>  <i>Talon Talk (1030)</i> <i>Who's Tracking Who (1300)</i>
<b>26</b> <b>NEW MOON</b>	<b>27</b> Kutosky/Ronning/Whiteaker (Training)  <b>LE INSERVICE (BEAR RIVER)</b>	<b>28</b> Kutosky/Ronning/Whiteaker (Training) Rocky Flats ESO (1400) <b>VEHICLE REPORTS</b> <b>NPDES REPORTING</b> <b>LE INSERVICE (BEAR RIVER)</b>	<b>1</b> Kutosky/Ronning/Whiteaker (Training)  <b>LE INSERVICE (BEAR RIVER)</b>	<b>2</b> Kutosky/Ronning/Whiteaker (Training) All Employee (0800) <i>Logan School @ Contact Station</i> <b>LE INSERVICE (BEAR RIVER)</b>	<b>3</b> Kutosky/Ronning/Whiteaker (Training) Lucas/Ronning (Lieu) <i>Masked Bandit (1000)</i> <b>LE INSERVICE (BEAR RIVER)</b>	<b>4</b>

# CO Front Range NWR Complex – March 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<b>26</b> NEW MOON   	<b>27</b> Kutosky/Ronning/Whiteaker (Training)  LE INSERVICE (BEAR RIVER)	<b>28</b> Kutosky/Ronning/Whiteaker (Training) Rocky Flats ESO (1400)  <b>VEHICLE REPORTS</b> <b>NPDES REPORTING</b> LE INSERVICE (BEAR RIVER)	<b>1</b> Kutosky/Ronning/Whiteaker (Training)  LE INSERVICE (BEAR RIVER)	<b>2</b> Kutosky/Ronning/Whiteaker (Training) All Employee (0800) <i>Logan School @ Contact Station</i> <i>UNC @ VC (1300)</i> LE INSERVICE (BEAR RIVER)	<b>3</b> Kutosky/Ronning/Whiteaker (Training) Lucas/Ronning (Lieu) <i>Masked Bandit (1000)</i> LE INSERVICE (BEAR RIVER)	<b>4</b>  <i>Wildlife Tour (0930)</i>
<b>5</b> <i>PP 17-07</i>	<b>6</b> <i>SUAZO Begin</i> <i>R x Press Release</i> LE INSERVICE (BEAR RIVER)	<b>7</b> Staff Mtg (0800) GWD Mtg (1300) LE INSERVICE (BEAR RIVER)	<b>8</b> <i>Logan School @ Contact Station</i> LE INSERVICE (BEAR RIVER)	<b>9</b> LE INSERVICE (BEAR RIVER)	<b>10</b> Kaczor (Lieu) <b>GATE (0600-1930)</b> LE INSERVICE (BEAR RIVER)	<b>11</b>  <i>Espanol Tour (0930)</i>
<b>12</b> FULL MOON <b>DST (SPRING FORWARD)</b> <b>PARKING LIGHTS</b>	<b>13</b> Lucas (Leave)	<b>14</b> Carr/Souders/Ronning/Whiteaker/Tukua (CDSO Training) Kaczor (Crucial Convos) Staff Mtg (0800) <b>REFUGE BIRTHDAY (114<sup>TH</sup>)</b>	<b>15</b> Carr/Souders/Ronning/Whiteaker/Tukua (CDSO Training) Kaczor (Crucial Convos) RF Building Call (0830) Aurora Brown Bag (Lucas) <i>Adams County Career (1400)</i>	<b>16</b> Carr/Souders/Ronning/Whiteaker/Tukua (CDSO Training) Kaczor (Leave) CAB (0730) FFRWR (1600)	<b>17</b> Lucas/Ronning (Lieu) Kaczor (Leave)  <i>Adams County Career (1400)</i>	<b>18</b>  <i>Masked Bandit (1000)</i>
<b>19</b> <i>PP 17-08</i>	<b>20</b> <b>SCHIFF/LEGGETT Begin</b> Rocky Mtn Greenway (1300)  <b>BFF Surveys</b>	<b>21</b> Staff Mtg (0800)  <b>BFF Surveys</b>	<b>22</b>  <b>BFF Surveys</b>	<b>23</b>  <i>Rocky Flats Hike (0930)</i> <i>Sagebrush Elem @ Contact Station</i>	<b>24</b> Kaczor (Lieu) <i>Sagebrush Elem @ Contact Station</i>	<b>25</b>  <i>Wildlife Tour (0930)</i>
<b>26</b> <i>Build-a-Bison (1300)</i> <i>Eagle Scout Project (0900)</i>  <b>DPS SPRING BREAK →</b>	<b>27</b> NEW MOON Sain (Leave) Tukua (WG Academy)  <b>RX BURNS</b>	<b>28</b> Sain (Leave) Tukua (WG Academy) Staff Mtg (0800)  <i>Navy Volunteers (1200)</i>	<b>29</b> Sain (Leave) Tukua (WG Academy) RMA Bldg Mtg (0800)  <i>Primrose @ Contact Station</i>	<b>30</b> Tukua (WG Academy) Lucas/Sain (Leave)	<b>31</b> Tukua (WG Academy) Lucas/Ronning (Lieu) Sain (Leave)  <b>VEHICLE REPORTS</b>	<b>1</b>  <b>FISHING FRENZY</b>

# CO Front Range NWR Complex – April 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<b>26</b> <i>Build-a-Bison (1300)</i> <i>Eagle Scout Project (0900)</i> <b>DPS SPRING BREAK →</b>	<b>27</b> Sain (Leave) Tukua (WG Academy)  <b>RX BURNS</b>	<b>28</b> <small>NEW MOON</small> Sain (Leave) Tukua (WG Academy) Staff Mtg (0800) <i>Navy Volunteers (1200)</i>	<b>29</b> Sain (Leave) Tukua (WG Academy) RMA Bldg Mtg (0800) <i>Primrose @ Contact Station</i>	<b>30</b> Sain (Leave) Tukua (WG Academy)	<b>31</b> Sain (Leave) Lucas/Ronning (Lieu) Tukua (WG Academy) <b>VEHICLE REPORTS</b>	<b>1</b> <i>FISHING FRENZY</i>
<b>2</b> <i>PP 17-09</i>	<b>3</b> <i>SATTERWHITE/ZIMBALAS (SCA) Begin</i>	<b>4</b> Kaczor (Leave)	<b>5</b> Lucas (Travel)	<b>6</b> Lucas (Training) All Employee (0800)  <b>RX BURNS</b> <i>Meridian Elem (1000)</i>	<b>7</b> Lucas (Training) Kaczor (Lieu)  <b>RX BURNS</b> <b>GATE (0600-2000)</b>	<b>8</b> Lucas (Training)  <i>Falcon Frenzy (1030)</i>
<b>9</b> Lucas (Training)	<b>10</b> Whiteaker (Training)	<b>11</b> <small>FULL MOON</small> Whiteaker (Training) Staff Mtg (0800) <b>Deer Disease Training</b>	<b>12</b> Whiteaker (Training)  <b>Deer Disease Training</b>	<b>13</b> Whiteaker (Training) SAPC Mtg (0800) <i>Meridian Elem (1000)</i>	<b>14</b> Whiteaker (Training) Lucas/Ronning (Lieu)	<b>15</b> <b>RMA FISHING OPENS</b>  <i>Wildlife Tour (0930)</i>
<b>16</b> <i>PP 17-10</i>	<b>17</b>	<b>18</b> Staff Mtg (0800)  <b>RT130/PACK TEST</b>	<b>19</b> Win Win (0900) Committee Mtg (1300)  <i>Lotus School (0915)</i>	<b>20</b> CAB (0730) Commerce City (0830) FLAP Mtg @ JeffCo (1000) FFRWR (1600) <i>Lotus School (0915)</i> <i>Rocky Flats Hike (0930)</i>	<b>21</b> Kaczor (Lieu) GoWild Mtg (0900)  Seismologist Tour (TBD)	<b>22</b> <b>EARTH DAY</b>  <i>Wildlife Tour (0930)</i> <b>VOC Project @ First Creek Trail</b>
<b>23</b>	<b>24</b> <b>HORTON/QUIGLEY Begin</b>	<b>25</b> Staff Mtg (0800) Area Boards (1130) @ SACWSD	<b>26</b> <small>NEW MOON</small> <b>ADMIN PROF DAY</b>  <i>Milken Elem (0945)</i>	<b>27</b> Rocky Flats (TBD)  <i>Intl School @ Contact Station</i>	<b>28</b> Lucas/Ronning (Lieu) <b>MIHLBACHLER Last Day</b> <i>Milken Elem (0945)</i> <b>VEHICLE REPORTS</b>	<b>29</b> <i>Masked Bandit (1000)</i> <i>Hike-N-Bird (1300)</i> <i>CO Native Plants @ Contact Station</i>
<b>30</b> <i>PP 17-11</i> <i>Build-a-Bison (1300)</i> <i>CO Native Plants @ Contact Station</i>	<b>1</b>	<b>2</b> <b><u>GATE (0530-2030)</u></b>	<b>3</b>	<b>4</b> All Employee (0800)	<b>5</b> Kaczor (Lieu)	<b>6</b> Friends Event (1000)



# CO Front Range NWR Complex – May 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<b>30</b> <i>PP 17-11</i> <i>Build-a-Bison (1300)</i> <i>CO Native Plants @ Contact Station</i>	<b>1</b> Denver Zoo @ Rocky Flats	<b>2</b> <i><b>GATE (0530-2030)</b></i>	<b>3</b> <i>ORUV TRAINING @ NBFFCC</i>	<b>4</b> All Employee (0800)	<b>5</b> Kaczor (Lieu) Lucas (Training) <i>Pollinator Planting (0900)</i> <i>Masked Bandit (1300)</i>	<b>6</b> Friends Event (1030) <i>Father/Son Fishing (0900)</i> <i>Spanish Tour (0930)</i> <i>CO Native Plants @ Contact Station</i>
<b>7</b> Kaczor (Training) <i>Beginning Birding (0900)</i>	<b>8</b> Prairie Protection (1000) RD Briefing (1300)	<b>9</b> Staff Mtg (0800)	<b>10</b> <small>FULL MOON</small> <i>FROSCHMAYER (SCA) Begins</i> Urban Call (0900) <i>Center for Urban Education (1315)</i>	<b>11</b> Frazier/Sain (Federal Court) <i>Noel ComArts School (1020)</i> <i>Adaptive Fishing (1600)</i>	<b>12</b> Lucas/Ronning (Lieu) GDP Mtg (1000) <i>Lester Arnold HS (1000)</i>	<b>13</b> <b>MIGRATORY BIRD DAY</b> <b>JR DUCK CEREMONY (1200)</b> <i>Birding by Ear (0900)</i>
<b>14</b> <i>PP 17-12</i> <b>TEACHEY Begins</b>	<b>15</b> RF Sharing Session (1830) <b>HAIRE Begins</b>	<b>16</b> Staff Mtg (0800) <b>SEASONAL ORIENTATION (1230-1600)</b>	<b>17</b> Rocky Mtn Greenway (0900) <b>ORUV TRAINING</b> <i>McGlone Elem (1000)</i>	<b>18</b> Commerce City (0830) FFRWR (1600) <b>CPR TRAINING (0800)</b> <i>Aurora Youth (0900)</i> <i>Adaptive Fishing (1600)</i>	<b>19</b> Kaczor (Lieu) <b>ENDANGERED SPECIES DAY</b>	<b>20</b> <i>Wildlife Tour (0930)</i> <i>Girl Scout Troop 62135 @ Contact Station</i>
<b>SAFETY WEEK</b>						
<b>21</b>	<b>22</b> Frazier/Sain (Court Training) Arvada City Council (1800) <b>GWD Green Team</b>  URBAN TRANS. MTG (pm)	<b>23</b> Frazier (Leave) Staff Mtg (0800) <b>HEAVY EQUIP TRAINING</b> <b>GWD Green Team</b>  URBAN TRANSPORTATION MTG	<b>24</b> Frazier (Leave) <i>Weed Knockout (1200)</i> <b>HEAVY EQUIP TRAINING</b> <b>GWD Green Team</b>  URBAN TRANSPORTATION MTG	<b>25</b> <small>NEW MOON</small> Frazier (Leave) SAPC Mtg (0900) <b>ORUV TRAINING</b> <b>GWD Green Team</b> <i>Rocky Flats Hike (0930)</i> <i>McGlone Elem (1000)</i> <i>Adaptive Fishing (1600)</i>	<b>26</b> Lucas/Ronning (Lieu)  <i>Sabin School (0930)</i>  <b>NPDES REPORTING</b>	<b>27</b>  <i>Kid's Fishing Clinic (1000)</i>
<b>28</b> <i>PP 17-13</i>	<b>29</b> <b>HOLIDAY</b>	<b>30</b> Lucas (Leave) <b>SELLERS Begins</b> <b>GWD Green Team</b> <b>MILE HIGH @ WEEDS</b>	<b>31</b> <b>BISON MGMT MTG</b> <i>Cottonwood School (1200)</i> <b>GWD Green Team</b> <b>MILE HIGH @ WEEDS</b> <b>VEHICLE REPORTS</b>	<b>1</b> <b>BISON MGMT MTG</b> All Employee (0800) <b>GWD Green Team</b> <b>MILE HIGH @ WEEDS</b>	<b>2</b> Kaczor (Lieu)  <b>GWD Green Team</b> <b>MILE HIGH @ WEEDS</b>	<b>3</b> <b>NATIONAL TRAILS DAY</b> <b>PUBLIC LANDS FREE DAY</b>

# CO Front Range NWR Complex – June 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<b>28</b> <i>PP 17-13</i>	<b>29</b> <b>HOLIDAY</b>	<b>30</b> <b>SELLERS Begins</b> <b>GWD Green Team</b> <b>MILE HIGH @ WEEDS</b>	<b>31</b> Ronning (Travel) <i>Cottonwood School (1200)</i> <b>GWD Green Team</b> <b>MILE HIGH @ WEEDS</b> <b>VEHICLE REPORTS</b>	<b>1</b> Ronning (Travel) All Employee (0800) <b>GWD Green Team</b> <b>MILE HIGH @ WEEDS</b> <b>FORKLIFT TRAINING</b>	<b>2</b> Kaczor (Lieu) <i>ROFL Trail Scoping (All Day)</i> <b>GWD Green Team</b> <b>MILE HIGH @ WEEDS</b>	<b>3</b> <b>NATIONAL TRAILS DAY</b> <b>PUBLIC LANDS FREE DAY</b> Eagle Scout @ Derby (0830)
<b>4</b> <i>Masked Bandit (1000)</i> <b>DENVER ZOO/PARC @</b> <b>ROCKY FLATS</b>	<b>5</b> Frazier (Training) PLA Board @ VC (0830)  <b>MILE HIGH @ WEEDS</b> <b>SUREGUARD TRAILS</b>	<b>6</b> Frazier (Training) Staff Mtg (0800)  <b>MILE HIGH @ WEEDS</b>	<b>7</b> Ursini (Leave) Frazier (Training)  <b>MILE HIGH @ WEEDS</b>	<b>8</b> Ursini (Leave) Frazier (Court) NRDA Tour (0900) <b>MILE HIGH @ WEEDS</b> <i>West Elementary (1000)</i> <i>Adaptive Fishing (1600)</i>	<b>9</b> FULL MOON Frazier (Training) Sain/Ursini (Leave) Lucas/Ronning (Lieu)	<b>10</b> <i>Denver Zoo AIP @ Contact Station</i> <i>Wildlife Tour (0930)</i> <i>Pollinator Planting (0930)</i>
<b>11</b> <i>PP 17-14</i>	<b>12</b> Beres/Lucas (Leave)  <b>MILE HIGH @ WEEDS</b> <b>Girl Scout Camp</b>	<b>13</b> Beres/Lucas (Leave) Frazier (Travel) Staff Mtg (0800) <b>MILE HIGH @ WEEDS</b> <b>Girl Scout Camp</b>	<b>14</b> Beres/Lucas/Ronning (Leave) Frazier (Travel)  <b>MILE HIGH @ WEEDS</b> <b>Girl Scout Camp</b>	<b>15</b> Beres/Kaczor/Lucas/Ronning (Leave) Frazier (Travel) <b>MILE HIGH @ WEEDS</b> <b>Girl Scout Camp</b> FFRWR (1600)	<b>16</b> Beres/Kaczor/Lucas/Ronning (Leave) Frazier (Travel)  <b>Girl Scout Camp</b>	<b>17</b> Kaczor (Leave) Frazier (Travel)  <i>Owls Underground (0900)</i> <i>Kid's Fishing Clinic (1000)</i>
<b>18</b> Kaczor (Leave) Frazier (Travel)	<b>19</b> Kaczor/Ronning (Leave)  <b>MILE HIGH @ FIRST CREEK</b> <b>ELECTROFISHING?</b>	<b>20</b> Kaczor/Ronning (Leave) Staff Mtg (0800) <b>MILE HIGH @ FIRST CREEK</b>	<b>21</b> Kaczor/Ronning (Leave)  <b>MILE HIGH @ FIRST CREEK</b> <i>Mag Monarchs (1000)</i> <i>LaPatite @ Contact Station</i>	<b>22</b> Kaczor (Leave) <i>Rocky Flats Hike (0930)</i> <b>MILE HIGH @ FIRST CREEK</b> <i>Aspen @ Contact Station</i> <i>Adaptive Fishing (1600)</i>	<b>23</b> NEW MOON Kaczor (Leave) Lucas/Ronning (Lieu)  <i>Cherry Creek @ Contact Station</i>	<b>24</b> Kaczor (Leave) <i>Denver Botanic Tour (0900)</i> <i>Owls Underground (0900)</i> <i>Buzz on Bees (1000)</i>
<b>25</b> <i>PP 17-15</i> Kaczor (Leave) <i>Masked Bandit (1000)</i>	<b>26</b> Kaczor (Leave)  <b>MILE HIGH @ FIRST CREEK</b> <b>Cub Scout Camp</b>	<b>27</b> Staff Mtg (0800) Kaczor (Leave) <b>MILE HIGH @ FIRST CREEK</b> <b>Cub Scout Camp</b>	<b>28</b> <b>NPDES REPORTING</b> <b>MILE HIGH @ FIRST CREEK</b> <b>Cub Scout Camp</b>	<b>29</b> Lucas (Leave)  <b>MILE HIGH @ FIRST CREEK</b> <b>Cub Scout Camp</b>	<b>30</b> Lucas (Leave) Kaczor (Lieu) <b>VEHICLE REPORTS</b> <b>Cub Scout Camp</b>	<b>1</b> <b>GoWild (Aurora) (1230)</b>  <b>FIRE CREWS</b>

# CO Front Range NWR Complex – July 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<b>25</b> <i>PP 17-15</i> Kaczor (Leave) <i>Masked Bandit (1000)</i>	<b>26</b> Kaczor (Leave) <b>MILE HIGH @ FIRST CREEK</b> <i>Cub Scout Camp</i>	<b>27</b> Staff Mtg (0800) Kaczor (Leave) <b>MILE HIGH @ FIRST CREEK</b> <i>Cub Scout Camp</i>	<b>28</b> <b>NPDES REPORTING</b> <b>MILE HIGH @ FIRST CREEK</b> <i>Cub Scout Camp</i>	<b>29</b> Lucas (Leave) <b>MILE HIGH @ FIRST CREEK</b> <i>Cub Scout Camp</i>	<b>30</b> Lucas (Leave) Kaczor (Lieu) <b>VEHICLE REPORTS</b> <i>Cub Scout Camp</i>	<b>1</b> <i>GoWild (Aurora) (1230)</i> <b>FIRE CREWS</b>
<b>2</b> <b>FIRE CREWS</b>	<b>3</b>	<b>4</b> <b>HOLIDAY</b> <b>FIRE CREWS</b>	<b>5</b> <i>Thornton Summer Camp</i>	<b>6</b> All Employee (0800) <i>Fishing Derby (1000)</i> <i>Adaptive Fishing (1600)</i>	<b>7</b> Lucas/Ronning (Lieu)	<b>8</b> <b>FULL MOON</b> <i>Weed Knockout (0930)</i>
<b>9</b> <i>PP 17-16</i>	<b>10</b> <b>DOVE BANDING?</b>	<b>11</b> Staff Mtg (0800)	<b>12</b> <i>Open Door @ Contact Station</i>	<b>13</b> <i>Fishing Derby (1000)</i> <i>Adaptive Fishing (1600)</i>	<b>14</b> Kaczor (Lieu)	<b>15</b> CO Municipal League <i>Fishing Clinic (1000)</i>
<b>16</b>	<b>17</b> Sain (Leave)	<b>18</b> Sain (Leave) <b>STAFF WORK DAY (0800-1200)</b> <b>BoA Work Day (1200)</b>	<b>19</b> Sain (Leave) <i>Goddard @ Contact Station</i>	<b>20</b> Sain (Leave) FFRWR (1600) <i>Homestead @ Contact Station</i>	<b>21</b> Sain (Leave) Lucas/Ronning (Lieu) <i>Growhaus (1000)</i> <i>Little People @ Contact Station</i>	<b>22</b> Sain (Leave)
<b>23</b> <b>NEW MOON</b> <i>PP 17-17</i> Sain (Leave)	<b>24</b> Sain (Leave) <b>PMJM Trapping?</b>	<b>25</b> Sain (Leave) Staff Mtg (0800) Area Boards (1130) @ SAFD	<b>26</b>	<b>27</b>	<b>28</b> Kaczor (Lieu) <b>NPDES REPORTING</b>	<b>29</b>
<b>30</b>	<b>31</b> <b>Commerce City Event</b> <b>VEHICLE REPORTS</b>	<b>1</b> <b>GATE (0600-2030)</b>	<b>2</b>	<b>3</b> All Employee (0800)	<b>4</b> Lucas/Ronning (Lieu) <i>DPS @ Contact Station</i>	<b>5</b>

# CO Front Range NWR Complex – August 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
30	31 Commerce City Event  VEHICLE REPORTS	1  GATE (0600-2030)	2	3 All Employee (0800)	4 Lucas/Ronning (Lieu)  DPS @ Contact Station	5
6  PP 17-18	7 FULL MOON PROJECT LEADER MTG  BTPD SURVEYS →	8 PROJECT LEADER MTG Staff Mtg (0800)	9 PROJECT LEADER MTG  City Surfer (0945)	10 PROJECT LEADER MTG  GoWild (ComCity) (1800)	11 PROJECT LEADER MTG Kaczor (Lieu)  GATE (0600-2000)	12
13	14  BTPD SURVEYS →	15 Staff Mtg (0800)	16	17  FFRWR (1600) Adaptive Fishing (1600)	18 Lucas/Ronning (Lieu)	19  Weed Knockout (0930)
20  PP 17-19	21 NEW MOON  SPV →	22 Staff Mtg (0800)	23	24  Adaptive Fishing (1600)	25 Kaczor (Lieu)	26  GoWild (Denver) (TBD)
27  Fishing Clinic (1000)	28  FERRET SURVEYS  NPDES REPORTING	29 Staff Mtg (0800) FERRET SURVEYS	30  FERRET SURVEYS	31 FERRET SURVEYS Adaptive Fishing (1600) VEHICLE REPORTS	1 Lucas/Ronning (Lieu)  PHISH CONCERT GATE (0600-1930)	2  PHISH CONCERT

# CO Front Range NWR Complex – September 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
27  <b>PHISH CONCERT</b>	28  <b>FERRET SURVEYS</b>  <b>NPDES REPORTING</b>	29 Staff Mtg (0800) <b>FERRET SURVEYS</b>	30  <b>FERRET SURVEYS</b>	31  <b>FERRET SURVEYS</b> <i>Adaptive Fishing (1600)</i> <b>VEHICLE REPORTS</b>	1 Lucas/Ronning (Lieu)  <b>PHISH CONCERT</b> <b>GATE (0600-1930)</b>	2  <b>PHISH CONCERT</b>
3 <i>PP 17-20</i>  <b>PHISH CONCERT</b>	4  <b>HOLIDAY</b>	5  <b>FERRET SURVEYS</b>	6  FULL MOON  <b>FERRET SURVEYS</b>	7 All Employee (0800) <b>FERRET SURVEYS</b>	8 Kaczor (Lieu) <b>FERRET SURVEYS</b>	9
10  <b>FALL BIRD COUNT?</b>	11	12 Staff Mtg (0800)	13	14	15 Lucas/Ronning (Lieu)	16  <i>Fishing Clinic (1000)</i>
17 <i>PP 17-21</i>	18	19  NEW MOON	20  <b>GATE (0600-1900)</b>	21 CAB (0730) FFRWR (1600) <i>Adaptive Fishing (1600)</i>	22 Kaczor (Lieu)  <i>Perlmutter Lunch (1100)</i>	23  <b>VOC Project @ First Creek Trail</b>
24	25  <b>Rx Press Release</b>	26	27	28  <b>NPDES REPORTING</b> <i>Adaptive Fishing (1600)</i>	29 Lucas/Ronning (Lieu) <b>VEHICLE REPORTS</b>	30  <b>PUBLIC LANDS DAY</b>

# CO Front Range NWR Complex – October 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 FERRET BOOSTERS	3 FERRET BOOSTERS	4 FERRET BOOSTERS	5 FULL MOON All Employee (0800) FERRET BOOSTERS Adaptive Fishing (1600)	6 Kaczor (Lieu) FERRET BOOSTERS GATE (0600-1830)	7 Fishing Clinic (1000)
8 PP 17-22 REFUGE WEEK PUBLIC LANDS FREE DAY RMA FISHING CLOSES	9 HOLIDAY REFUGE WEEK	10 Staff Mtg (0800) REFUGE WEEK GATE (0600-1830) RX BURNS	11 REFUGE WEEK RX BURNS	12 REFUGE WEEK RX BURNS	13 Lucas/Ronning (Lieu) REFUGE WEEK	14 Elk 1 <sup>st</sup> Rifle REFUGE DAY GoWild (RMA) (TBD)
15 Elk 1 <sup>st</sup> Rifle	16 Elk 1 <sup>st</sup> Rifle	17 Elk 1 <sup>st</sup> Rifle Staff Mtg (0800) RX BURNS	18 Elk 1 <sup>st</sup> Rifle Rocky Mtn Greenway (0900) RX BURNS	19 NEW MOON CAB (0730) FFRWR (1600) RX BURNS	20 Kaczor (Lieu)	21 Elk 2 <sup>nd</sup> Rifle
22 Elk 2 <sup>nd</sup> Rifle PP 17-23	23 Elk 2 <sup>nd</sup> Rifle	24 Elk 2 <sup>nd</sup> Rifle Staff Mtg (0800) Area Boards (1130) @ Commerce City	25 Elk 2 <sup>nd</sup> Rifle	26 Elk 2 <sup>nd</sup> Rifle	27 Elk 2 <sup>nd</sup> Rifle Lucas/Ronning (Lieu)	28 Elk 2 <sup>nd</sup> Rifle NPDES REPORTING
29 Elk 2 <sup>nd</sup> Rifle	30 Elk 3 <sup>rd</sup> Rifle GATE (0600-1800) WALKTHROUGH (1300)	31 Elk 3 <sup>rd</sup> Rifle WINTERIZE DECHLOR/PIVOT BISON ROUNDUP VEHICLE REPORTS	1 Elk 3 <sup>rd</sup> Rifle BISON ROUNDUP	2 Elk 3 <sup>rd</sup> Rifle All Employee (0800) BISON ROUNDUP	3 FULL MOON Kaczor (Lieu)	4 Elk 3 <sup>rd</sup> Rifle

# CO Front Range NWR Complex – November 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
29 Elk 3 <sup>rd</sup> Rifle	30 Elk 3 <sup>rd</sup> Rifle <b>GATE (0600-1800)</b>  <b>WALKTHROUGH (1300)</b>	31 Elk 3 <sup>rd</sup> Rifle <b>WINTERIZE DECHLOR/PIVOT</b>  <b>BISON ROUNDUP</b> <b>VEHICLE REPORTS</b>	1 Elk 3 <sup>rd</sup> Rifle  <b>BISON ROUNDUP</b>	2 Elk 3 <sup>rd</sup> Rifle All Employee (0800)  <b>BISON ROUNDUP</b>	3 <b>FULL MOON</b> Kaczor (Lieu)	4 Elk 3 <sup>rd</sup> Rifle
5 Elk 3 <sup>rd</sup> Rifle <b>PP 17-24</b> <b>DST (FALL BACK)</b> <b>PARKING LIGHTS</b>	6 Elk 3 <sup>rd</sup> Rifle	7 Elk 3 <sup>rd</sup> Rifle Staff Mtg (0800)	8 Elk 3 <sup>rd</sup> Rifle	9 Elk 3 <sup>rd</sup> Rifle Lucas/Ronning (Lieu)	10 Elk 3 <sup>rd</sup> Rifle <b>HOLIDAY</b>	11 Elk 3 <sup>rd</sup> Rifle <b>PUBLIC LANDS FREE DAY</b>
12 Elk 3 <sup>rd</sup> Rifle <b>PUBLIC LANDS FREE DAY</b>	13	14 Staff Mtg (0800)	15 Elk 4 <sup>th</sup> Rifle	16 Elk 4 <sup>th</sup> Rifle CAB (0730) FFRWR (1600)	17 Elk 4 <sup>th</sup> Rifle Kaczor (Lieu)	18 <b>NEW MOON</b>
19 Elk 4 <sup>th</sup> Rifle <b>PP 17-25</b>	20	21 Staff Mtg (0800)	22  Visitor Center closes at 1200	23 <b>HOLIDAY</b> <b>REFUGES CLOSED</b>	24 Lucas/Ronning (Lieu)	25
26	27	28 Staff Mtg (0800) <b>NPDES REPORTING</b>	29	30 <b>VEHICLE REPORTS</b> <b>REC FEE RPT DUE</b>	1 Kaczor (Lieu)	2



# CO Front Range NWR Complex – December 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
26	27	28 Staff Mtg (0800) <b>NPDES REPORTING</b>	29	30  <b>VEHICLE REPORTS</b>	1  Kaczor (Lieu)	2
3  <i>PP 17-26</i>  FULL MOON	4	5	6	7  <b>HOLIDAY POTLUCK (1100)</b>	8  Lucas/Ronning (Lieu)	9
10	11	12	13	14	15  Kaczor (Lieu)	16
17  <i>PP 18-01</i>  NEW MOON	18	19  Staff Mtg (0800)	20	21  CAB (0730) FFRWR (1600)	22  Lucas/Ronning (Lieu)	23
24  Visitor Center closes at 1200	25  <b>HOLIDAY</b> <b>REFUGES CLOSED</b>	26  Staff Mtg (0800)	27	28  <b>NPDES REPORTING</b>	29  Kaczor (Lieu) <b>VEHICLE REPORTS</b> <b>ANNUAL FIRE RPT DUE</b>	30
31  <i>PP 18-02</i>  Visitor Center closes at 1200	1  <b>HOLIDAY</b> <b>REFUGES CLOSED</b>  FULL MOON	2	3	4  All Employee (0800)	5  Lucas/Ronning (Lieu)	6