Quarterly Land Management Review Team Report

Florida Department of Environmental Protection
Division of State Lands
Office of Environmental Services

July 2019 – December 2019

Table of Contents

Overview Map 8
Joe Budd Wildlife Management Area 9
1.1. Property Reviewed in this Report 9
1.2 Property Map 9
1.3. Overview of Land Management Review Results 10
1.3.1 Consensus Commendations for the Managing Agency 10
1.3.2. Consensus Recommendations to the Managing Agency 10
2. Field Review Details 11
2.1 Field Review Checklist Findings 11
2.2. Items Requiring Improvement Actions in the Field 12
3. Land Management Plan Review Details 12
3.1 Items Requiring Improvements in the Management Plan 12
1.2 Property Map 14
1.3. Overview of Land Management Review Results 14
1.3.1 Consensus Commendations for the Managing Agency 15
1.3.2. Consensus Recommendations to the Managing Agency 15
2. Field Review Details 15
2.1 Field Review Checklist Findings 15
2.2. Items Requiring Improvement Actions in the Field 16
3. Land Management Plan Review Details 16
3.1 Items Requiring Improvements in the Management Plan 16
St. Marks River State Park 17
1.1. Property Reviewed in this Report 17
1.2 Property Map 18
1.3. Overview of Land Management Review Results 18
1.3.1 Consensus Commendations for the Managing Agency 19
1.3.2. Consensus Recommendations to the Managing Agency 19
2. Field Review Details 20
2.1 Field Review Checklist Findings 20
2.2. Items Requiring Improvement Actions in the Field 20
3. Land Management Plan Review Details 21
3.1 Items Requiring Improvements in the Management Plan 21
Escribano Point Wildlife Management Area 23

1.1. Property Reviewed in this Report 23
1.2 Property Map 24
1.3. Overview of Land Management Review Results 24
1.3.1 Consensus Commendations for the Managing Agency 25
1.3.2. Consensus Recommendations to the Managing Agency 25
2. Field Review Details 25
2.1 Field Review Checklist Findings 25
2.2. Items Requiring Improvement Actions in the Field 26
3. Land Management Plan Review Details 26
3.1 Items Requiring Improvements in the Management Plan 26
Box-R Wildlife Management Area 27
1.1. Property Reviewed in this Report 27
1.2 Property Map 28
1.3. Overview of Land Management Review Results 28
1.3.1 Consensus Commendations for the Managing Agency 29
1.3.2. Consensus Recommendations to the Managing Agency 29
2. Field Review Details 29
2.1 Field Review Checklist Findings 29
2.2. Items Requiring Improvement Actions in the Field 30
3. Land Management Plan Review Details 30
3.1 Items Requiring Improvements in the Management Plan 30
Three Lakes Wildlife Management Area 31
1.1. Property Reviewed in this Report 31
1.2 Property Map 32
1.3. Overview of Land Management Review Results 32
1.3.1 Consensus Commendations for the Managing Agency 33
1.3.2. Consensus Recommendations to the Managing Agency 33
2. Field Review Details 33
2.1 Field Review Checklist Findings 33
2.2. Items Requiring Improvement Actions in the Field 34
3. Land Management Plan Review Details 34
3.1 Items Requiring Improvements in the Management Plan 34
Triple N Ranch Wildlife Management Area 36
1.1. Property Reviewed in this Report 36

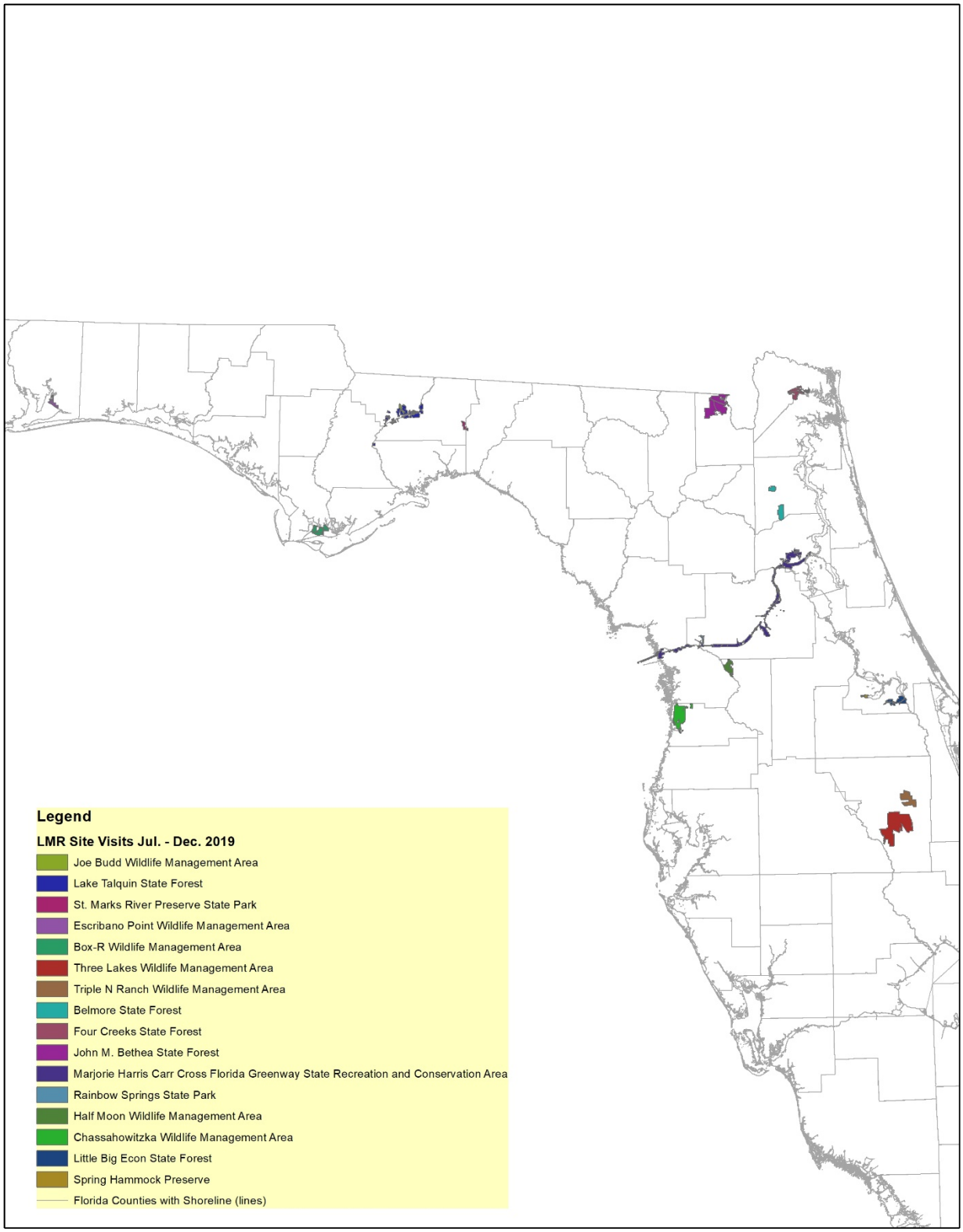
1.2 Property Map 37
1.3. Overview of Land Management Review Results 37
1.3.1 Consensus Commendations for the Managing Agency 38
1.3.2. Consensus Recommendations to the Managing Agency 38
2. Field Review Details 38
2.1 Field Review Checklist Findings 38
2.2. Items Requiring Improvement Actions in the Field 39
3. Land Management Plan Review Details 39
3.1 Items Requiring Improvements in the Management Plan 39
Belmore State Forest 40
1.1. Property Reviewed in this Report 40
1.2 Property Map 41
1.3. Overview of Land Management Review Results 41
1.3.1 Consensus Commendations for the Managing Agency 42
1.3.2. Consensus Recommendations to the Managing Agency 42
2. Field Review Details 42
2.1 Field Review Checklist Findings 42
2.2. Items Requiring Improvement Actions in the Field 43
3. Land Management Plan Review Details 44
3.1 Items Requiring Improvements in the Management Plan 44
Four Creeks State Forest 45
1.1. Property Reviewed in this Report 45
1.2 Property Map 46
1.3. Overview of Land Management Review Results 46
1.3.1 Consensus Commendations for the Managing Agency 47
1.3.2. Consensus Recommendations to the Managing Agency 47
2. Field Review Details 47
2.1 Field Review Checklist Findings 47
2.2. Items Requiring Improvement Actions in the Field 48
3. Land Management Plan Review Details 49
3.1 Items Requiring Improvements in the Management Plan 49
John M. Bethea State Forest 51
1.1. Property Reviewed in this Report 51
1.2 Property Map 52

1.3. Overview of Land Management Review Results 52
1.3.1 Consensus Commendations for the Managing Agency 53
1.3.2. Consensus Recommendations to the Managing Agency 53
2. Field Review Details 53
2.1 Field Review Checklist Findings 53
2.2. Items Requiring Improvement Actions in the Field 54
3. Land Management Plan Review Details 54
3.1 Items Requiring Improvements in the Management Plan 54
Marjorie Harris Carr Cross Florida Greenway SRCA 55
1.1. Property Reviewed in this Report 55
1.2 Property Map 56
1.3. Overview of Land Management Review Results 56
1.3.1 Consensus Commendations for the Managing Agency 57
1.3.2. Consensus Recommendations to the Managing Agency 57
2. Field Review Details 57
2.1 Field Review Checklist Findings 58
2.2. Items Requiring Improvement Actions in the Field 58
3. Land Management Plan Review Details 59
3.1 Items Requiring Improvements in the Management Plan 59
Rainbow Springs State Park 60
1.1. Property Reviewed in this Report 60
1.2 Property Map 61
1.3. Overview of Land Management Review Results 61
1.3.1 Consensus Commendations for the Managing Agency 62
1.3.2. Consensus Recommendations to the Managing Agency 62
2. Field Review Details 63
2.1 Field Review Checklist Findings 63
2.2. Items Requiring Improvement Actions in the Field 63
3. Land Management Plan Review Details 64
3.1 Items Requiring Improvements in the Management Plan 64
Half Moon Wildlife Management Area 65
1.1. Property Reviewed in this Report 65
1.2 Property Map 66
1.3. Overview of Land Management Review Results 66

1.3.1 Consensus Commendations for the Managing Agency 67
1.3.2. Consensus Recommendations to the Managing Agency 67
2. Field Review Details 67
2.1 Field Review Checklist Findings 68
2.2. Items Requiring Improvement Actions in the Field 68
3. Land Management Plan Review Details 68
3.1 Items Requiring Improvements in the Management Plan 69
Chassahowitzka Wildlife Management Area 70
1.1. Property Reviewed in this Report 70
1.2 Property Map 71
1.3. Overview of Land Management Review Results 71
1.3.1 Consensus Commendations for the Managing Agency 72
1.3.2. Consensus Recommendations to the Managing Agency 72
2. Field Review Details 72
2.1 Field Review Checklist Findings 72
2.2. Items Requiring Improvement Actions in the Field 73
3. Land Management Plan Review Details 74
3.1 Items Requiring Improvements in the Management Plan 74
Little Big Econ State Forest 75
1.1. Property Reviewed in this Report 75
1.2 Property Map 76
1.3. Overview of Land Management Review Results 76
1.3.1 Consensus Commendations for the Managing Agency 77
1.3.2. Consensus Recommendations to the Managing Agency 77
2. Field Review Details 77
2.1 Field Review Checklist Findings 78
2.2. Items Requiring Improvement Actions in the Field 78
3. Land Management Plan Review Details 79
3.1 Items Requiring Improvements in the Management Plan 79
Spring Hammock Preserve 80
1.1. Property Reviewed in this Report 80
1.2 Property Map 81
1.3. Overview of Land Management Review Results 81
1.3.1 Consensus Commendations for the Managing Agency 82

1.3.2. Consensus Recommendations to the Managing Agency 82
2. Field Review Details 82
2.1 Field Review Checklist Findings 82
2.2. Items Requiring Improvement Actions in the Field 83
3. Land Management Plan Review Details 84
3.1 Items Requiring Improvements in the Management Plan 84
Appendix A: Scoring System Detail 85

Overview Map



Joe Budd Wildlife Management Area

1.1. Property Reviewed in this Report

Managed by: Fish & Wildlife Conservation Commission

Acres: 11,039 **Counties:** Gadsden

Purpose(s) for Acquisition: to protect and restore the natural and cultural values of the property and provide the greatest benefit to the citizens of the state.

Acquisition Program(s): P2000, Pitman-Robertson **Original Acquisition Date:** 1975

Area Reviewed: Entire Property **Last Management Plan Approval Date:** 8/21/2015

Review Date: 7/16/19

Agency Manager and Key Staff Present:

- Clint Peters, Manager
- Justin Davis
- James Alleman
- Philip Manor
- Robert Wielgus

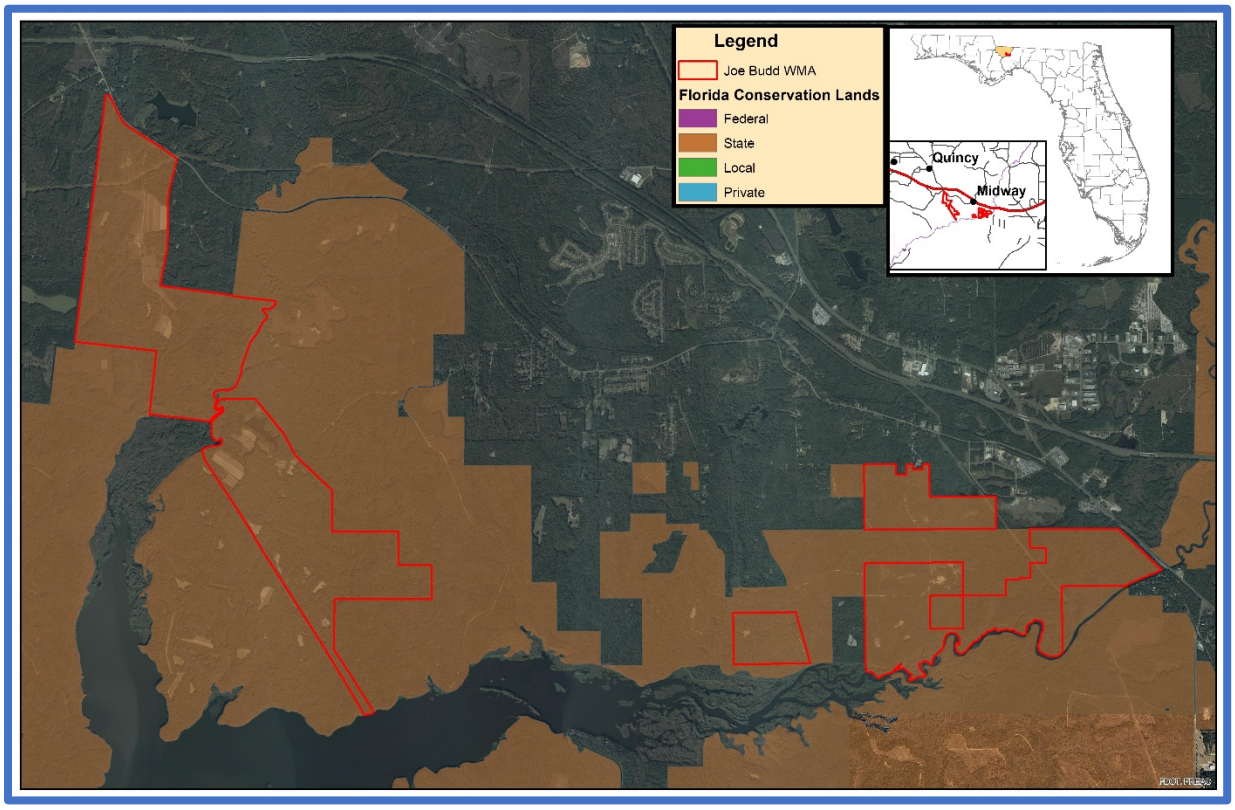
Review Team Members Present (voting)

- DRP District, None
- Pamela Revels, Local Gov't.
- Diana Pepe, FWC
- Mark Gillman, DEP District
- Heather Schmiege, FFS
- Tyler Macmillan, NWFWMD
- Jody Wood-Putnam, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Dwight Kingsbury, FNPS
- Dylan Imlah, FWC
- Jennifer Paredes, FWC

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 6, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 6, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 1: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.86	4.49
Prescribed Fire / Habitat Restoration	4.92	4.63
Hydrology	4.44	3.97
Imperiled Species	4.71	4.45
Exotic / Invasive Species	4.64	4.17
Cultural Resources	4.67	4.30
Public Access / Education / Law Enforcement	4.94	4.53
Infrastructure / Equipment / Staffing	4.58	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Fish and Wildlife Conservation Commission (FWC) staff for managing Joe Budd WMA in a manner to preserve and conserve while providing a suite of recreational and educational opportunities. (6+, 0-)
2. The team commends the FWC for implementing an effective prescribed fire program. (6+, 0-)
3. The team commends the FWC staff for implementing an aggressive feral hog control program which includes trapping. (6+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends FWC contact Florida Natural Areas Inventory for an updated listed species survey. (6+, 0-)

   Managing Agency Response:

2. The team recommends and encourages regular surveying of listed plant populations. Consider enlisting local Florida Native Plant Survey members and university personnel to assist in surveys. (6+, 0-)

Managing Agency Response:

3. The team recommends restroom facilities for the youth center to accommodate day students and weekend users. (6+, 0-)

Managing Agency Response:

4. The team recommends expanding enhancements to the education center, as envisioned in the long-range plan. (6+, 0-)

Managing Agency Response:

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically blackwater stream, bottomland forest, depression marsh, dome swamp, floodplain marsh, floodplain swamp, mesic/wet flatwoods, upland hardwood forest/slope forest, upland pine forest, and sandhill.**
2. **Listed species, plants and animals in general, and specifically gopher tortoise and slope forest suite.**
3. **Natural resource survey/monitoring resources, specifically sport fish or their habitat monitoring, listed species or their habitat monitoring, other non-game species or their habitat monitoring, fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural resources, specifically, cultural resource survey and protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Restoration, specifically upland pine/ground cover.**
7. **Forest management, specifically timber inventory, timber harvesting, reforestation/afforestation, and site preparation.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants, animals, and pest/pathogens.**
9. **Hydrologic/geologic function, specifically roads/culverts, ditches, dams, reservoirs or other impoundments, and erosion control.**
10. **Ground Water Monitoring, specifically quality, and quantity.**
11. **Surface water monitoring, specifically quality, and quantity.**
12. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
13. **Adjacent property concerns, land use, specifically expanding development, and inholdings and additions.**
14. **Public access, specifically roads, parking, and boat access.**

15. **Environmental education and outreach, specifically wildlife, invasive species, habitat management activities, interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
16. **Management resources, specifically waste disposal, sanitary facilities, buildings, equipment, staff, and funding**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:
The review team scores did not identify items requiring improvement in the field.

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

The review team scores did not identify items requiring improvement in the management plan.

Lake Talquin State Forest

1.1. Property Reviewed in this Report

Name of Site: Lake Talquin State Forest

Managed by: Department of Agriculture and Consumer Services, Florida Forest Service

Acres: 11,039 **Counties:** Leon, Gadsden

Purpose(s) for Acquisition: To conserve, protect, manage and restore important ecosystems, landscapes and forests, especially if the protection and conservation of such lands is necessary to enhance or protect significant surface water, ground water, coastal, recreational, timber, or fish and wildlife resources which cannot otherwise be accomplished through local and state regulatory programs.

Acquisition Program(s): P2000/Florida Forever **Original Acquisition Date:** 10/18/73

Area Reviewed: Entire Property **Last Management Plan Approval Date:** 2/24/2011

Review Date: 7/17/19

Agency Manager and Key Staff Present:

- Ryan Slyter, Manager
- Randall Gregory
- Chris Colburn

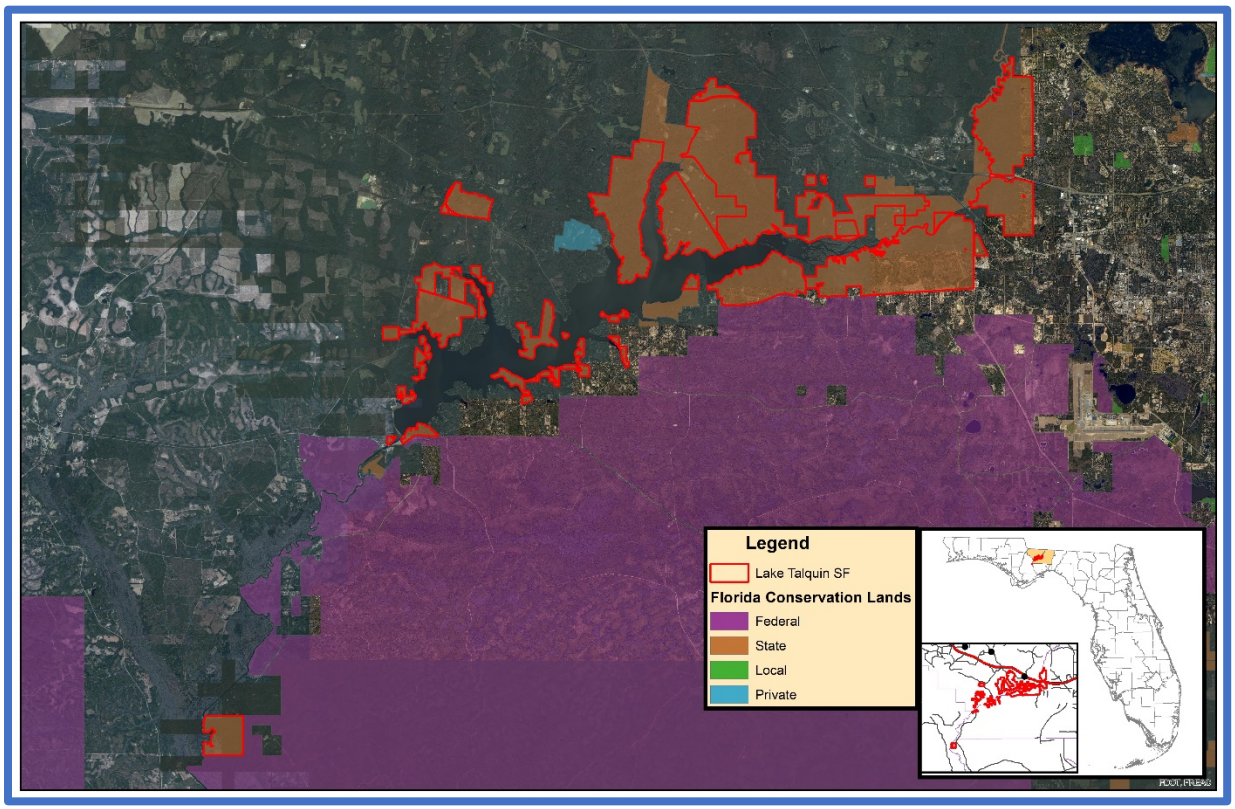
Review Team Members Present (voting)

- Daryl Hatfield, DRP District
- Sherry Carpenter, Local Gov't.
- Diana Pepe, FWC
- Mark Gillman, DEP District
- Heather Schmiege, FFS
- Tyler Macmillan, NWFWMD
- Scott Copeland, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Jason O'Donoughue, DHR
- Linda King, FWC
- Brandon Ackermann, DHR

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 7, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 7, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 2: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.60	4.64
Prescribed Fire / Habitat Restoration	4.86	4.67
Hydrology	4.62	4.41
Imperiled Species	4.14	3.83
Exotic / Invasive Species	4.62	4.44
Cultural Resources	4.36	4.08
Public Access / Education / Law Enforcement	4.68	4.52
Infrastructure / Equipment / Staffing	4.31	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Forest Service (FFS) for the improvements and educational programs being provided at Bear Creek. (7+, 0-)
2. The team commends the FFS for participation in Operation Outdoor Freedom. (7+, 0-)
3. The team commends the FFS for continued progress restoring upland pine and sandhill communities. (7+, 0-)
4. The team commends the FFS for the excellent prescribed burning program, consistently achieving annual objectives. (7+, 0-)
5. The team commends the FFS for their timber harvest and reforestation program. (7+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

There were no consensus recommendations.

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically upland pine forest, upland hardwood forest, alluvial forest, floodplain swamp, bottomland forest, basin swamp, and swamp lake.**
2. **Listed species, plants and animals in general.**
3. **Natural resource survey/monitoring resources, listed species or their habitat monitoring, other non-game species or their habitat monitoring, fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural resources, specifically, cultural resource survey and protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Restoration, specifically upland pine restoration.**
7. **Forest management, specifically timber inventory, timber harvesting, reforestation/afforestation, and site preparation.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants, animals, and pest/pathogens.**
9. **Hydrologic/geologic function, specifically roads/culverts, and dams, reservoirs or other impoundments.**
10. **Ground water monitoring, specifically quality.**
11. **Surface water monitoring, specifically quality, and quantity.**
12. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**

13. **Adjacent property concerns, land use, specifically expanding development, and inholdings and additions.**
14. **Public access, specifically roads, parking, and boat access.**
15. **Environmental education and outreach, specifically wildlife, invasive species, habitat management activities, interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
16. **Management resources, specifically waste disposal, sanitary facilities, buildings, equipment, staff, and funding**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

The review team scores did not identify items requiring improvement in the field.

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

The review team scores did not identify items requiring improvement in the management plan.

St. Marks River State Park

1.1. Property Reviewed in this Report

Managed by: Department of Environmental Protection, Florida Park Service
Acres: 2,590 **County:** Leon
Purpose(s) for Acquisition: to protect and restore the natural and cultural values of the property and provide the greatest benefit to the citizens of the state.
Acquisition Program(s): **Original Acquisition Date:**
Area Reviewed: Entire Property **Last Management Plan Approval Date:** 6/15/11
Review Date: 7/19/19

Agency Manager and Key Staff Present:

- Robert Steele, Park Manager
- Mark Stevenson

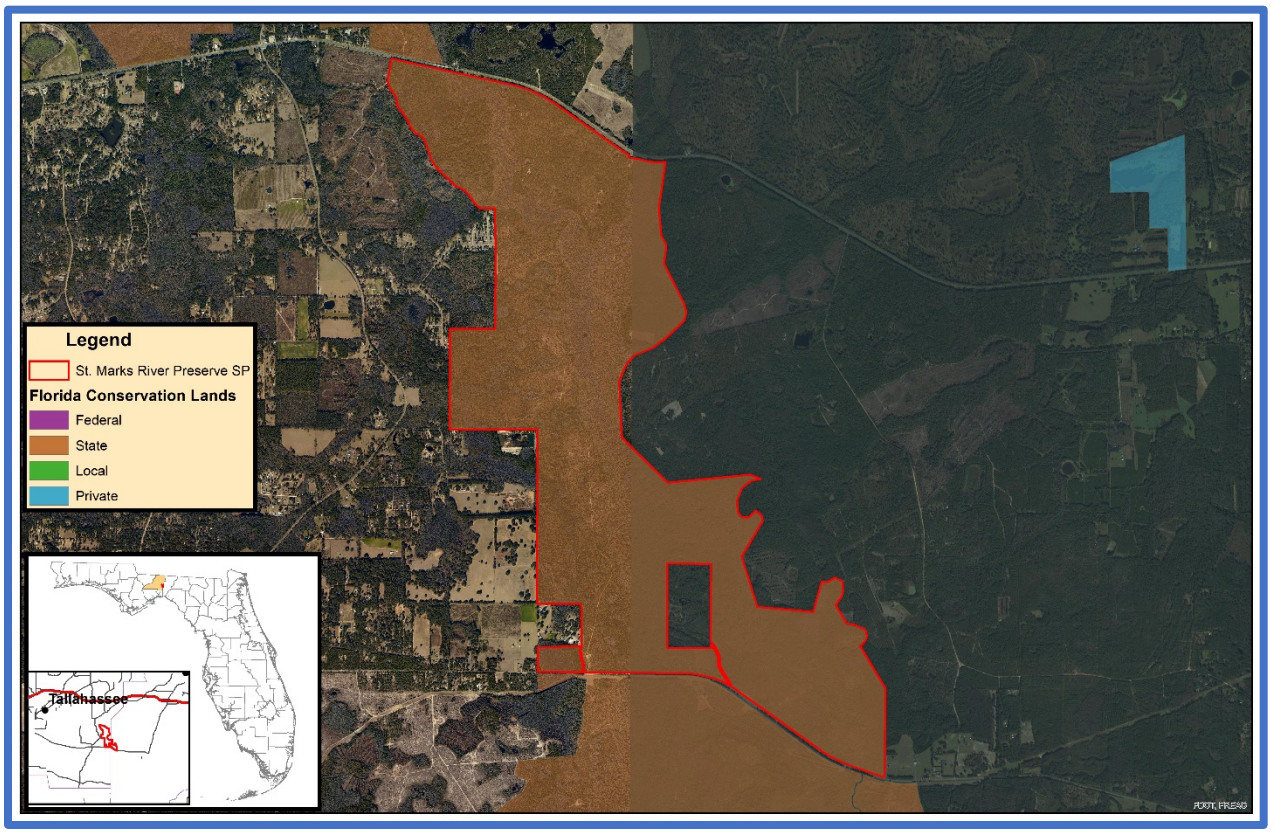
Review Team Members Present (voting)

- John McKenzie, DRP District
- Local Gov't., None
- Emily Evans, FWC
- Rick Abad, DEP District
- Jason Love, FFS
- Karen Kebart, NWFWMD
- Joshua Faylo, Cons. Organization
- Jim Buckner, Private Land Manager

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Shauna Allen, DEP/DSL
- Linda King, FWC/IPMS
- Jason O'Donoughue, DHR
- Brandon Ackermann, DHR
- Angel Granger, DEP/DSL
- Jay Sircy, DEP/DSL
- Scott Davis, FNPS

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 7, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 7, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 3: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.62	4.29
Prescribed Fire / Habitat Restoration	4.63	4.59
Hydrology	3.50	4.00
Imperiled Species	3.59	3.73
Exotic / Invasive Species	4.45	4.63
Cultural Resources	4.00	4.21
Public Access / Education / Law Enforcement	3.90	4.06
Infrastructure / Equipment / Staffing	2.25	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Park Service (FPS) for the reintroduction and continued use of prescribed fire across the park. (6+, 0-)
2. The team commends the FPS for their vision for future conditions and desire to restore habitats for species and habitat types. (6+, 0-)
3. The team commends the FPS for the ability to manage an entire state park with no assigned staff, equipment or funding. (6+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends the FPS explore the use of mechanical or chemical treatments in mesic flatwoods to reduce woody component and increase grasses. (5+, 1-)

   Managing Agency Response: *Park staff will expand mechanical fuel treatments with various equipment as appropriate for each site. Equipment may include a trackloader with mower or mulching head, wheel tractor with power take off (PTO) attachments or roller chopper. FPS is confident that mechanical fuel treatments coupled with prescribed fire will be effective at restoring proper woody vs. herbaceous species proportions. A primary goal of our natural community restoration is to expand native biodiversity. The use of broadcast herbicides for reducing understory woody vegetation is incompatible with this goal as some level of non-target damage to other native plants is unavoidable.*

2. The team recommends the FPS consider restoration of ecotones at wet/mesic flatwoods, shrub bogs, and seepage slopes by incorporating pond pine, Pinus serotina, component into the restoration. This could be volunteer/AmeriCorp led, with little to no cost to the Florida Park Service. (6+, 0-)

   Managing Agency Response: *FPS will consider reintroduction of pond pine where it is determined to have historically occurred and is deemed compatible with restoration goals. The primary goal for the park's seepage slopes will be to restore on-site native grasses and forbs as the dominant vegetation. Larger trees, including pines are generally absent from these diverse herbaceous natural communities, unless they become established during long periods of fire exclusion.*

3. The team recommends the FPS continue to evaluate the effectiveness of burning in ecotones to determine appropriate habitat types. (6+, 0-)

   Managing Agency Response: *FPS will continue to apply aggressive ignition techniques along ecotones where titi, evergreen shrubs, and pine species have overgrown once "treeless" herbaceous habitats such as seepage slopes.*

4. The team recommends the FPS partner with universities, the local chapter(s) of the Florida Native Plant Society, or other appropriate organizations to seasonally inventory targeted natural communities, possibly to monitor the status of listed species population, once known. (6+, 0-)

   Managing Agency Response: *FPS will reach out to the regional chapter of the Florida Native Plant Society to assist with improving the park's plant list.*

5. The team recommends the FPS add the property to the east to the optimum boundary for the park. (6+, 0-)

   Managing Agency Response: *FPS plans on recommending that this property be added to the optimum boundary map during the next scheduled unit plan revision.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically sandhill, upland mixed forest, upland pine forest, basin swamp, depression marsh, dome, floodplain forest, shrub bog, blackwater stream, and floodplain swamp.**
2. **Listed species, plants in general, and specifically hooded pitcher plant.**
3. **Natural resource survey/monitoring resources, specifically listed species or their habitat monitoring, fire effects monitoring, other habitat management effects monitoring, and invasive species survey/monitoring.**
4. **Cultural Resources, specifically protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency and quality.**
6. **Restoration, specifically planted pine to sandhill (north end), and seepage slope restoration.**
7. **Forest management, specifically timber inventory, timber harvesting, reforestation/afforestation, and site preparation.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants, animals, and pest/pathogens.**
9. **Resource protection, specifically gates and fencing, and law enforcement presence.**
10. **Public access, specifically roads, parking, and boat access.**
11. **Environmental education and outreach, specifically invasive species, recreational opportunities, and management of visitor impacts.**

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the

review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

1. ***Listed species, animals in general, received a below average score. The review team is asked to evaluate, based on their perspective, whether management actions are sufficient for protection and preservation of the species.***

   Managing Agency Response: *To clarify, during the review the team was pleased with the park's land management practices which focus on the restoration and preservation of natural communities and their associated habitats for imperiled species. However, the need for more thorough inventory work was discussed. DRP intends to work with subject area experts in our partner agencies and universities for assistance in developing a more robust species inventories.*

2. ***Management Resources, specifically sanitary facilities, buildings, equipment, staff, and funding, received below average scores. The review team is asked to evaluate, based on information provided by the managing agency, whether management resources are sufficient.***

   Managing Agency Response: *The Park and District will continue to communicate the need for staff and resources to Division Management. The feasibility of additional staffing and other budget appropriations for St. Marks River Preserve State Park will be evaluated each year through DEP's legislative budget request process.*

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

1. ***Listed Species protection and preservation, specifically black bear, received a below average score. This is an indication that the management plan does not sufficiently address protection and preservation of listed species.***

   Managing Agency Response: *More detail regarding the status of the local population of Florida black bear and their use patterns along the St. Marks River wildlife corridor will be included during the next scheduled unit management plan update. Park staff will continue to defer to FWC as the lead agency conducting surveys and other related research of Florida black bears within the Eastern Panhandle (BMU) Bear Management Unit. As always, park staff will assist FWC researchers with access to the property and other logistics.*

2. ***Forest Management, specifically timber inventory, received a below average score. This is an indication that the management plan does not sufficiently address forest management.***

Managing Agency Response: *A complete inventory of forest resources, including pine and hardwood basal areas, has been conducted since the last unit management plan and will be included in the timber addendum during the next scheduled unit management plan update.*

3. ***Adjacent Property Concerns, specifically discussion of potential surplus land determination, received a below average score. This is an indication that the management plan does not sufficiently address adjacent property.***

   Managing Agency Response: *A more detailed discussion of potential surplus land determination will be included in the next scheduled unit management plan update. Currently all of the property is deemed necessary as significant natural habitat and/or buffering from the impacts and influences of adjacent private lands.*

Escribano Point Wildlife Management Area

1.1. Property Reviewed in this Report

Managed by: Fish & Wildlife Conservation Commission

Acres: 4,057 **Counties:** Santa Rosa

Purpose(s) for Acquisition: provide recreation opportunities and natural resource protection for 10.4 miles of shoreline along East Bay and Blackwater Bay.

Acquisition Program(s): Florida Forever **Original Acquisition Date:** 09/20/03

Area Reviewed: Entire Property **Last Management Plan Approval Date:** 4/29/2015

Review Date: 8/6/19

Agency Manager and Key Staff Present:

- Mark Winland, Manager
- Justin Davis
- Fred Robinette
- Billy Sermons
- Barbara Almario

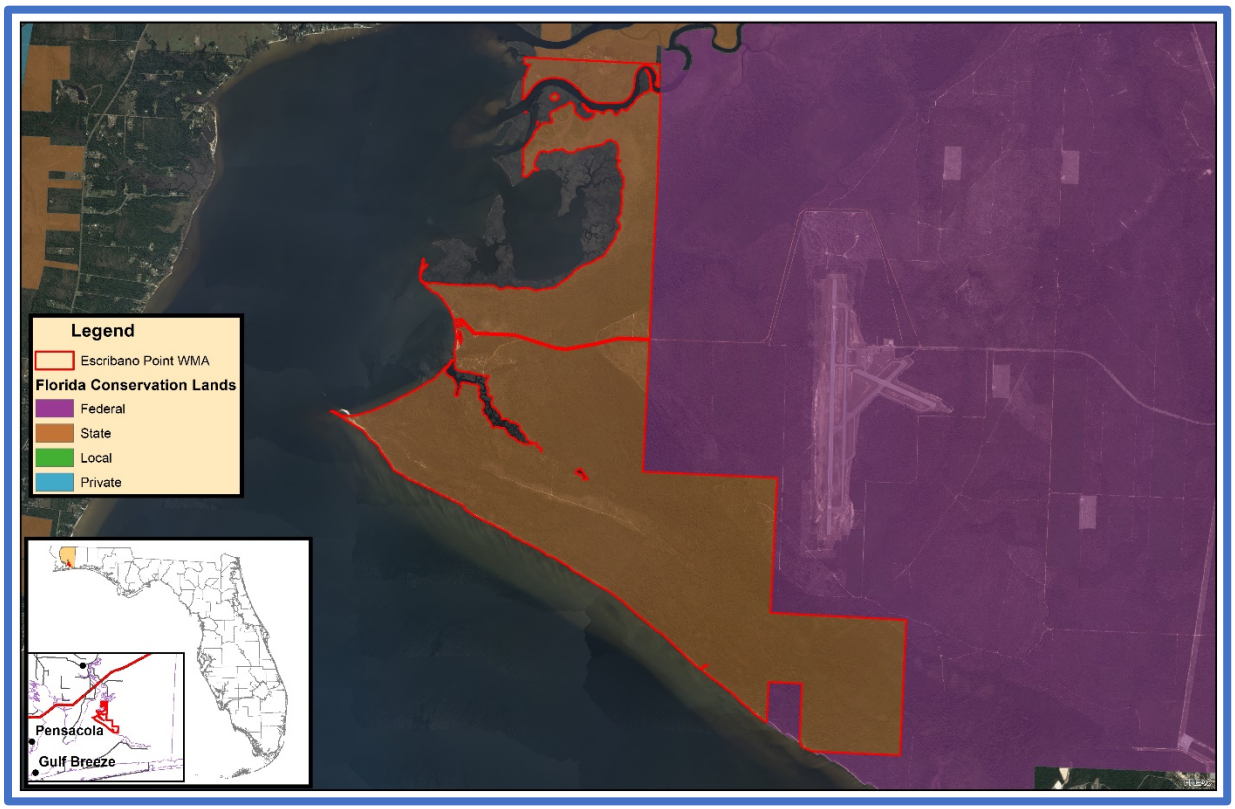
Review Team Members Present (voting)

- Eric Grendel, DRP District
- Shelley Alexander, Local Gov't.
- Diana Pepe, FWC
- Mark Gillman, DEP District
- Doug Longshore, FFS
- Daniel Wesley, NWFWMD
- Jim Brady, Cons. Organization
- Vernon Compton, Private Land Manager

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Jessica Baker, F.M. Weston Audubon
- Naisy Dolar, Santa Rosa County
- Dylan Imlah, FWC
- Zach Schang, DEP NWFLAP

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 8, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 8, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 4: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.87	4.66
Prescribed Fire / Habitat Restoration	4.80	4.75
Hydrology	4.71	4.68
Imperiled Species	4.86	4.71
Exotic / Invasive Species	4.83	4.85
Cultural Resources	5.00	4.88
Public Access / Education / Law Enforcement	4.84	4.71
Infrastructure / Equipment / Staffing	4.77	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Fish and Wildlife Conservation Commission (FWC) for working with partners to implement management actions including habitat restoration, monitoring and head-starting for the reticulated flatwoods salamander. (8+, 0-)
2. The team commends the FWC for habitat restoration and management of natural communities using prescribed fire, mechanical treatments, and invasive plant control. (8+, 0-)
3. The team commends the FWC for securing the area for recreational usage in a safe and secure space. (8+, 0-)
4. The team commends the FWC for working and maintaining the land off-the-grid. (8+, 0-)
5. The team commends the FWC for the incredible use of staff and resources to restore land for the salamander ponds. (8+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

There were no consensus recommendations to the managing agency.

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically beach dune, bottomland forest, dome swamp, mesic flatwoods, mesic hammock, salt marsh, sandhill, scrubby flatwoods, wet flatwoods, and shrub bog.**
2. **Listed species, animals and plants in general, and specifically reticulated flatwoods salamander and white top pitcher plant.**
3. **Natural resource survey/monitoring resources, specifically listed species or their habitat monitoring, other non-game species or their habitat monitoring, fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural resources, specifically, cultural resource survey and protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Restoration, specifically pine plantation to wet flatwoods, and shrub bog to wet flatwoods.**
7. **Forest management, specifically timber inventory, and timber harvesting.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants, animals, and pest/pathogens.**
9. **Hydrologic/geologic function, specifically roads/culverts.**
10. **Ground Water Monitoring, specifically quality, and quantity.**

11. **Surface water monitoring, specifically quality, and quantity.**
12. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
13. **Adjacent property concerns, land use, specifically inholdings and additions.**
14. **Public access, specifically roads, parking, and boat access.**
15. **Environmental education and outreach, specifically wildlife, invasive species, habitat management activities, interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
16. **Management resources, specifically waste disposal, sanitary facilities, buildings, equipment, staff, and funding**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

The review team scores did not identify items requiring improvement in the field.

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

The review team scores did not identify items requiring improvement in the management plan.

Box-R Wildlife Management Area

1.1. Property Reviewed in this Report

Managed by: Fish & Wildlife Conservation Commission

Acres: 11,216 **Counties:** Franklin

Purpose(s) for Acquisition: preserve large undeveloped tracts of land for native plants and animals, and to give the public an opportunity to experience large natural areas throughout northern Florida.

Acquisition Program(s): Florida Forever **Original Acquisition Date:** 4/9/04

Area Reviewed: Entire Property **Last Management Plan Approval Date:** 2/17/17

Review Date: 8/8/19

Agency Manager and Key Staff Present:

- Jerry Pitts, Manager
- Justin Davis
- Austin LeCroy
- Billy Sermons
- Phil Manor

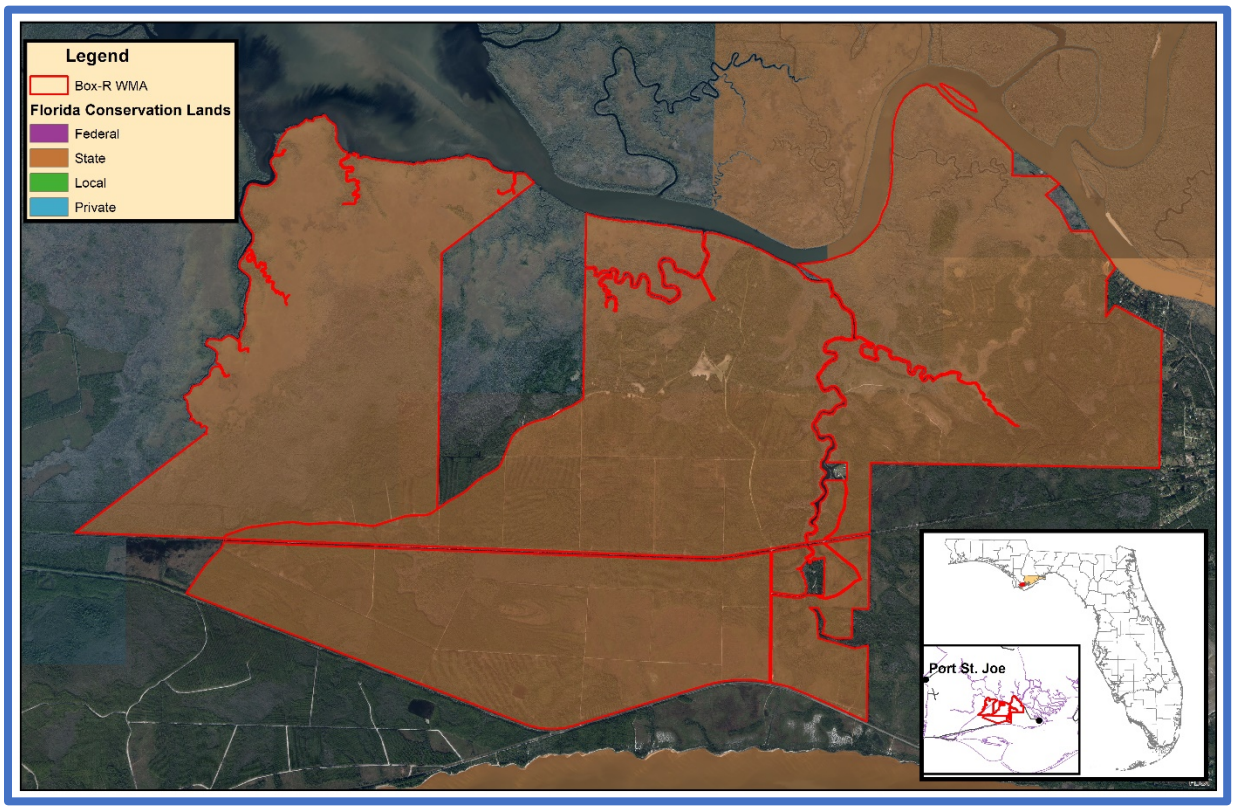
Review Team Members Present (voting)

- John McKenzie, DRP District
- Mark Curenton, Local Gov't.
- Diana Pepe, FWC
- Mark Gillman, DEP District
- Doug Longshore, FFS
- Robert Lide, NWFWMD
- Ron Houser, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Merrill Emfinger, DEP/DSL
- Dylan Imlah, FWC
- Caitlin Snyder, DEP/RCP

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 7, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 7, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 5: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.86	4.69
Prescribed Fire / Habitat Restoration	4.70	4.67
Hydrology	4.78	4.54
Imperiled Species	4.86	4.86
Exotic / Invasive Species	4.76	4.50
Cultural Resources	5.00	4.86
Public Access / Education / Law Enforcement	4.80	4.69
Infrastructure / Equipment / Staffing	4.71	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Fish and Wildlife Conservation Commission (FWC) for natural community restoration efforts. Mechanical fuel reduction along with prescribed fire have improved wildlife habitat and species diversity. At the same time, thinning of planted slash pines and underplanting with longleaf are beginning the gradual process of restoring the historical overstory. (7+, 0-)
2. The team commends the Box-R staff and manager for restoring the property that was just acquired 15 years ago, especially the large wet flatwoods area on the south side of the property. (7+, 0-)
3. The team commends the FWC for their institutional knowledge of the resources and the dedication of the staff and manager. (7+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends FWC stay on top of shrub layer management for hydric pine flatwoods restoration. More than 2-year fire return interval may be insufficient. (7+, 0-)

   Managing Agency Response:
2. The team recommends FWC look at National Climate Assessment for the Southeast Region and update impact information. (6+, 0-, 1 abstain)

   Managing Agency Response:

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically floodplain swamp, hydric hammock, floodplain marsh/depression marsh, basin swamp/dome swamp, baygall, mesic flatwoods, scrubby flatwoods, wet flatwoods, sandhill and mesic hammock/xeric hammock/shell mound.**
2. **Listed species, animals and plants in general.**
3. **Natural resource survey/monitoring resources, specifically sport fish or their habitat monitoring, listed species or their habitat monitoring, other non-game species or their habitat monitoring, fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural resources, specifically, cultural resource survey and protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Restoration, specifically flatwoods, wet prairie, and hydrology.**

7. **Forest management, specifically timber inventory, timber harvesting, reforestation/afforestation and site preparation.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants, animals, and pest/pathogens.**
9. **Hydrologic/geologic function, specifically roads, culverts and ditches.**
10. **Ground Water Monitoring, specifically quality, and quantity.**
11. **Surface water monitoring, specifically quality, and quantity.**
12. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
13. **Adjacent property concerns, land use, specifically expanding development, and inholdings and additions.**
14. **Public access, specifically roads, parking, and boat access.**
15. **Environmental education and outreach, specifically wildlife, invasive species, habitat management activities, interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
16. **Management resources, specifically waste disposal, sanitary facilities, buildings, equipment, staff, and funding**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

The review team scores did not identify items requiring improvement in the field.

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

The review team scores did not identify items requiring improvement in the management plan.

Three Lakes Wildlife Management Area

1.1. Property Reviewed in this Report

Managed by: Fish & Wildlife Conservation Commission

Acres: 61,845 **Counties:** Osceola

Purpose(s) for Acquisition: To acquire endangered or environmentally unique natural lands for use as natural resource preserves and/or recreation areas.

Acquisition Program(s): EEL/CARL/P2000/Florida Forever **Original Acquisition Date:** 9/3/74

Area Reviewed: Entire Property **Last Management Plan Approval Date:** 4/12/12

Review Date: 8/28/19

Agency Manager and Key Staff Present:

- Shayna Jacques, Manager
- Steve Glass
- Tina Hannon
- Matthew Hortman

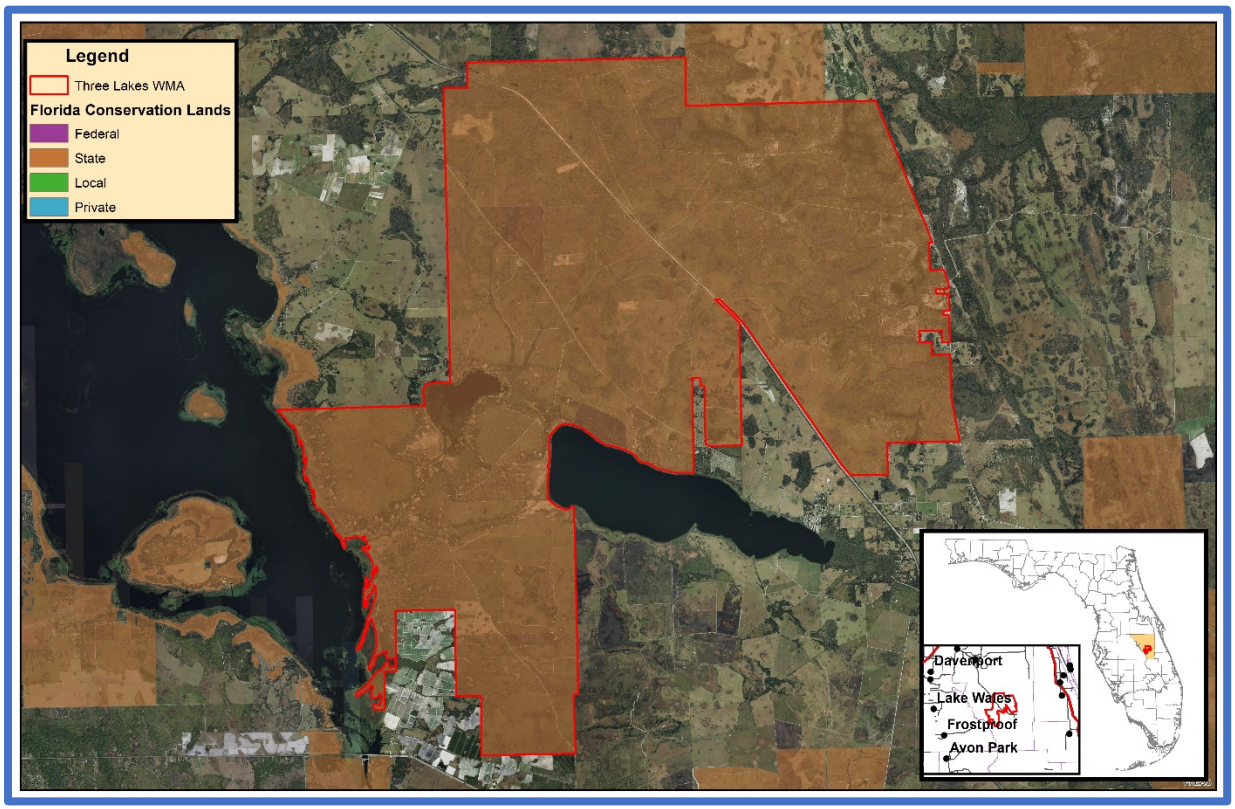
Review Team Members Present (voting)

- Alex Creager, DRP District
- Local Gov't., None
- Jess Rodriguez, FWC
- Abbie Khounevixay, DEP District
- Michael Edwards, FFS
- Amy Copeland, SJRWMD
- Vince Lamb, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Andrew Lawrence, FWC/IPM
- Lance Jacobson, FWC
- Jennifer Paredes, FWC
- Melanie Mancuso, FWC
- Jim Blush, SFWMD

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 6, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 6, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 6: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.25	3.99
Prescribed Fire / Habitat Restoration	4.45	4.47
Hydrology	3.87	3.40
Imperiled Species	4.70	4.63
Exotic / Invasive Species	3.75	3.71
Cultural Resources	4.00	3.90
Public Access / Education / Law Enforcement	3.55	3.23
Infrastructure / Equipment / Staffing	3.89	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Fish and Wildlife Conservation Commission (FWC) for excellent monitoring of Florida Grasshopper Sparrows and interagency cooperation in their restoration. (6+, 0-)
2. The team commends the FWC for excellent management of their prescribed fire program in regards to the quality, frequency, and quantity of fire used to maintain natural communities. (6+, 0-)
3. The team commends the FWC for outstanding participation in the red cockaded woodpecker recovery program with excellent results on this land. (6+, 0-)
4. The team commends the FWC for outstanding habitat management for listed species (and all wildlife). (6+, 0-)
5. The team commends the FWC for outstanding efforts with natural community habitat restoration. (6+, 0-)
6. The team commends the FWC for good efforts to detect and treat climbing fern infestations; good repetition of survey and treatment. (6+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends FWC coordinate with SFWMD for management of the Kissimmee River Public Use Area or get an access easement so the land can be managed. (6+, 0-)

   Managing Agency Response: *The FWC will continue to work with the SFWMD for the management and access of the Kissimmee River Public Use Area. Additionally, the FWC will work towards determining the efficacy of FWC's continued management of the area during the development of the upcoming management plan update.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically basin marsh, basin swamp, baygall, depression marsh, dome swamp, dry prairie, hydric hammock, mesic flatwoods, mesic hammock, prairie/flatwoods lake, sandhill, scrub, scrubby flatwoods, wet flatwoods, wet prairie, and xeric hammock.**
2. **Listed species, animals and plants in general, and specifically Florida grasshopper sparrow, red cockaded woodpecker, and bald eagle.**
3. **Natural resource survey/monitoring resources, specifically sport fish or their habitat monitoring, listed species or their habitat monitoring, other non-game species or their habitat monitoring, fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural resources, specifically protection and preservation.**

5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Restoration, specifically groundcover, offsite pine, and hammock to dry prairie.**
7. **Forest management, specifically timber harvesting, and reforestation/afforestation.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants.**
9. **Hydrologic/geologic function, specifically roads, culverts and dams, reservoirs or other impoundments.**
10. **Surface water monitoring, specifically quality, and quantity.**
11. **Resource protection, specifically gates and fencing.**
12. **Public access, specifically roads.**
13. **Environmental education and outreach, specifically recreational opportunities.**
14. **Management resources, specifically buildings, equipment, staff, and funding**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

1. ***Public Access & Education, specifically invasive species received below average scores. The review team is asked to evaluate, based on information provided by the managing agency, whether public access & education are sufficient.***

   Managing Agency Response: *The FWC determines the need for signage and environmental educational outreach through the development of Recreation Master Plans (RMP) for each respective management area. The FWC will assess the need for enhancement of such facilities and programs, specifically those relating to invasive species, as needed and recommended by the RMP. Additionally, the current TLWMA Management Plan includes specific objectives under the Public Access and Recreational Opportunities Goal to continue to participate in and identify partnerships to provide interpretative and educational programs and outreach. The FWC will continue to identify opportunities to provide and/or expand interpretive and educational programs for the area, as feasible. The public can also learn more about FWC's invasive plant management from our website at https://myfwc.com/wildlifehabitats/habitat/invasive-plants/.*

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

1. ***Natural Resources Survey and Monitoring Resources, specifically sport fish or their habitat monitoring received a below average score. This is an indication that the management plan does not sufficiently address survey or monitoring.***

   Managing Agency Response: *The FWC notes that the field review checklist findings of this LMR report gave the FWC an excellent rating in regarding to natural resources survey and monitoring resources, specifically sport fish or their habitat monitoring. The habitat monitoring and management activities are discussed in section 2.2 and section 5 of the current management plan, however the FWC will ensure that further language regarding sport fish and their habitat monitoring will be incorporated in the upcoming management plan update.*

2. ***Resource Protection, specifically gates & fencing, received a below average score. This is an indication that the management plan does not sufficiently address resource protection.***

   Managing Agency Response: *The current land management plan for the Three Lakes Wildlife Management Area (TLWMA) discusses a challenge in regards to completing a boundary survey for the area. The FWC will ensure to address continued resource protection on the TLWMA in the upcoming management plan update, and explore further strategies to improve gates and fencing on the area.*

3. ***Public Access, Environmental Education & Outreach, specifically management of visitor impacts, received a below average score. This is an indication that the management plan does not sufficiently address public access and education.***

   Managing Agency Response: *The FWC discusses the assessment of existing and potential future recreational uses and facilities, and establishment of visitor carrying capacities in Section 5.4 of the TLWMA Management Plan and in the TLWMA Recreation Master Plan, which can be viewed in Appendix 13.7 of the management plan. This is to ensure visitation does not negatively impact the area. As stated in the Recreation Master Plan, "Careful design and placement of recreation facilities (and opportunities) can provide desirable visitor experiences and minimize impacts to the natural and cultural resource of the area". The FWC will continue to assess recreational opportunities during the management plan development, and Recreation Master Plan updates, and continue to utilize tools to ensure minimal visitor impacts occur.*

Triple N Ranch Wildlife Management Area

1.1. Property Reviewed in this Report

Managed by: Fish & Wildlife Conservation Commission

Acres: 16,295.14 **Counties:** Osceola

Purpose(s) for Acquisition: To ensure the survival of prairie wildlife species such as the swallow-tailed kite and crested caracara; to protect the watershed of Bull Creek and provide a large area for the public to enjoy hunting, wildlife observation, and other activities.

Acquisition Program(s): CARL/P2000/Florida Forever **Original Acquisition Date:** 8/12/96

Area Reviewed: Entire Property **Last Management Plan Approval Date:** 8/20/12

Review Date: 8/30/19

Agency Manager and Key Staff Present:

- Melanie Mancuso, Manager
- Steve Glass
- Jon Webb
- Tina Hannon
- Matthew Hortman

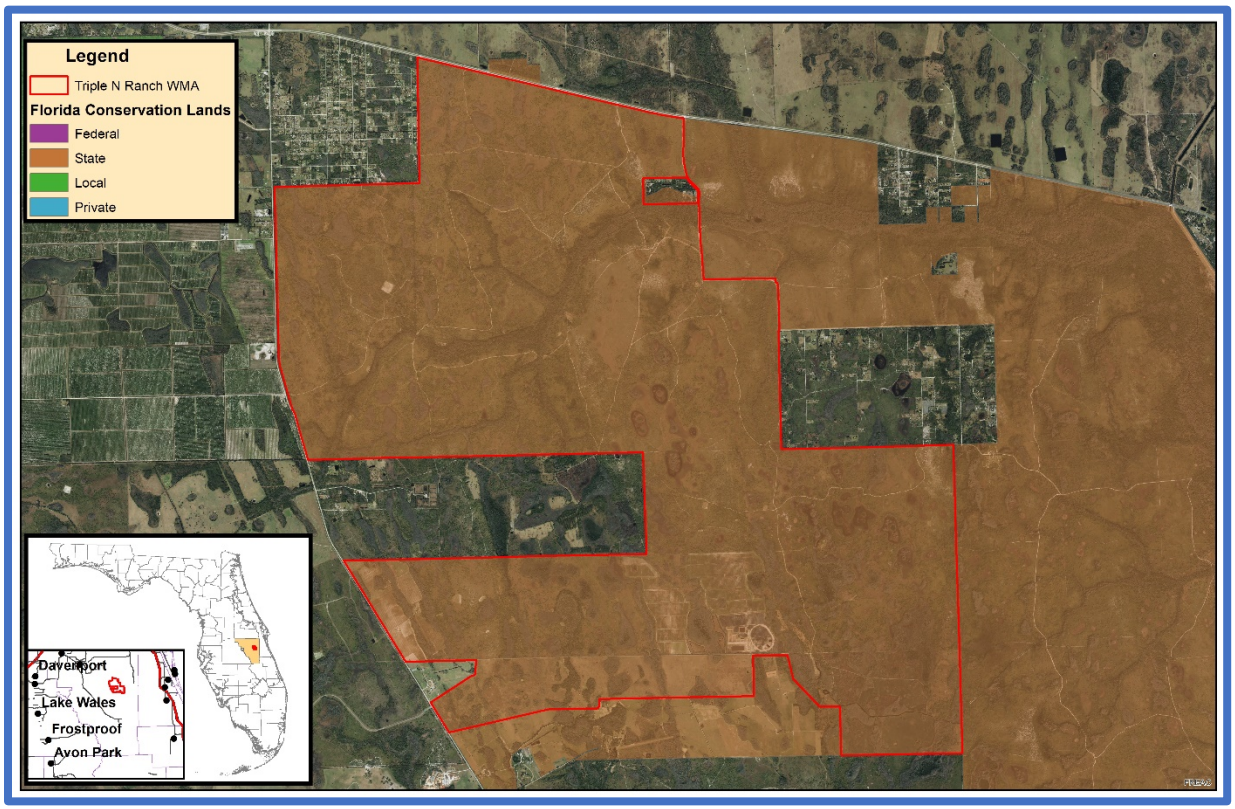
Review Team Members Present (voting)

- Catie Welch, DRP District
- Local Gov't., None
- Jess Rodriguez, FWC
- Brian Dailey, DEP District
- Michael Edwards, FFS
- Amy Copeland, SJRWMD
- Vince Lamb, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Andrew Lawrence, FWC/IPM
- Lance Jacobson, FWC
- Jennifer Paredes, FWC
- Jim Erwin, FNPS
- Jim Blush, SFWMD

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 6, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 6, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 7: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.77	4.20
Prescribed Fire / Habitat Restoration	4.49	4.22
Hydrology	3.78	3.39
Imperiled Species	4.75	4.20
Exotic / Invasive Species	3.92	3.83
Cultural Resources	4.00	4.17
Public Access / Education / Law Enforcement	4.08	3.34
Infrastructure / Equipment / Staffing	4.31	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Fish and Wildlife Conservation Commission (FWC) for completing the archaeological resource monitor training. (5+, 0-)
2. The team commends the FWC staff for the work done on red cockaded woodpeckers and the results achieved. (5+, 0-)
3. The team commends the FWC for their prescribed burn program and the number of acres achieved per year, the frequency and quality of burns. (5+, 0-)
4. The team commends the FWC for the treatment of the invasive exotic plants at the WMA, and keeping the plants at a maintenance control level. (5+, 0-)
5. The team commends the FWC for the discovery of a novel population of the striped newt at the WMA, and the management following the discovery (removal of cattle grazing in the area). (5+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

There were no consensus recommendations.

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically mesic flatwoods, dome swamp/basin swamp, depression marsh, dry prairie, hydric hammock, wet prairie, scrubby flatwoods, baygall, scrub, mesic hammock, wet flatwoods, and xeric hammock.**
2. **Listed species, animals and plants in general, and specifically red cockaded woodpecker, and gopher tortoise.**
3. **Natural resource survey/monitoring resources, specifically listed species or their habitat monitoring, other non-game species or their habitat monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural resources, specifically protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Restoration, specifically hydrological restoration and groundcover restoration.**
7. **Forest management, specifically timber harvesting.**
8. **Non-native, invasive, and problem species, specifically control of plants and animals.**
9. **Hydrologic/geologic function, specifically roads and culverts.**
10. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
11. **Public access, specifically roads and parking.**

12. **Environmental education and outreach, specifically interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
13. **Management resources, specifically buildings, equipment, staff, and funding**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

The review team scores did not identify items requiring improvement in the field.

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

The review team scores did not identify items requiring improvement in the management plan.

Belmore State Forest

1.1. Property Reviewed in this Report

Managed by: Department of Agriculture and Consumer Services, Florida Forest Service
Acres: 8,737 **Counties:** Clay
Purpose(s) for Acquisition: to protect and manage the unique resources of the forest through a stewardship ethic to assure these resources will be available for future generations.
Acquisition Program(s): Florida Forever **Original Acquisition Date:** 3/16/05
Area Reviewed: Entire Property **Last Management Plan Approval Date:** 10/10/08
Review Date: 9/17/19

Agency Manager and Key Staff Present:

- Sam Negaran, Manager
- Frank Burley
- Jennifer Hart

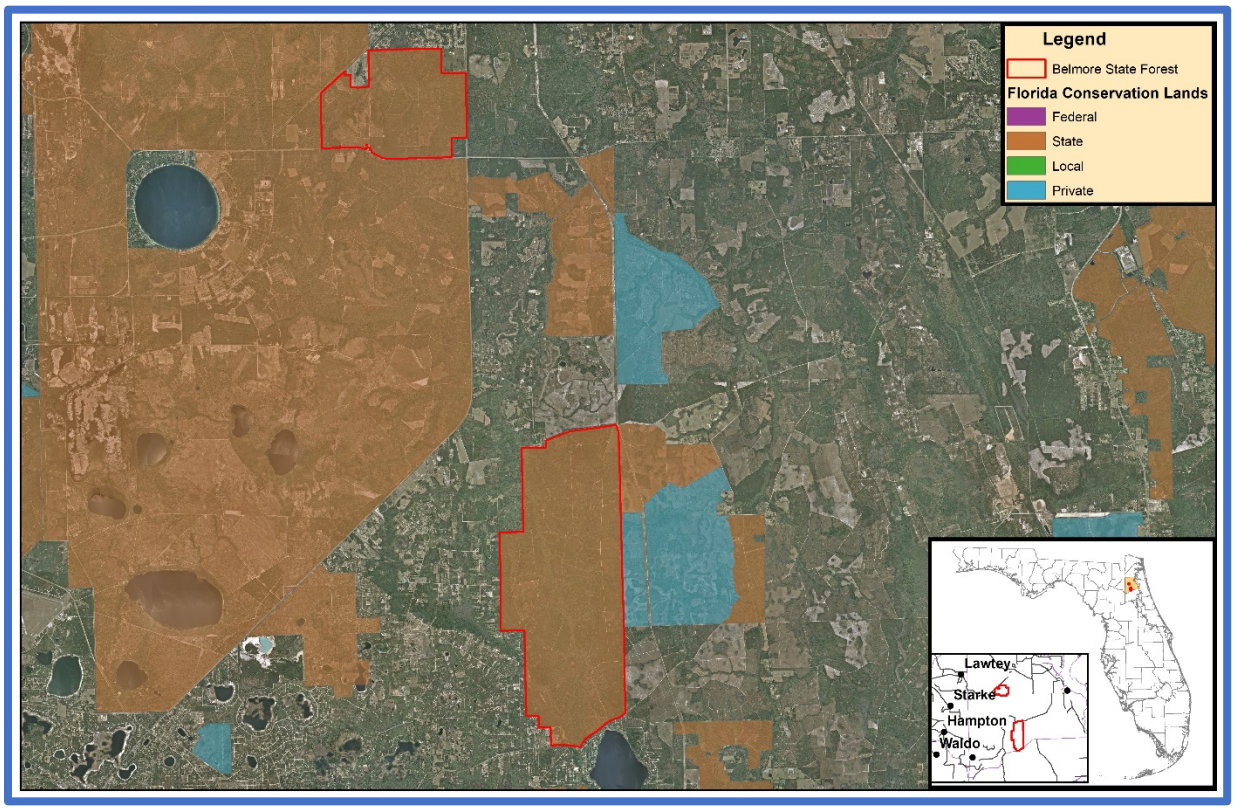
Review Team Members Present (voting)

- Dan Pearson, DRP District
- Liza McCain, Local Gov't.
- Scotland Talley, FWC
- Paul Duff, DEP District
- Heather Schmiege, FFS
- Heather Venter, SJRWMD
- Walter Bryant, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Lassie Lee, FNPS

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 7, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 7, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 8: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.30	4.26
Prescribed Fire / Habitat Restoration	3.93	4.11
Hydrology	3.95	3.64
Imperiled Species	3.45	2.98
Exotic / Invasive Species	4.19	3.60
Cultural Resources	4.50	4.00
Public Access / Education / Law Enforcement	4.07	3.92
Infrastructure / Equipment / Staffing	3.35	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Forest Service (FFS) for working with DHR prior to repair/replace of the bridge under construction now. (7+, 0-)
2. The team commends the FFS for groundcover restoration by direct seeding in mesic flatwoods and sandhill areas. (7+, 0-)
3. The team commends the FFS for continuing efforts to upgrade roads, bridges and culverts to protect water quality in the stream crossings. (7+, 0-)
4. The team commends the FFS for the continuing efforts to increase fire frequency, especially in the mesic flatwoods. (7+, 0-)
5. The team commends the FFS for conducting bio-blitz in 2018 to identify plant and animal species. (7+, 0-)
6. The team commends the FFS for adding hiking and horse trails, and other recreational opportunities. (7+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends that the FFS increase the number of acres burned and continue to move towards more growing season burns as restoration continues. (7+, 0-)

   Managing Agency Response: *The Florida Forest Service will continue to pursue an increase in burn acreage on Belmore State Forest. Once fuel loads are safely reduced, a transition to growing season burns will be initiated and maintained.*

2. The team recommends that the FFS convert the District (OPS) Biologist to an FTE position. (7+, 0-)

   Managing Agency Response: *The FFS will continue to request that the biologist position for the Jacksonville district be upgraded to career service. This request is dependent on getting funding through the legislature.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically baygall, dome swamp, blackwater stream, floodplain swamp, and bottomland forest.**
2. **Natural resource survey/monitoring resources, specifically fire effects monitoring.**
3. **Cultural resources, specifically, cultural resource survey and protection and preservation.**
4. **Resource management (prescribed fire), specifically quality.**
5. **Restoration, specifically flatwoods and sandhill.**

6. **Forest management, specifically timber inventory, timber harvesting, reforestation/afforestation, and site preparation.**
7. **Non-native, invasive, and problem species, specifically prevention and control of plants, animals, and pest/pathogens.**
8. **Hydrologic/geologic function, specifically roads/culverts.**
9. **Ground water monitoring, specifically quality, and quantity.**
10. **Surface water monitoring, specifically quality, and quantity.**
11. **Resource protection, specifically boundary survey, gates and fencing, and signage.**
12. **Adjacent property concerns, land use, specifically inholdings and additions.**
13. **Public access, specifically roads, and parking.**
14. **Environmental education and outreach, specifically recreational opportunities, and management of visitor impacts.**
15. **Management resources, specifically waste disposal, and buildings**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

1. ***The maintenance condition of the Natural Communities, specifically mesic flatwoods, and sandhill, received below average scores. The review team is asked to evaluate, based on their perspective, what percent of the natural community is in maintenance condition. The scores range from 1 to 5, with 1 being 0-20% in maintenance condition, 2 being 21-40%, 3 being 41-60%, 4 being 61-80% and 5 being 81-100%.***

   Managing Agency Response: *Increased burning, the removal of sandpine plantations, and the re-introduction of site appropriate pine species will move the sandhill communities on Belmore SF towards restoration and maintenance status. The Florida Forest Service would like to highlight that significant work towards this end has occurred. Recently 70% of the sand pine acres have been harvested with the remaining 30% scheduled to be harvested in the next five years.*
   A significant amount of prescribed burning and thinning has occurred in the mesic flatwoods ecological communities necessary to move these pine plantations, established by the timber industry, into a more restored state. The FNAI would classify the majority of these mesic flatwoods as restoration flatwoods. Approximately 50% of Belmore State Forest's mesic flatwoods are within desired fire frequency while approximately 40% have had timber thinning operations conducted. Invasive species impacts less than 1% of this community type (less than one acre out of the historic 4,604 acres). The FFS estimates the total amount of mesic flatwoods in maintenance condition is in the 41% to 60% range.

2. ***Resource Management, Prescribed Fire, specifically area being burned, received a below average score. The review team is asked to evaluate, based on information provided by the***

managing agency, to what degree prescribed fire is accomplished according to the objectives for prescribed fire management. The scores range from 1 to 5, with 1 being 0-20% accomplished, 2 being 21-40%, 3 being 41-60%, 4 being 61-80% and 5 being 81-100%.

Managing Agency Response: *The Florida Forest Service continually attempts to increase burn acreage across Belmore State Forest; however, the ability to apply prescribed fire is highly dependent on long and short-term weather conditions.*

3. ***Management Resources, specifically equipment, and staff, received below average scores. The review team is asked to evaluate, based on information provided by the managing agency, whether management resources are sufficient.***

   Managing Agency Response: *The FFS will continue to submit legislative budget request for facilities, equipment, staff and funding.*

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

1. ***Listed Species protection and preservation, specifically gopher tortoise, and black creek crayfish, received below average scores. This is an indication that the management plan does not sufficiently address protection and preservation of listed species.***

   Managing Agency Response: *The FFS feels that this management plan adequately addresses this issue. There are multiple sections of the plan detailing listed species protection. The protection of gopher tortoise is specifically mentioned for protection during sandhill restoration. When the plan was written, the presence of black creek crayfish was unknown on the forest. It will be added to updates to the management plan.*

2. ***Adjacent Property Concerns, specifically discussion of potential surplus land determination, received below average scores. This is an indication that the management plan does not sufficiently address adjacent property.***

   Managing Agency Response: *The FFS will update future management plans to show how surplus land is determined.*

Four Creeks State Forest

1.1. Property Reviewed in this Report

Managed by: Department of Agriculture and Consumer Services, Florida Forest Service
Acres: 10,221 **County:** Nassau
Purpose(s) for Acquisition: Timber management and restoration, low-impact diverse recreation uses, and management of archaeological and historic sites, habitat and other biological resources.
Acquisition Program(s): Florida Forever **Original Acquisition Date:** 4/27/05
Area Reviewed: Entire Property **Last Management Plan Approval Date:** 2/19/10
Review Date: 9/18/19

Agency Manager and Key Staff Present:

- Sam Negaran, Manager
- Sam Leneave
- Jennifer B. Hart
- Kirsten Brannon

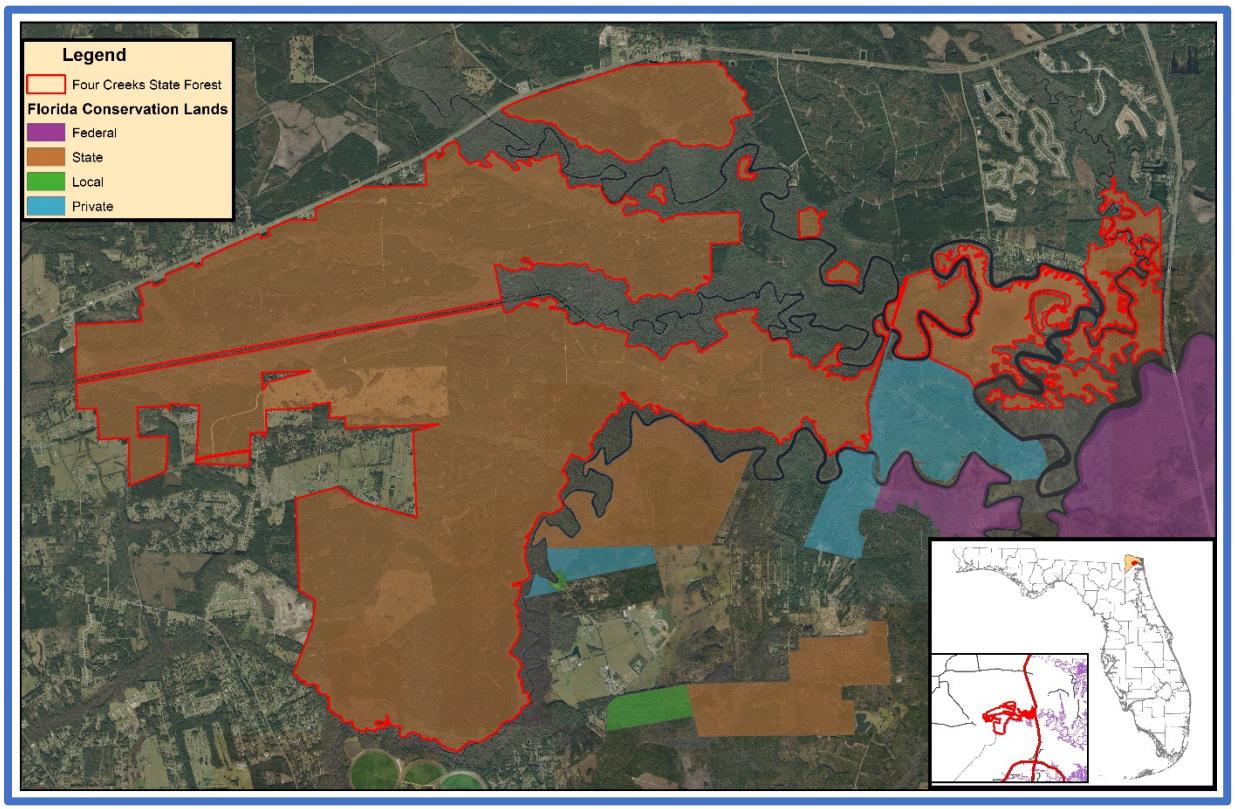
Review Team Members Present (voting)

- Dan Pearson, DRP District
- Local Gov't., None
- Scotland Talley, FWC
- Allison Cala, DEP District
- Heather Schmiege, FFS
- Brian Emanuel, SJRWMD
- Walter Bryant, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Chris Boever, FWC/IPMS

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 6, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 6, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 9: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.19	4.22
Prescribed Fire / Habitat Restoration	3.86	3.89
Hydrology	3.73	2.85
Imperiled Species	3.00	2.60
Exotic / Invasive Species	3.89	3.58
Cultural Resources	3.50	3.33
Public Access / Education / Law Enforcement	3.85	3.39
Infrastructure / Equipment / Staffing	2.14	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Forest Service (FFS) for continuing improvement in prescribed fire program. (6+, 0-)
2. The team commends the FFS for significant improvement in access with road improvements and recreation sites. (6+, 0-)
3. The team commends the FFS for significant efforts to control Chines tallow with the help of SJRWMD and other contributors. (6+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends that the FFS seek to convert OPS biologist to FTE. (6+, 0-)

   Managing Agency Response: *The FFS will continue to request that the biologist position for the Jacksonville district be upgraded to career service. This request is dependent on getting funding through the legislature.*

2. The team recommends that the FFS increase effort to document flora and fauna on this forest particularly listed species. (6+, 0-)

   Managing Agency Response: *The FFS will work to increase documentation of flora and fauna on Four Creeks State Forest.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically bottomland forest, salt marsh, floodplain swamp, hydric hammock, and basin swamp.**
2. **Natural resource survey/monitoring resources, specifically fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
3. **Resource management (prescribed fire), specifically quality.**
4. **Restoration, specifically flatwoods and sandhill.**
5. **Forest management, specifically timber inventory, and timber harvesting.**
6. **Non-native, invasive, and problem species, specifically prevention and control of plants.**
7. **Hydrologic/geologic function, specifically roads/culverts, and ditches.**
8. **Resource protection, specifically boundary survey, and law enforcement presence.**
9. **Adjacent property concerns, land use, specifically inholdings and additions.**
10. **Public access, specifically roads, and parking.**
11. **Environmental education and outreach, specifically habitat management activities.**

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

1. ***The maintenance condition of the Natural Communities, specifically mesic flatwoods, and wet flatwoods, received below average scores. The review team is asked to evaluate, based on their perspective, what percent of the natural community is in maintenance condition. The scores range from 1 to 5, with 1 being 0-20% in maintenance condition, 2 being 21-40%, 3 being 41-60%, 4 being 61-80% and 5 being 81-100%.***

   Managing Agency Response: *These natural communities pose unique management situations in that trying to prescribe burn these areas either poses significant public safety risks or they are isolated pockets with no access. Approximately 66% of the manageable acreage is in maintenance condition. The FFS will continue to explore ways to maintain these areas. The FFS is also working on restoring what is currently typed as pine plantation to a more natural community.*

2. ***Natural Resources Survey, specifically listed species or their habitat monitoring, and other non-game species or their habitat monitoring, received below average scores. The review team is asked to evaluate, based on information provided by the managing agency, whether survey and monitoring of the resources or their habitats are sufficient.***

   Managing Agency Response: *The FFS will work to increase the level of monitoring for both listed species and other non-game species in the field.*

3. ***Restoration, specifically species composition, received a below average score. The review team is asked to evaluate, based on information provided by the managing agency, whether restoration is sufficient.***

   Managing Agency Response: *Since acquisition of this property the FFS has thinned approximately 50% of the existing pine plantation. There has also been approximately 9,600 acres of prescribed fire applied to 6,447 acres of uplands. 1,700 acres of Chinese tallow have been treated. Groundcover and midstory species diversity is increasing across the forest due to these efforts. The FFS plans to continue thinning and burning of pine plantations as they become merchantable and fire can safely be introduced to them.*

4. ***Management Resources, specifically sanitary facilities, buildings, equipment, staff, and funding, received below average scores. The review team is asked to evaluate, based on information provided by the managing agency, whether management resources are sufficient.***

   Managing Agency Response: *The FFS will continue to submit legislative budget requests for facilities, equipment, staff and funding.*

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

1. ***Listed Species protection and preservation, animals and plants in general, received below average scores. This is an indication that the management plan does not sufficiently address protection and preservation of listed species.***

   Managing Agency Response: *The FFS feels that the management plan adequately addresses this. The plan lists working with FWC to develop a Wildlife Management Plan and to map locations of rare species and environmentally sensitive areas.*

2. ***Natural Resources Survey and Monitoring Resources, specifically listed species or their habitat monitoring, and other non-game species or their habitat monitoring, received below average scores. This is an indication that the management plan does not sufficiently address survey or monitoring.***

   Managing Agency Response: *The FFS feels that the management plan adequately covers this. There are six objectives related to listed species surveying and monitoring. It is also covered in Section III and Section IV of the plan.*

3. ***Ground Water Monitoring, specifically quality, and quantity, received below average scores. This is an indication that the management plan does not sufficiently address ground water monitoring.***

   Managing Agency Response: *The FFS will update future management plans to address ground water monitoring.*

4. ***Surface Water Monitoring, specifically quality, and quantity, received below average scores. This is an indication that the management plan does not sufficiently address surface water monitoring.***

   Managing Agency Response: *The FFS will update future management plans to address surface water monitoring.*

5. ***Adjacent Property Concerns, specifically discussion of potential surplus land determination, received a below average score. This is an indication that the management plan does not sufficiently address adjacent property.***

Managing Agency Response: *The FFS will update future management plans to show how surplus land is determined.*

6. ***Public Access, Environmental Education & Outreach, specifically wildlife, invasive species, habitat management activities, and interpretive facilities and signs, received below average scores. This is an indication that the management plan does not sufficiently address public access and education.***

   Managing Agency Response: *The FFS feels that this plan adequately addresses this. There are several objectives that address these goals.*

John M. Bethea State Forest

1.1. Property Reviewed in this Report

Managed by: Department of Agriculture and Consumer Services, Florida Forest Service
Acres: 10,221 **County:** Baker
Purpose(s) for Acquisition: to restore, maintain and protect in perpetuity all native ecosystems; to integrate compatible human use; and to insure long-term viability of populations and species considered rare.
Acquisition Program(s): CARL / Save Our Rivers **Original Acquisition Date:** 4/2001
Area Reviewed: Entire Property **Last Management Plan Approval Date:** 2/19/10
Review Date: 9/20/19

Agency Manager and Key Staff Present:

- Ethan Darnell, Manager
- Sam Leneave
- Roland Gaskins
- Andy Lamborn

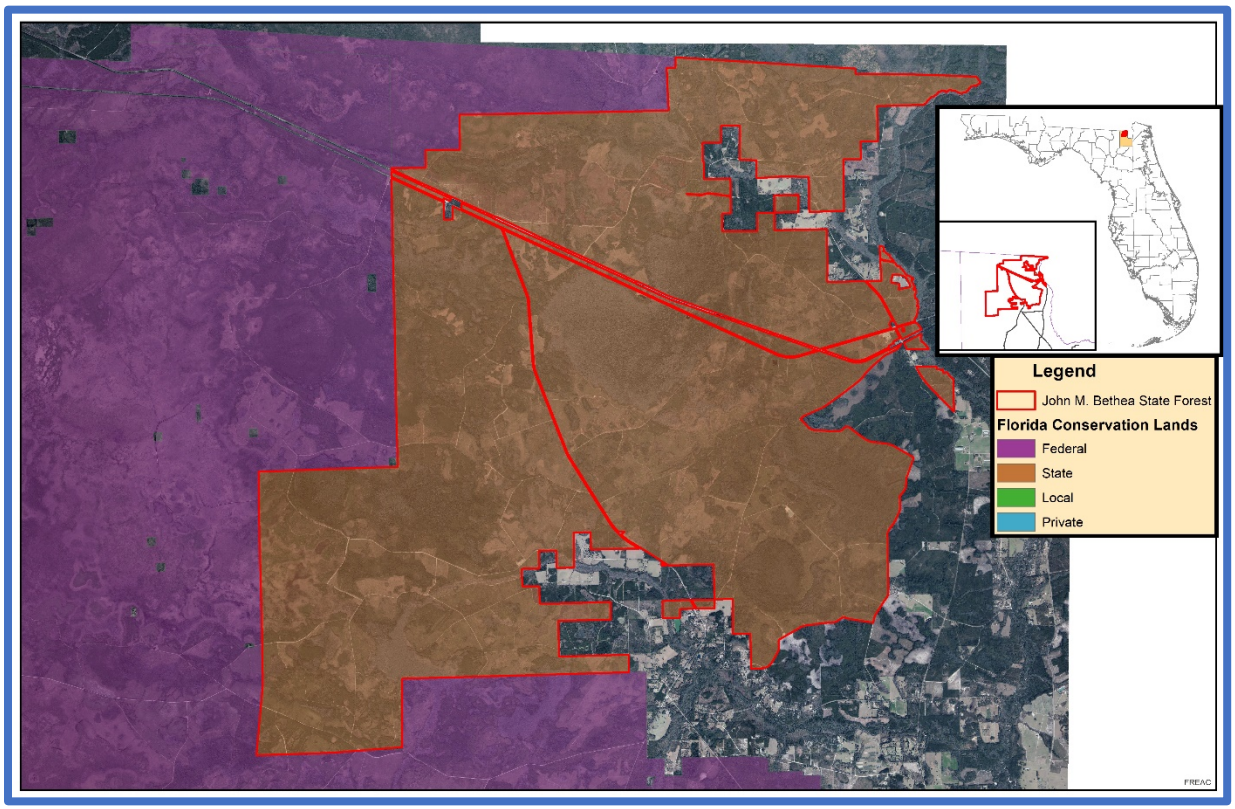
Review Team Members Present (voting)

- Craig Parenteau, DRP District
- Local Gov't., None
- Scotland Talley, FWC
- Katie Sula, DEP District
- Sam Negaran, FFS
- Paul Hudson, SJRWMD
- Walter Bryant, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Chris Boever, FWC/IPMS

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 6, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 6, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 10: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.34	4.27
Prescribed Fire / Habitat Restoration	4.53	4.42
Hydrology	3.94	3.78
Imperiled Species	4.00	4.50
Exotic / Invasive Species	4.57	4.60
Cultural Resources	4.67	4.33
Public Access / Education / Law Enforcement	3.92	3.94
Infrastructure / Equipment / Staffing	4.00	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Forest Service (FFS) manager for his awareness of rare species of flora and fauna. (6+, 0-)
2. The team commends the FFS for excellent effort and accomplishment of introducing fire into young longleaf and slash pine plantations. (6+, 0-)
3. The team commends the FFS for continuing efforts to improve the forest's resilience to wildfire by converting to longleaf, widening firebreaks, and increased prescribed fire. (6+, 0-)
4. The team commends the FFS for improving hydrology with installation of new culverts, low water crossings, and bridges. (6+, 0-)
5. The team commends the FFS team for removing / rehabilitating old firebreaks that have prevented fires from moving into wetland ecotones. (6+, 0-)
6. The team commends the FFS team for moving toward growing season burns once fuel loads are reduced to safe levels. (6+, 0-)
7. The team commends the FFS for the addition of hiking and equestrian trails and other recreational opportunities. (6+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends that the FFS add additional community types per the 2016 FNAI survey, which was conducted after the current 10 year management plan was written. (6+, 0-)

   Managing Agency Response: *The FFS will incorporate the additional community types from the FNAI survey into future management plans.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically basin swamp, dome swamp, floodplain forest, and basin marsh.**
2. **Listed species, animals and plants in general.**
3. **Natural resource survey/monitoring resources, specifically fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural Resources, specifically cultural resource survey, and protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Forest management, specifically timber inventory, and timber harvesting, reforestation/afforestation, and site preparation.**
7. **Non-native, invasive, and problem species, specifically prevention and control of plants, animals, and pests/pathogens.**

8. **Hydrologic/geologic function, specifically roads/culverts, and ditches.**
9. **Surface Water Monitoring, specifically quantity.**
10. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
11. **Adjacent property concerns, land use, specifically inholdings and additions.**
12. **Public access, specifically parking.**
13. **Management resources, specifically waste disposal, buildings, and equipment**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

The review team scores did not identify items requiring improvement actions in the field.

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

1. ***Natural Communities, specifically basin marsh, received a below average score. This is an indication that the management plan does not sufficiently address current or desired condition and/or future management actions to protect or restore.***

   Managing Agency Response: *Future management plans will discuss management of the "Basin Marsh" community type as it relates to restoration and protection.*

2. ***Adjacent Property Concerns, specifically discussion of potential surplus land determination, received a below average score. This is an indication that the management plan does not sufficiently address adjacent property.***

   Managing Agency Response: *Future revisions of the 10 year Land Management Plan will describe a comprehensive assessment of potential surplus lands consisting of GIS modeling and analysis, operational and management requirements, and public access and recreational use.*

Marjorie Harris Carr Cross Florida Greenway SRCA

1.1. Property Reviewed in this Report

Managed by: Department of Environmental Protection, Florida Park Service

Acres: 79,289 **County:** Marion, Putnam, Levy and Citrus

Purpose(s) for Acquisition: To conserve and protect the natural resources and scenic beauty of the former canal lands, while providing compatible natural resource-based recreation.

Acquisition Program(s): **Original Acquisition Date:** 1/22/91

Area Reviewed: Entire Property **Last Management Plan Approval Date:** 4/20/18

Review Date: 10/9/19

Agency Manager and Key Staff Present:

- Mickey Thomason, Park Manager
- Laurie Dolan
- John DeHoff
- Adele Mills
- Kelly Conley
- William Watson

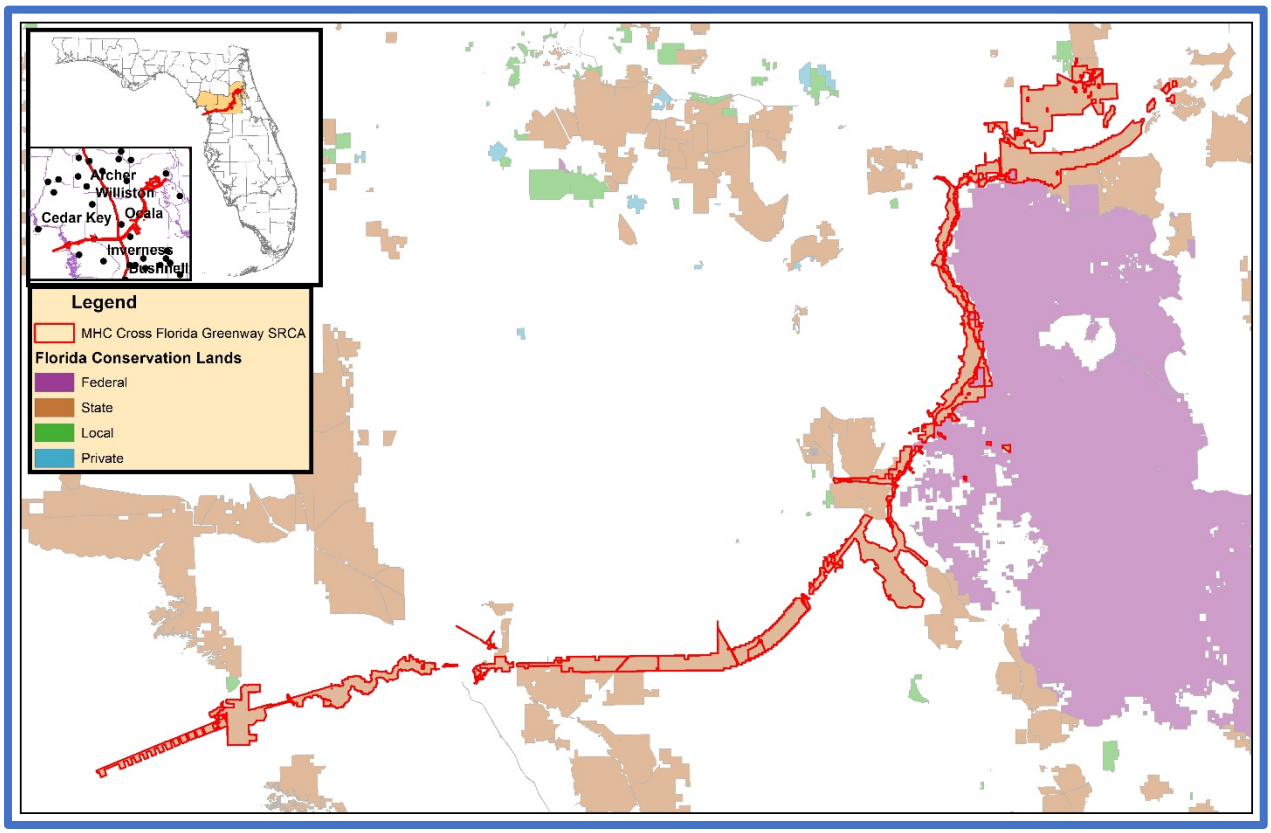
Review Team Members Present (voting)

- DRP District, None
- Rodney Sieg, Local Gov't.
- Tyler Turner, FWC
- Carter Cook, DEP District
- Michael Edwards, FFS
- Chris Kinslow, SJRWMD
- Jim Buckner, Cons. Organization
- Guy Marwick, Private Land Manager

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Chris Boever, FWC/IPMS
- Jeff Sowards, DEP/RCP
- Deborah Curry, FNPS

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 7, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 6, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 11: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.44	4.39
Prescribed Fire / Habitat Restoration	4.40	4.17
Hydrology	4.29	4.21
Imperiled Species	4.65	3.82
Exotic / Invasive Species	4.24	4.17
Cultural Resources	3.93	4.21
Public Access / Education / Law Enforcement	4.61	4.37
Infrastructure / Equipment / Staffing	4.21	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Park Service (FPS) for an exemplary prescribed fire program and results in sandhill community, particularly considering a significantly challenging urban-wildland interface, including residential subdivisions and public roadways and highways, including I-75. (7+, 0-)
2. The team commends the FPS for excellent efforts managing vegetation and predators and posting spoil islands in Citrus County for the protection of shorebirds, in particular American oystercatchers. (7+, 0-)
3. The team commends the FPS for the excellent listed species management efforts. (7+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends the FPS continue and seek to further enhance funding for prescribed fire contracting and fuel wood removal. This recommendation is based upon the significant improvement demonstrated since the previous land management review in 2014 in fire dependent communities and percent of acres now in rotation. Additional contract funding and staff are required if the current and past inadequate staffing levels are not improved. Increased staffing is a critical need on the Greenway. (7+, 0-)

   Managing Agency Response:
2. The team recommends the FPS updates and improvement of manatee protection system at Buckman locks until partial restoration, as per the management plan, is implemented. (7+, 0-)

   Managing Agency Response:
3. The team recommends the FPS seek funding needed to be able to acquire highest priority private lands needed to fill in the gaps in the CFG corridor. (7+, 0-)

   Managing Agency Response:
4. The team recommends the FPS, for improved paved trails, that the margins of roads be stabilized with local native plants. (7+, 0-)

   Managing Agency Response:
5. The team recommends the FPS, as in the FPS mission statement, the Marjorie Harris Carr Cross Florida Greenway should "provide resource-based recreation while preserving, interpreting, and restoring natural and cultural resources." (7+, 0-)

   Managing Agency Response:

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically sandhill, xeric hammock, upland hardwood forest, scrubby flatwoods, baygall, bottomland forest, floodplain swamp, basin swamp, depression marsh, dome swamp, blackwater stream, and hydric hammock.**
2. **Listed species, animals and plants in general, and specifically manatee, scrub jay, shorebirds, and long-spurred mint.**
3. **Natural resource survey/monitoring resources, specifically sport fish or their habitat monitoring, listed species or their habitat monitoring, other non-game species or their habitat monitoring, fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural Resources, specifically protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, and quality.**
6. **Restoration, specifically I-75 triangle scrub, and flatwoods restoration.**
7. **Forest management, specifically timber inventory, timber harvesting, and site preparation.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants, animals, and pest/pathogens.**
9. **Hydro-alteration, specifically roads and culverts, ditches, and hydro-period alteration.**
10. **Ground Water Monitoring, specifically quality and quantity.**
11. **Surface Water Monitoring, specifically quality and quantity.**
12. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
13. **Public access, specifically roads, parking, and boat access.**
14. **Environmental education and outreach, specifically wildlife, invasive species, habitat management activities, interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
15. **Management resources, specifically waste disposal, sanitary facilities, buildings, equipment, and staff**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

1. ***Management Resources, specifically funding, received a below average score. The review team is asked to evaluate, based on information provided by the managing agency, whether management resources are sufficient.***

   Managing Agency Response:

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

1. ***The maintenance condition of the Natural Communities, specifically basin swamp, received a below average score. The review team is asked to evaluate, based on their perspective, what percent of the natural community is in maintenance condition. The scores range from 1 to 5, with 1 being 0-20% in maintenance condition, 2 being 21-40%, 3 being 41-60%, 4 being 61-80% and 5 being 81-100%.***

   Managing Agency Response:
2. ***Listed Species protection and preservation, specifically shorebirds, received a below average score. This is an indication that the management plan does not sufficiently address protection and preservation of listed species.***

   Managing Agency Response:

Rainbow Springs State Park

1.1. Property Reviewed in this Report

Managed by: Department of Environmental Protection, Florida Park Service
Acres: 1,472 **County:** Marion
Purpose(s) for Acquisition: To protect most of the undeveloped or minimally developed private land remaining along the Rainbow River.
Acquisition Program(s): CARL/P2000/Florida Forever **Original Acquisition Date:** 10/24/90
Area Reviewed: Entire Property **Last Management Plan Approval Date:** 12/10/02
Review Date: 10/11/19

Agency Manager and Key Staff Present:

- Larry Steed, Park Manager
- Tina Miller, APM

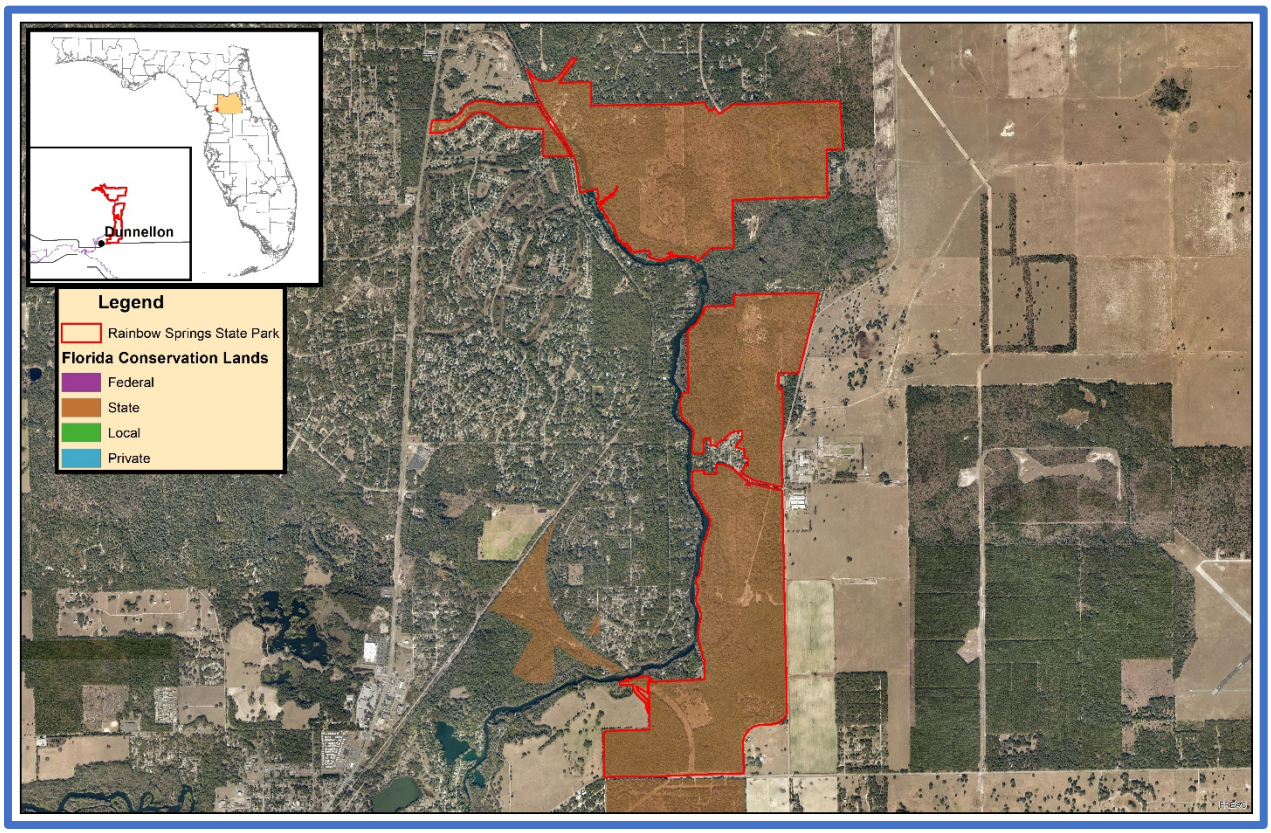
Review Team Members Present (voting)

- Rick Owen, DRP District
- Rodney Sieg, Local Gov't.
- Alex Kropp, FWC
- Hailey Ambrose, DEP District
- Doug Longshore, FFS
- Chris McKendree, SWFWMD
- Deborah L. Curry, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Chris Boever, FWC/IPMS
- Jeff Sowards, DEP/RCP
- Ronda Sutphen, FFS
- Cyndi Gates, SWFWMD

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 7, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 7, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 12: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.31	3.07
Prescribed Fire / Habitat Restoration	4.14	3.29
Hydrology	4.58	3.36
Imperiled Species	3.54	3.38
Exotic / Invasive Species	4.12	2.93
Cultural Resources	4.57	3.14
Public Access / Education / Law Enforcement	4.39	3.54
Infrastructure / Equipment / Staffing	3.95	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Park Service (FPS) staff for increasing burn frequency and acreage burned. (7+, 0-)
2. The team commends the staff on progress to restore Griffith's addition to sandhill community. (7+, 0-)
3. The team commends the staff on coordination with FWC and other partners to control invasive species. (7+, 0-)
4. The team commends the FPS staff on providing a wide array of recreational opportunities while managing visitor impacts. (7+, 0-)
5. The team commends the staff regarding enforcement and monitoring of water-based recreational activities. (7+, 0-)
6. The team commends the staff on communications with neighboring landowners, including for education and outreach. (7+, 0-)
7. The team commends the staff for coordination with the water management district and aquatic preserve staff on all water resource issues in the Rainbow River. (7+, 0-)
8. The team commends the FPS for the improvement of their prescribed burning teams and the good coordination from the park staff. (7+, 0-)
9. The team commends the staff for excellent partnership and coordination with the citizen support organization and volunteers. (7+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The management plan reviewed by this land management review team was prepared in 2002. This is the third time this plan has been reviewed. In order for the land management review process to function properly, the team recommends the management plan be updated in a timely manner. (7+, 0-)

   Managing Agency Response: *The Division of Recreation and Parks are working to update the Unit Management Plan.*

2. The team recommends the FPS resume southeastern kestrel monitoring and nest box maintenance in coordination with FWC. (7+, 0-)

   Managing Agency Response: *District and park staff will continue to coordinate with Florida Fish and Wildlife Conservation Commission (FWC) on monitoring and management strategies for the southeastern kestrel in the park.*

3. The team recommends the FPS resume Bachman's sparrow annual monitoring and brown-headed nuthatch monitoring in coordination with FWC. (7+, 0-)

Managing Agency Response: *District and park staff will continue to coordinate with FWC on monitoring and management strategies for imperiled species in the park.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically basin swamp, depression marsh, floodplain swamp, hydric hammock, and spring-run stream.**
2. **Listed species, animals, specifically gopher tortoise and plants in general.**
3. **Natural resource survey/monitoring resources, specifically listed species or their habitat monitoring, fire effects monitoring, and invasive species survey and monitoring.**
4. **Cultural Resources, specifically cultural resource survey, and protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Restoration, specifically sand pine plantation to sandhill.**
7. **Forest management, specifically timber inventory.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants, and animals.**
9. **Hydro-alteration, specifically roads and culverts, and erosion.**
10. **Surface Water Monitoring, specifically quality and quantity.**
11. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
12. **Public access, specifically roads, parking, and boat access.**
13. **Environmental education and outreach, specifically wildlife, invasive species, habitat management activities, interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
14. **Management resources, specifically waste disposal, sanitary facilities, buildings, and equipment**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

1. ***The maintenance condition of the Natural Communities, specifically upland hardwood forest, received a below average score. The review team is asked to evaluate, based on their perspective, what percent of the natural community is in maintenance condition. The scores range from 1 to 5, with 1 being 0-20% in maintenance condition, 2 being 21-40%, 3 being 41-60%, 4 being 61-80% and 5 being 81-100%.***

Managing Agency Response: *District and park staff are working to delineate upland hardwood forest and upland mixed woodland natural communities for the next Unit Management Plan.*

2. ***Listed species, specifically Southeastern American kestrel, received a below average score. The review team is asked to evaluate, based on their perspective, whether management actions are sufficient for protection and preservation of the species.***

   Managing Agency Response: *District and park staff will continue to coordinate with FWC on monitoring and management strategies for imperiled species in the park.*

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

1. ***The maintenance condition of the Natural Communities, specifically upland mixed woodland and upland hardwood forest, received below average scores. The review team is asked to evaluate, based on their perspective, what percent of the natural community is in maintenance condition. The scores range from 1 to 5, with 1 being 0-20% in maintenance condition, 2 being 21-40%, 3 being 41-60%, 4 being 61-80% and 5 being 81-100%.***

   Managing Agency Response: *The next Unit Management Plan will be updated to reflect upland hardwood forest and upland mixed woodland natural community classifications.*

2. ***Non-Native, Invasive & Problem Species, specifically prevention of plants and animals, and prevention and control of pest/pathogens, received below average scores. The review team is asked to evaluate, based on information provided by the managing agency, as well as overall management actions, whether prevention and control are sufficient.***

   Managing Agency Response: *The Division will address this issue in the next management plan so that it reflects land management actions.*

3. ***Adjacent Property Concerns, specifically discussion of potential surplus land determination, received a below average score. The review team is asked to evaluate, based on information provided by the managing agency, whether adjacent property concerns are sufficiently addressed.***

   Managing Agency Response: *The Division will address adjacent property concerns and the determination of surplus lands in the update of the management plan.*

Half Moon Wildlife Management Area

1.1. Property Reviewed in this Report

Managed by: Fish & Wildlife Conservation Commission
Acres: 9,554.00 (5,533.00 BOT; 4,021 SWFWMD) **Counties:** Sumter
Purpose(s) for Acquisition: To be managed as a wildlife management area and for protection of the Withlacoochee River and Gum Slough.
Acquisition Program(s): CARL/SOR **Original Acquisition Date:** 8/15/89
Area Reviewed: Entire Property **Last Management Plan Approval Date:** 8/20/12
Review Date: 10/23/19

Agency Manager and Key Staff Present:

- Chris Green, Manager
- Hana Brinkley

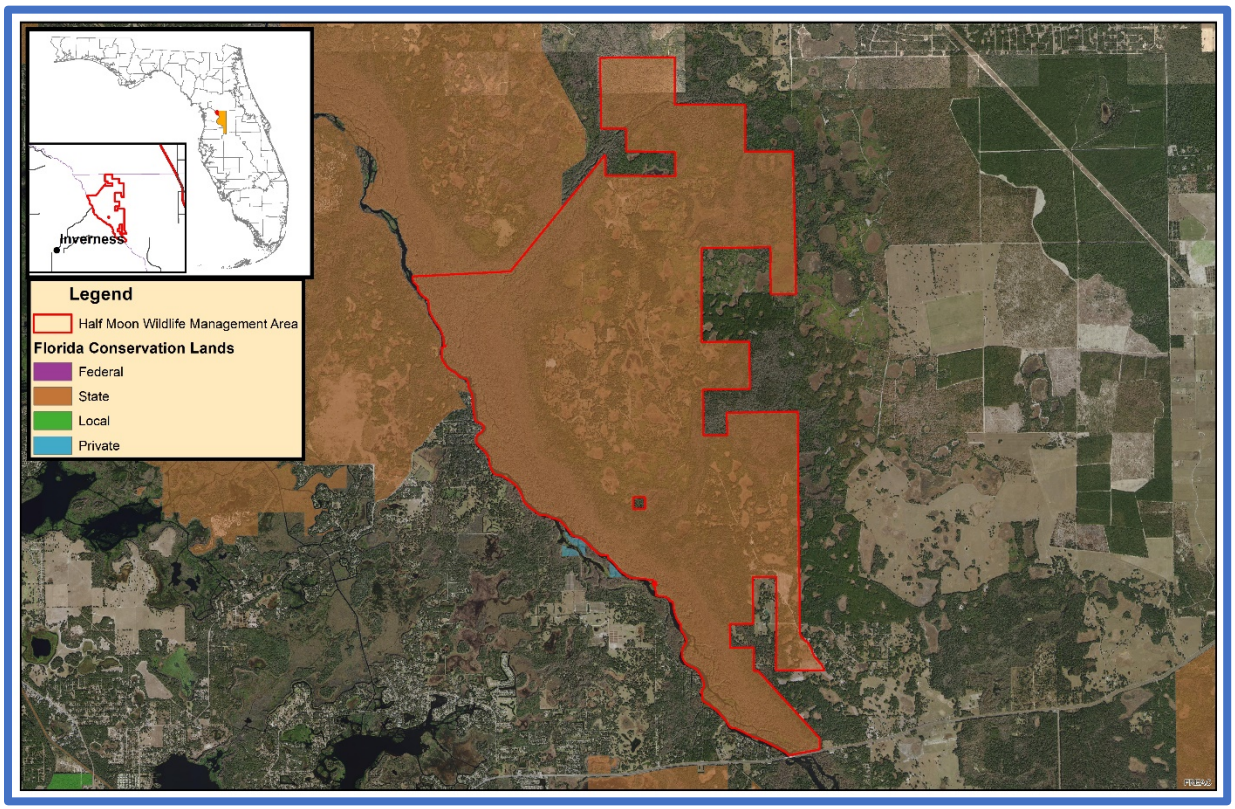
Review Team Members Present (voting)

- Tracy Muzyczka, DRP District
- Local Gov't., None
- Scotland Talley, FWC
- Samantha Daniel, DEP District
- Michael Edwards, FFS
- WMD, None
- Grace Howell, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Andrew Lawrence, FWC/IPM
- Dylan Imlah, FWC

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 5, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 5, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 13: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.76	4.36
Prescribed Fire / Habitat Restoration	4.77	4.60
Hydrology	4.40	4.27
Imperiled Species	4.67	4.67
Exotic / Invasive Species	4.26	4.03
Cultural Resources	4.40	4.40
Public Access / Education / Law Enforcement	4.71	3.99
Infrastructure / Equipment / Staffing	4.80	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Fish and Wildlife Conservation Commission (FWC) for groundcover restoration efforts in the pasture area. It is clear that staff is using adaptive management to fine tune a challenging process. (5+, 0-)
2. The team commends the FWC providing both a comprehensive historical perspective of land ownership and a detailed account of how the land managers have accomplished previous objectives in the management plan. (5+, 0-)
3. The team commends the FWC for the prescribed burn program. The number of acres, fire frequency, and quality of burns are reaching the manager's goals. (5+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends that the FWC include more details about desired future conditions, maybe providing more detail about OBVM process in the management plan. (5+, 0-)

   Managing Agency Response: *In section 5.3 of the current management plan for the Half Moon Wildlife Management Area (HMWMA) there is currently a thorough discussion of the OBVM process. The management plan also includes objectives in section 6.1 to continue to maintain the communities on the area based on the information provided in the OBVM report. Currently, since the OBVM report is updated multiple times during a planning period, the report is not included in the final management plan. However, the HMWMA management plan is currently in the process of being updated and FWC staff will explore the feasibility of adding more details regarding the desired future conditions of the area.*

2. The team recommends that the FWC provide additional protection (hog exclusion) from cultural sites (cemetery). (5+, 0-)

   Managing Agency Response: *As mentioned in the previous response, the HMWMA management plan is currently in the process of being updated. FWC staff have included an objective in the plan update addressing protection for the cultural sites on the area, this includes the installation of a hog proof fence around the cemetery located on the area.*

3. The team recommends that FWC place an interpretive sign where the trail intersects the southern groundcover restoration area. (5+, 0-)

   Managing Agency Response: *As mentioned, the HMWMA management plan is currently in the process of being updated. FWC staff have included an objective in the plan update to include the installation of interpretive signage for the groundcover restoration area.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically scrubby flatwoods, sandhill, xeric hammock, mesic hammock, floodplain forest, mesic flatwoods, basin/depression marsh, wet flatwoods, hydric hammock, blackwater stream, dome/basin swamp, and spring-run stream.**
2. **Listed species, animals and plants in general, and specifically scrub jay.**
3. **Natural resource survey/monitoring resources, specifically listed species or their habitat monitoring, other non-game species or their habitat monitoring, fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural resources, specifically protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Restoration, specifically groundcover, oak control, and longleaf reintroduction.**
7. **Forest management, specifically timber inventory, timber harvesting, and reforestation/afforestation.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants and animals, and control of pests/pathogens.**
9. **Hydrologic/geologic function, specifically roads and culverts, and ditches.**
10. **Ground Water Monitoring, specifically quality and quantity.**
11. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
12. **Adjacent property concerns, land use, specifically inholdings and additions.**
13. **Public access, specifically roads and parking.**
14. **Environmental education and outreach, specifically wildlife, invasive species, habitat management activities, interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
15. **Management resources, specifically waste disposal, sanitary facilities, buildings, equipment, staff, and funding**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

The review team scores did not identify items requiring improvement in the field.

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

The review team scores did not identify items requiring improvement in the management plan.

Chassahowitzka Wildlife Management Area

1.1. Property Reviewed in this Report

Managed by: Fish & Wildlife Conservation Commission

Acres: 27,262 **Counties:** Hernando

Purpose(s) for Acquisition: to conserve the largest remaining coastal hardwood swamp along the Gulf of Mexico south of the Suwannee River, its intact and functioning freshwater, tidal and spring system communities, and to conserve the diversity of rare and endangered species.

Acquisition Program(s): CARL/P2000/SOR **Original Acquisition Date:** 4/12/85

Area Reviewed: Entire Property **Last Management Plan Approval Date:** 12/17/14

Review Date: 10/25/19

Agency Manager and Key Staff Present:

- Steve Brinkley, Manager
- Melisa Thompson
- Phil Rodgers

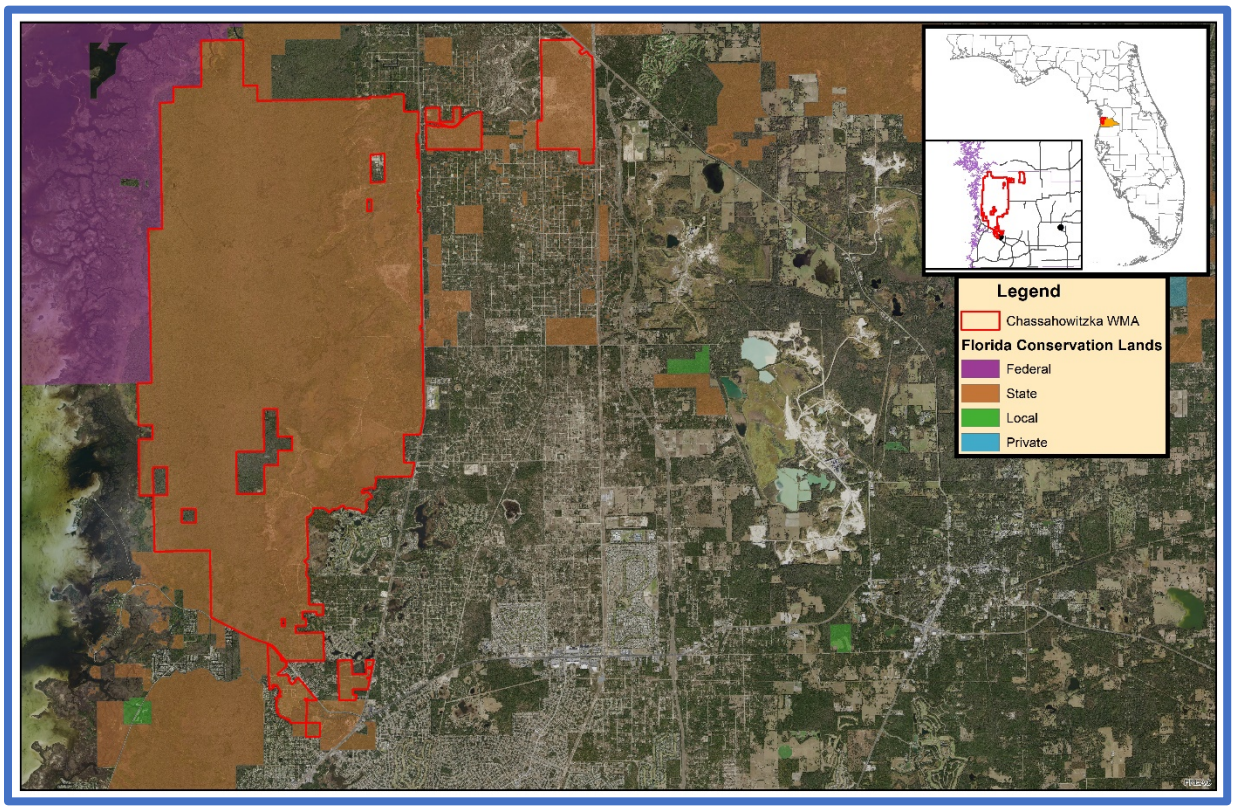
Review Team Members Present (voting)

- Chris Becker, DRP District
- Local Gov't., None
- Jennifer Myers, FWC
- Shannon Kennedy, DEP District
- Michael Edwards, FFS
- Anne Blanchard, SWFWMD
- Athena Philips, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL
- Jim Surdick, FNPS
- Andrew Lawrence, FWC/IPM
- Victor Echaves, FWC
- Dylan Imlah, FWC

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 6, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 5, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 14: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.64	4.50
Prescribed Fire / Habitat Restoration	4.83	4.42
Hydrology	5.00	4.45
Imperiled Species	4.79	4.62
Exotic / Invasive Species	4.67	4.33
Cultural Resources	4.42	4.33
Public Access / Education / Law Enforcement	4.32	4.28
Infrastructure / Equipment / Staffing	4.56	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Fish and Wildlife Conservation Commission (FWC) for getting fire on the ground in a landscape with a myriad of challenges and transitioning to growing season burns. (6+, 0-)
2. The team commends the FWC for managing and monitoring game species on the management area. (6+, 0-)
3. The team commends the FWC for their efforts to consider the resident Florida black bear subpopulation during management activities by protecting potential denning habitat and maintaining forage and cover for bears on the CWMA. (6+, 0-)
4. The team commends the FWC for the restoration of sandhill through hardwood control and groundcover enhancement on the Seville and Annutteliga Hammock tracts of the CWMA to benefit the southern fox squirrel and other sandhill wildlife species. (6+, 0-)
5. The team commends the FWC manager for preparation of the overview document in advance of the LMR. (6+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends that the FWC improve plant inventory and list in the management plan. (5+, 0-, 1 abstain)

   Managing Agency Response: *In Fiscal Year 2010-11, the FWC contracted with the Florida Natural Areas Inventory (FNAI) to conduct a rare plant survey at the CWMA to identify existing populations of rare and imperiled plants. Surveys were conducted in October, March, and May to ensure adequate detection during peak flowering periods for rare plants whose range included the CWMA. The FNAI identified 14 rare plant species during the surveys, six of which were state listed as endangered at the time and eight of which were state listed as threatened. An additional 4 species were identified which are state listed as commercially exploited. In addition to the rare plant survey, the FWC contracts with FNAI on a 5-year rotation to conduct Objective-Based Vegetation Monitoring and FNAI Natural Community recertification. During these activities, FNAI records common and rare plants observed in survey areas on the CWMA. These observations, in addition to opportunistic observations, are included in FWC's databases and any new species documented will be incorporated in the management plan update for the area. Furthermore, FWC staff will continue to update the list as necessary and determine if additional plant surveys are appropriate.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically mesic, wet, scrubby flatwoods, sandhill, xeric / mesic hammock, coastal salt marsh, depression marsh, dome swamp, spring-run stream / sinkhole lake, hydric hammock / basin swamp, and basin marsh.**
2. **Listed species, animals and plants in general, and specifically kestrels and gopher tortoise.**
3. **Natural resource survey/monitoring resources, specifically listed species or their habitat monitoring, other non-game species or their habitat monitoring, fire effects monitoring, other habitat management effects monitoring, and invasive species survey and monitoring.**
4. **Cultural resources, specifically protection and preservation.**
5. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
6. **Restoration, specifically sandhill, and flatwoods.**
7. **Forest management, specifically timber inventory, timber harvesting, and reforestation/afforestation.**
8. **Non-native, invasive, and problem species, specifically prevention and control of plants and animals.**
9. **Hydrologic/geologic function, specifically roads and culverts, and ditches.**
10. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
11. **Adjacent property concerns, land use, specifically expanding development, and inholdings and additions.**
12. **Public access, specifically roads and parking.**
13. **Environmental education and outreach, specifically wildlife, habitat management activities, interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
14. **Management resources, specifically waste disposal, sanitary facilities, buildings, equipment, staff, and funding**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

1. ***The maintenance condition of the Natural Communities, specifically scrub, received a below average score. The review team is asked to evaluate, based on their perspective, what percent of the natural community is in maintenance condition. The scores range from 1 to 5, with 1 being 0-20% in maintenance condition, 2 being 21-40%, 3 being 41-60%, 4 being 61-80% and 5 being 81-100%.***

Managing Agency Response: *The Chassahowitzka WMA (CWMA) contains a large amount of contiguous sandhill natural community (>5,000 acres), which is rare in the surrounding landscape. Scrub represents a small percentage of imperiled natural communities on the CWMA and the FWC has emphasized restoration and maintenance of existing sandhill. Of the approximately 230 acres of scrub within the CWMA, 92 acres were burned during the review period and an additional 76 acres were mechanically treated to alter vegetative structure and slow down succession. Very specific weather conditions are required to apply prescribed fire to about half of the scrub, which is surrounded by the wildland/urban interface and major roadways. The FWC plans to mechanically treat and apply prescribed fire to scrub as resources, time, and weather permit with the goal of improving more acres to maintenance condition, however, sandhill management will remain the priority.*

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

The review team scores did not identify items requiring improvement in the management plan.

Little Big Econ State Forest

1.1. Property Reviewed in this Report

Managed by: Department of Agriculture and Consumer Services, Florida Forest Service
Acres: 8,491 **County:** Seminole
Purpose(s) for Acquisition: to add to conservation lands already on the river, protecting habitat for wildlife and rare plants, preserving several archaeological sites, and providing the public opportunities for canoeing, fishing, hunting, and other recreation.
Acquisition Program(s): CARL/P2000/Florida Forever **Original Acquisition Date:** 3/14/91
Area Reviewed: Entire Property **Last Management Plan Approval Date:** 8/13/10
Review Date: 11/6/19

Agency Manager and Key Staff Present:

- Stephen Stipkovits, Manager
- Sean Gallagher
- Travis McGowen

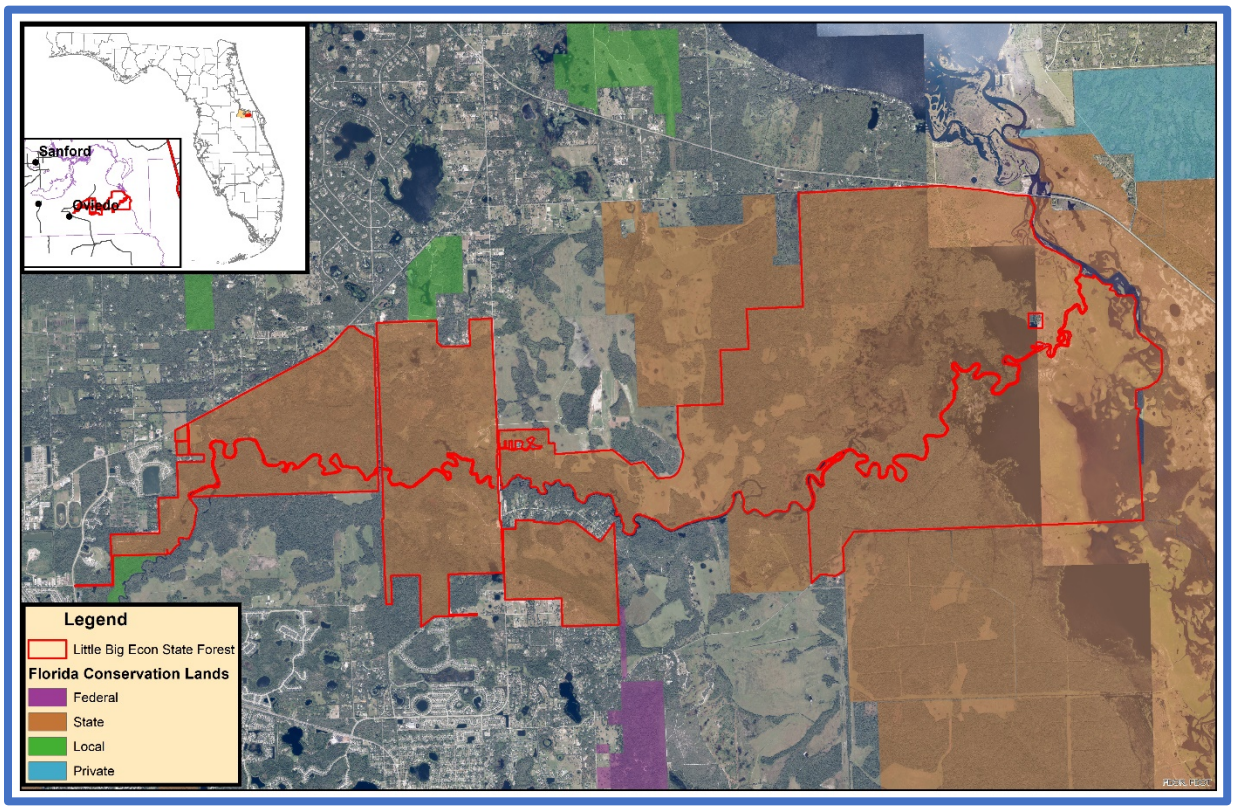
Review Team Members Present (voting)

- Allegra Buyer, DRP District
- Jim Duby, Local Gov't.
- Jess Rodriguez, FWC
- Abbie Khounevixay, DEP District
- Ronda Sutphen, FFS
- Brent Bachelder, SJRWMD
- Cons. Organization, None
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 6, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 6, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 15: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	4.51	4.59
Prescribed Fire / Habitat Restoration	4.07	4.60
Hydrology	4.01	3.97
Imperiled Species	3.50	3.50
Exotic / Invasive Species	4.11	4.44
Cultural Resources	4.50	4.50
Public Access / Education / Law Enforcement	4.39	4.46
Infrastructure / Equipment / Staffing	3.31	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the Florida Forest Service (FFS) manager for supporting diverse recreation through increased infrastructure and productive partnerships with those user groups. (6+, 0-)
2. The team commends the FFS for thinking outside the box to achieve management and restoration goals with insufficient funding. (6+, 0-)
3. The team commends the FFS personnel for doing a great job in developing and maintaining multi-use trails and trailhead parking. (6+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends that the FFS consider applying for FWC uplands invasive plant management funding for the larger infestations on the property. (6+, 0-)

   Managing Agency Response: *The Florida Forest Service will apply for FWC upland invasive plant treatment funding as appropriate.*

2. The team recommends that the FFS consult with FNAI for reclassification of restoration mesic flatwoods to the more appropriate cover class. (6+, 0-)

   Managing Agency Response: *The Florida Forest Service consulted and contracted with FNAI in 2016 for the mapping of LBESF. FNAI described these sites as restoration mesic flatwoods as they are currently in the process of being restored to more natural conditions. Sites typed as restoration mesic flatwoods may have inclusions of other community types, but the current typing is most appropriate.*

3. The team recommends that the FFS include improved pasture and altered land covers in future land management planning. (6+, 0-)

   Managing Agency Response: *Improved pasture and altered land cover are included in the draft ten-year management plan for the Little Big Econ State Forest.*

4. The team recommends that the FFS work with SJRWMD to conduct a hydrological assessment for the property. (6+, 0-)

   Managing Agency Response: *The draft update to the ten-year management plan for the Little Big Econ State Forest, under the goals and objectives section, states that the Florida Forest Service will conduct or obtain a site assessment/study to identify potential hydrology restoration needs.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically mesic flatwoods, mesic hammock, floodplain marsh, scrubby flatwoods, hydric hammock, wet flatwoods, basin swamp, baygall, depression marsh, blackwater stream, dome swamp, floodplain swamp, floodplain forest, and xeric hammock.**
2. **Natural resource survey/monitoring resources, specifically fire effects monitoring, and invasive species survey and monitoring.**
3. **Cultural Resources, specifically cultural resource survey, and protection and preservation.**
4. **Resource management (prescribed fire), specifically area being burned, frequency, and quality.**
5. **Restoration, specifically wet prairie restoration.**
6. **Forest management, specifically timber inventory, and timber harvesting.**
7. **Non-native, invasive, and problem species, specifically prevention of plants, and prevention and control of animals, and pests/pathogens.**
8. **Hydrologic/geologic function, specifically roads/culverts, and ditches.**
9. **Ground Water Monitoring, specifically quantity.**
10. **Surface Water Monitoring, specifically quality and quantity.**
11. **Resource protection, specifically boundary survey, gates and fencing, signage, and law enforcement presence.**
12. **Adjacent property concerns, land use, specifically inholdings and additions.**
13. **Public access, specifically roads, parking, and boat access.**
14. **Environmental education and outreach, specifically wildlife, habitat management activities, interpretive facilities and signs, recreational opportunities, and management of visitor impacts.**
15. **Management resources, specifically waste disposal, sanitary facilities, buildings, and equipment**.

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

1. ***Natural Resources Survey, specifically listed species or their habitat monitoring, received a below average score. The review team is asked to evaluate, based on information provided by the managing agency, whether survey and monitoring of the resources or their habitats are sufficient.***

   Managing Agency Response: *The Little Big Econ State Forest will work with the State Forest Ecologist, Plant Conservation Biologist, and Florida Fish and Wildlife Conservation*

Commission biologists to identify and implement any relevant monitoring protocols for listed plant and animal species. The management plan update will include items on how these items have been addressed.

2. ***Management Resources, specifically staff and funding, received below average scores. The review team is asked to evaluate, based on information provided by the managing agency, whether management resources are sufficient.***

   Managing Agency Response: *The Florida Forest Service will continue to request an increase in funding and additional career service positions for the Little Big Econ State Forest as applicable.*

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

1. ***Managed Area Uses, Proposed Uses, specifically equestrian camping, received a below average score. This is an indication that the management plan does not sufficiently address managed area uses.***

   Managing Agency Response: *Assessment for camping has evolved and the draft ten-year plan includes assessment for full-facility camping to accommodate RVs, trailers, and tents to encompass more public demand for camping over specializing in just equestrian camping.*

Spring Hammock Preserve

1.1. Property Reviewed in this Report

Managed by: Seminole County

Acres: 1,505 **County:** Seminole

Purpose(s) for Acquisition: Acquired in conformance with the EEL plan for the purpose of resource protection as well as passive recreation, forest management and environmental education.

Acquisition Program(s): CARL/P2000 **Original Acquisition Date:** 1/15/88

Area Reviewed: BOT-owned portions (720 acres) **Last Management Plan Approval Date:** 10/21/16 **Review Date:** 11/7/19

Agency Manager and Key Staff Present:

- Jim Duby, Manager

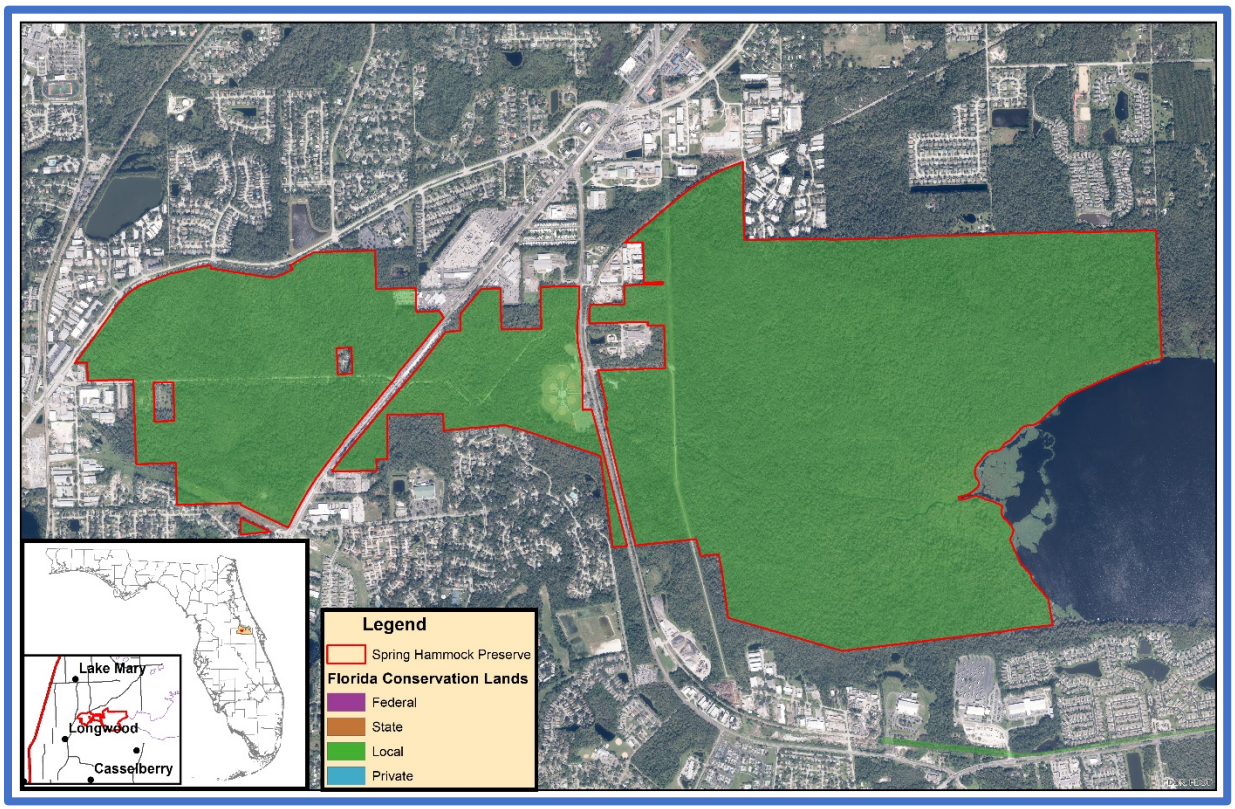
Review Team Members Present (voting)

- Jason DePue, DRP District
- Sherry Williams, Local Gov't.
- Tyler Turner, FWC
- Kevin Scheiber, DEP District
- Michael Edwards, FFS
- Sandra Oxenrider, SJRWMD
- Jennifer Ferngren, Cons. Organization
- Private Land Manager, None

Other Non-Team Members Present (attending)

- Keith Singleton, DEP/DSL

1.2 Property Map



1.3. Overview of Land Management Review Results

Is the property managed for purposes that are compatible with conservation, preservation, or recreation?

Yes = 7, No = 0

Are the management practices, including public access, in compliance with the management plan?

Yes = 7, No = 0

Table 1 shows the average scores received for each applicable category of review. *Field Review* scores refer to the adequacy of management actions in the field, while *Management Plan Review* scores refer to adequacy of discussion of these topics in the management plan. Scores range from 1 to 5 with 5 signifying excellence. For a more detailed key to the scores, please see *Appendix A*.

Table 16: Results at a glance.

Major Land Management Categories	Field Review	Management Plan Review
Natural Communities / Forest Management	3.56	3.71
Prescribed Fire / Habitat Restoration	N/A	N/A
Hydrology	4.00	3.68
Imperiled Species	3.57	3.40
Exotic / Invasive Species	3.69	3.12
Cultural Resources	2.17	3.07
Public Access / Education / Law Enforcement	3.85	3.60
Infrastructure / Equipment / Staffing	3.02	N/A

Color Code (See Appendix A for detail)

Excellent	Above Average	Below Average	Poor

1.3.1 Consensus Commendations for the Managing Agency

The following commendations resulted from discussion and vote of the review team members:

1. The team commends the County for a very good proactive and reactive management of invasive species. (7+, 0-)
2. The team commends the County for a well managed property with limited staff. (7+, 0-)

1.3.2. Consensus Recommendations to the Managing Agency

The following recommendations resulted from a discussion and vote of review team members. The next management plan update should include information about how these recommendations have been addressed:

1. The team recommends that the County provide additional staff members to assist with management of land. (7+, 0-)

   Managing Agency Response: *The Natural Lands Program is requesting two additional positions for FY 20-21. This is subject to approval.*

2. The team recommends that the County provide additional funding for management of land. (7+, 0-)

   Managing Agency Response: *The Natural Lands Program has submitted a budget for FY 20-21 for an additional $90,000. This is subject to approval.*

3. The team recommends that the County conduct better management / surveys for cuplet fern. (7+, 0-)

   Managing Agency Response: *The Natural Lands Program will engage the local Native Plant Society chapter(s) to organize surveys in 2020.*

4. The team recommends that the County have staff update their training for archaeological resource monitor by taking the refresher course. (7+, 0-)

   Managing Agency Response: *The Natural Lands Program plans to send one staff member to the ARM training in FY 20-21.*

2. Field Review Details

2.1 Field Review Checklist Findings

The following items received high scores on the review team checklist, which indicates that management actions exceeded expectations.

1. **Natural communities, specifically hydric hammock, and floodplain swamp.**
2. **Natural resource survey/monitoring resources, specifically invasive species survey and monitoring.**
3. **Non-native, invasive, and problem species, specifically prevention and control of plants.**
4. **Hydrologic/geologic function, specifically roads/culverts, and ditches.**
5. **Surface Water Monitoring, specifically quality and quantity.**
6. **Public access, specifically roads, and parking.**

7. **Environmental education and outreach, specifically wildlife, invasive species, habitat management activities, recreational opportunities, and management of visitor impacts.**

2.2. Items Requiring Improvement Actions in the Field

The following items received low scores on the review team checklist, which indicates that management actions noted during the Field Review were not considered sufficient (less than 3.0 score on average). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. **The management plan update should include information on how these items have been addressed**:

1. ***The maintenance condition of the Natural Communities, specifically mesic flatwoods, received a below average score. The review team is asked to evaluate, based on their perspective, what percent of the natural community is in maintenance condition. The scores range from 1 to 5, with 1 being 0-20% in maintenance condition, 2 being 21-40%, 3 being 41-60%, 4 being 61-80% and 5 being 81-100%.***

   Managing Agency Response: *Currently the program does not have funding available for permitting a road through a wetland to access the mesic flatwoods. Also, due to the fire program backlog, this particular burn zone is far down on the priority list. We are developing a 10-year fire management plan that will include recommendations and actions to address all Natural Lands properties.*

2. ***Natural Resources Survey, specifically other non-game species or their habitat monitoring, received a below average score. The review team is asked to evaluate, based on information provided by the managing agency, whether survey and monitoring of the resources or their habitats are sufficient.***

   Managing Agency Response: *The Natural Lands staff have a bio-blitz scheduled on the property in April 2020 and the property is on a rotation of every 5 years for this type of event.*

3. ***Cultural Resources (Archaeological & Historic Sites), specifically cultural resource survey, and protection and preservation, received below average scores. The review team is asked to evaluate, based on information provided by the managing agency, whether management of cultural resources is sufficient.***

   Managing Agency Response: *Staff is planning on re-locating the archaeological sites in 2020 and will re-visit the sites every other year if possible.*

4. ***Management Resources, specifically staff and funding, received below average scores. The review team is asked to evaluate, based on information provided by the managing agency, whether management resources are sufficient.***

   Managing Agency Response: *The Natural Lands Program is requesting two additional positions for FY 20-21. This is subject to approval.*

3. Land Management Plan Review Details

3.1 Items Requiring Improvements in the Management Plan

The following items received low scores on the review team checklist, which indicates that the text noted in the Management Plan Review does not sufficiently address this issue (less than 3.0 score on average.). Please note that overall good scores do not preclude specific recommendations by the review team requiring remediation. The next management plan update should address the checklist items identified below:

1. ***Natural Resources Survey and Monitoring Resources, specifically other non-game species or their habitat monitoring, received a below average score. This is an indication that the management plan does not sufficiently address survey or monitoring.***

   Managing Agency Response: *The Natural Lands Program will be updating their monitoring plan for the entire program in FY 20-21. This will be added to the next revision of the management plan due in 2026.*

2. ***Cultural Resources, specifically cultural resource survey, received a below average score. This is an indication that the management plan does not sufficiently address survey or protection.***

   Managing Agency Response: *The Natural Lands Program will develop monitoring protocol with time sensitive language to add to the next revision of the management plan.*

3. ***Non-native, Invasive & Problem Species, specifically prevention of plants, animals, pests/pathogens, received below average scores. This is an indication that the management plan does not sufficiently address prevention of invasive species.***

   Managing Agency Response: *Spring Hammock Preserve has had the most consistent invasive plant treatment than any of our other properties in our program. We are developing a plan of action for invasive species on all of our properties. This will be included in our revised management plan.*

Appendix A: Scoring System Detail

Explanation of Consensus Commendations:

Often, the exceptional condition of some of the property's attributes impress review team members. In those instances, team members are encouraged to offer positive feedback to the managing agency in the form of a commendation. The teams develop commendations generally by standard consensus processes or by majority vote if they cannot obtain a true consensus.

Explanation of Consensus Recommendations:

Subsection 259.036(2), F.S., specifically states that the managing entity shall consider the findings and recommendations of the land management review. We ask team members to provide general recommendations for improving the management or public access and use of the property. The teams discuss these recommendations and develop consensus recommendations as described above. We provide these recommendations to the managing agency to consider when finalizing the required ten-year management plan update. We encourage the manager to respond directly to these recommendations and include their responses in the final report when received in a timely manner.

Explanation of Field Review Checklist and Scores, and Management Plan Review Checklist and Scores:

We provide team members with a checklist to fill out during the evaluation workshop phase of the Land Management Review. The checklist is the uniform tool used to evaluate both the management actions and condition of the managed area, <u>and</u> the sufficiency of the management plan elements. During the evaluation workshop, team members individually provide scores on each issue on the checklist, from their individual perspective. Team members also base their evaluations on information provided by the managing agency staff as well as other team member discussions. Staff averages these scores to evaluate the overall conditions on the ground, and how the management plan addresses the issues. Team members must score each management issue 1 to 5: 1 being the management practices are clearly insufficient, and 5 being that the management practices are excellent. Members may choose to abstain if they have inadequate expertise or information to make a cardinal numeric choice, as indicated by an "X" on the checklist scores, or they may not provide a vote for other unknown reasons, as indicated by a blank. If a majority of members failed to vote on any issue, that issue is determined to be irrelevant to management of that property or it was inadequately reviewed by the team to make an intelligent choice. In either case staff eliminated the issue from the report to the manager.

Average scores are interpreted as follows:

Scores 4.0 to 5.0 are *Excellent*
Scores 3.0 to 3.99 are *Above Average*
Scores 2.0 to 2.99 are *Below Average*
Scores 1.0 to 1.99 are considered *Poor*