



Chippokes State Park  
695 Chippokes Park Road  
Surry, VA 23883

# Chippokes State Park

## MASTER PLAN EXECUTIVE SUMMARY

2020 UPDATE



**Department of Conservation and Recreation**  
Division of Planning and Recreation Resources  
600 E Main Street, 24<sup>th</sup> Floor  
Richmond, Virginia 23219

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# CHIPPOKES STATE PARK

## Master Plan Executive Summary

### 2020 UPDATE

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*Presented for review at a public meeting on September 19, 2019, then recommended for adoption by the Board of Conservation and Recreation on June 24, 2021, and then reviewed for 30 days by the Virginia General Assembly.*

#### Adopted:

/S/  
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Clyde E. Cristman, Director  
Department of Conservation  
and Recreation

January 7, 2022  
Date

**Department of Conservation and Recreation**  
Division of Planning and Recreation Resources  
600 East Main Street, 24<sup>th</sup> Floor  
Richmond, Virginia 23219



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## **CHIPPOKES STATE PARK MASTER PLAN EXECUTIVE SUMMARY**

### **2020 Update**

#### **Virginia Department of Conservation and Recreation**

The Department of Conservation and Recreation (DCR) is the state's lead natural resource conservation agency. DCR protects what Virginians care about - natural habitat, parks, clean water, dams, open space and access to the outdoors.

#### **What We Do**

DCR enables and encourages all people to enjoy and benefit from Virginia's natural and cultural resources.

#### **What We Value**

DCR values diversity of nature, culture and communities to ensure a sustainable and equitable future for recreational access and a healthy environment for all Virginians to enjoy.

#### **Park Purpose Statement**

*The purpose of Chippokes State Park is “to preserve and interpret the natural, cultural and historic landscape which represents a geological and human timeline along the James River.”*

#### **Introduction**

Located just across the James River from historic Jamestown in Surry County is Chippokes State Park. The park offers modern recreational activities and a glimpse of life in a bygone era. Visitors tour the historic area with its antebellum mansion and outbuildings, stroll through formal gardens, and view antique equipment at the park's museum. A campground and overnight cabins allow visitors to stay on the historic grounds. The park has an Olympic-sized swimming pool and a visitor center with a gift shop. It also provides opportunities to bike, hike, ride horseback and picnic. The park is also available for weddings and meetings.

## **Master Plan**

This Chippokes State Park Master Plan Executive Summary is the most recent ten-year review as described in §10.1-200.1 of the *Code of Virginia*. This master plan update is intended to set forth a clear vision for the future (based on phased development), while fulfilling the narrative text requirements of Chapter IV of the Virginia Capital Outlay Manual and §10.1-200.1 of the *Code of Virginia*. It outlines the desired future condition for this State Park when it is fully developed.

In 1968, Stanley Abbott, FASLA, prepared a plan to guide the development of the park. Phase I plans for park development were prepared by the same consultants in 1972. Subsequently, a revised master plan for Chippokes State Park was adopted on May 16, 2000, by Department of Conservation and Recreation (DCR) Director David G. Brickley. The plan was later amended and then adopted on November 14, 2006, by DCR Director Joseph H. Maroon. The plan was updated and subsequently adopted on December 20, 2011, by DCR Director David A. Johnson with the addition of the Walnut Valley Farm property. The plan was again amended in 2012.

In 1977, The Virginia General Assembly created the Chippokes Plantation Farm Foundation, a quasi-state agency with the autonomy to solicit donations. The foundation commissioned the efforts of Abbott and Associates to design the Virginia Agriculture and Forestry Museum for displaying a large number of antique farm tools, early equipment, and housewares. The museum opened in 1990 on the Chippokes State Park grounds. The plan was amended on April 25, 2012 by DCR Director David A. Johnson. The purpose of the amendment was to recognize the action taken by the 2012 General Assembly to merge the Chippokes Plantation Farm Foundation into Chippokes State Park and to eliminate the Board of Trustees of the Chippokes Plantation Farm Foundation.

While preparing the original 2000 Chippokes State Park Master Plan, meetings were held with DCR staff and a Master Plan Advisory Committee comprised of area citizens, local government officials, and representatives of organizations to assist with the development of the plan. The committee helped formulate a park purpose statement as well as park goals and objectives, which guide future park operations and development. The DCR staff also conducted two public meetings to solicit input from the general public.

Following the development of the master plan, it was recommended for approval by the Board of Conservation and Recreation and then approved by the DCR Director on May 16, 2000. The master plan was reviewed in 2006 by the DCR Board, staff and Director. The following master plan amendment was adopted by the DCR Director on November 14, 2006, “Minor amendment for the relocation of the Farm Foundation Education Complex, Park Maintenance Area and the inclusion of plan elements for the Walnut Valley Farm Acquisition.”

As a part of the 2020 master plan process, the 2000 and 2011 park master plans and the 2006 and 2012 plan amendment were reviewed. The goals and objectives and the desired future condition of the park have not been modified since adoption of the 2000 plan. Planning staff met with park staff and toured the park to prepare this plan update. The

phased development plan and costs have been revised to reflect projects that have been completed since 2000. The park staffing and operations costs data have also been updated to reflect current conditions. Descriptive paragraphs of the Park's Visitor Experience Plan, Resource Management Plan and Business Plan, as well as Attendance, Economic Impact and Revenue reports are included in this master plan executive summary.

This most recent (2020) update to the master plan was reviewed at a public meeting on September 19, 2019, and then presented for review by the Board of Conservation and Recreation (BCR). On June 24, 2021, the Board reviewed the plan and proposed a name change, removing 'Plantation' from the Park name. This change was unanimously recommended by the BCR, the plan was then reviewed by the General Assembly for 30 days and presented to DCR Director Clyde Cristman for adoption. Following adoption, the updated executive summary and map were placed online <http://www.dcr.virginia.gov/recreational-planning/masterplans> for the public to access.

It is recommended that the original Chippokes State Park master plan be reviewed and fully updated when resources allow, to better reflect current planning practices and to better reflect the mission and values of DCR.

### **Park Resource Management Plan**

The resource management plan consolidates all known resource information for a park and provides management direction for maintaining and enhancing those resources. The plans identify the physical, abiotic, and biotic characteristics of the park, and historic and archaeological resources, as well as a description of the legal constraints and limitations of the property. The park is delineated into undeveloped areas based on the ecosystems found in these areas; unique management areas which are undeveloped areas with a specific purpose or function such as a historic battlefield or open field; and developed areas where park facilities are located yet have natural and cultural resources requiring specific management. The plan has defined management objectives and action recommendations that guide resource management and allow for continuity over time.

Chippokes is located in the Coastal Plain Physiographic Province. The park is 1,944 acres and comprised of 11 identified ecosystem types. With the park's cultural history, there continues to be active farming on over 580 acres in a mix of crop and pasture. The most predominant ecosystem is mesic mixed hardwood forest and comprises 575 acres with the potential of an additional 132 acres currently identified as successional pine/hardwood. Other ecosystems found in the upper reaches and along College Run and Lower Chippokes Creek include Non-tidal Bald Cypress Tupelo Swamp, Tidal Bald Cypress Forest/Woodland, Coastal Plain-Piedmont Basic Seepage Swamp, along with several smaller blocks of different ecosystems types. Several of these ecosystems are considered to be globally and state imperiled containing various species on the state watch list. As with many ecosystems, the major threat is the spread of invasive species that requires constant monitoring and management.

The cultural history and resources of Chippokes make this park one of the most unique in the Virginia State Park system. Initially listed on the National Register of Historic Places in 1969, with the listing updated in 1986, when it was also added to the Virginia Landmarks Register. Chippokes Plantation Historic District is comprised of the original 1,403 acres. The contributing elements include 18 buildings, 3 structures, and 1 site. There are also over 34 identified archaeological sites, with evidence of prehistoric and historic occupations.

In 2003, Walnut Valley Farm, a 265 acre parcel adjacent to the park, was acquired through a donation. This parcel was listed on the National Register of Historic Places in 2013. Significant components of this property include a ca. 1770 plantation house, a frame slave quarter built in 1816, eight contributing nineteenth- and twentieth-century agricultural and domestic outbuildings and structures, an archaeological site, and eight non-contributing resources within a plantation yard of approximately 3.5 acres. Included in the overall 580 acres of the park in agriculture are approximately 133 acres of the Walnut Valley farm. The remaining acreage is described as successional pine/hardwood that would be converted to the mesic mixed hardwood ecosystem and Non-tidal Bald Cypress Tupelo Swamp along the upper reaches of Lower Chippokes Creek.

### **Park Visitor Experience Plan**

The park visitor experience management plan (VEP) is a companion document to the park resource management plan. Together they describe how the Division of State Parks will achieve its dual mission:

***“To conserve the natural, scenic, historic, and cultural resources of the Commonwealth (resource management plan) and provide recreational and educational opportunities (visitor experience management plan) consistent with the good stewardship of these lands, waters, and facilities that leaves them unimpaired for future generations”.***

The visitor experience management plan provides a park-wide vision for the future of interpretation, education, recreation and other visitor experience opportunities. The plan addresses all elements of a park that affect visitor experiences, including personal services, media, facilities, and landscapes. It is a conceptual document that lays a foundation for subsequent phases of comprehensive interpretive planning: facility and media planning, design and production; organization of staff and activities into annual visitor experience implementation plans.

In 2011 a Visitor Experience Plan for Chippokes was created. It is recommended that these plans are updated every 10 years, so it is time to start working on a review of and revision for this document. Since the creation of this document there has been an almost complete turnover in staff and the management of the Farm and Forestry museum has been turned over from the foundation to the park. In addition, adding Walnut Valley to

the land and facility inventory changes both the footprint and the interpretive story, and new planning techniques have been refined and streamlined.

Of the ***significant resource statements*** drafted at the time of the workshops, the following are the most significant in terms of being unique to the park:

**Chippokes is one of the oldest continuously farmed public sites in America.** The park was a gathering place and agricultural site for hundreds of years by indigenous peoples before colonization. 1619 began the first European farm which quickly became a site for indentured servitude of people of European descent and enslavement of people of African descent. Today the park is one of few places in the United States that chronicles the evolution of farming methods and equipment by several cultures over the course of multiple centuries.

**The park conserves diverse and important examples of architecture, industry, agriculture, transportation, and family life associated with people and communities of Tidewater Virginia.** Extensive and complex stories, historic structures, artifacts, cultural landscapes, and archeological sites are contained in a registered historic district; several buildings have national historic landmark designations. Collectively these resources have great potential to physically, intellectually, and emotionally relate Chippokes to the role the Tidewater region played in building the United States of today, especially its roles in colonization and enslavement, and European cultures and in development of Virginia agriculture.

**The park contains a unique collection of natural and historic features that illustrate the story of human interaction with the tidewater Virginia environment from pre-European contact to the present.** The beautiful and bountiful resources of Chippokes have encouraged and sustained human occupation for thousands of years. Stories related to colonization, creolization and continuation of cultures of American Indian, African, and European people who used those resources are collected, preserved, and told by park staff. Stories about individuals and families who lived at Chippokes and in the surrounding region through the centuries broaden our understanding of cultural and agricultural development in Virginia and enhance our opportunities to connect to ancestors, to each other, and to the land.

**The location of Chippokes State Park between the James River, Lower Chippokes Creek, and College Run Creek creates a distinct and diverse range of vegetative communities, including some rare and unusual types that support an equally diverse population of fish and wildlife species.** Two natural communities in the park have been identified as heritage resources representative of major, inner coastal plain tributaries of the James River. Steep, sheltered ravine habitats are favorable for the occurrence of unusual plants that are otherwise unknown in the region. The rarity in Virginia's coastal plain of mixed hardwood forests at or near succession maturity give some park areas special biologic, scientific, and aesthetic values. Seepage swamp communities of unusual flora appears to be quite rare and restricted, possibly endemic to southeastern Virginia. The resource diversity provides unusual opportunities for wildlife watching and research.

**Abundant fossil records tell a story of an ancient, shallow sea.** The St. Mary's and Yorktown formations – sands and clays crowded with the remains of calcareous shells, as well as fossilized whale bones and sharks teeth – are the bedrock of the park, and can be seen not only on the cliffs of the James River, but in the deep ravines that cut the park. These ancient remains are what's left of a vast and shallow sea that once covered the land, and provide tangible opportunities to help visitors understand our ever changing world.

Current and potential ***audiences*** and their wants, needs and expectations is based on experiential learning by park staff, observations of partners, and review of comments and suggestions made by previous park guests. Among the identified audiences are Formal and informal education, Trail, Waterfront, Nature Study, Campers, Pool, Festival, Day Use, Heritage Explorers, and Special Needs.

Interpretive ***themes*** are overarching ideas that relate the park's purpose, significant resources, and stewardship ethic to visitors. Themes connect the park's tangible resources to larger ideas that help guests understand and appreciate values they can personally derive from those resources. They provide guidelines for making decisions concerning interpretive stories to be told and facilities, landscapes, media and activities required for telling those stories. These are first generation themes, and need to be refined.

The primary theme that was drafted is: **Carried by time, tide, and ancient seas, the stories of Chippokes State Park are written by the generations of hands that have planted, harvested, foraged and tended these ancestral lands of the Quiyoughcohannock people.**

Secondary topics include geology, spatial relationships, agriculture, natural, historic, and cultural resources, human stories, stewardship,

Over two hundred ***action items*** were created as part of the desired future portion of the plan. Many of those have been completed.

### **Attendance, Economic Impact and Park Revenues**

The table below depicts total park attendance during the period from 2011 through 2020

2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
69,430	68,300	72,398	90,298	91,962	87,181	104,109	90,192	139,441	173,110

In 2020 Chippokes had 173,110 visitors: 30,775 were overnight guests, while 142,335 were day- use visitors. With this level of visitation, it is estimated that the park had an economic impact on the local economy of approximately \$7.4M. Master Plan recommendations designed to increase park visitation and improve the visitor experience, once implemented should have a further positive impact on the community's economic vitality.

## **Business Plan**

The purpose of this business plan is to develop realistic expectations for enterprise operations and service development at the State Park. This includes facilities, revenues, and expenditures associated with the park's operations. Business plans assist park management and staff at the State Park in the decision-making processes regarding the management, operation, and development of park resources. The plan focuses on the financial impacts of management decisions as well as future expectations of new facilities. Information in this business plan can be used to inform DCR management and State legislators of financial and economic impacts at the State Park.

The business plan includes the park's mission, vision and objectives and is meant to serve as a look back at the park revenues and expenditures to determine trends and to predict the future earning potential of the park. It is also a roadmap to find new revenue producing opportunities that include both minimal expenses that can be budgeted for and more involved capital improvements.

Facilities at the park, range in age from 20 to 250 years old with the older facilities needing special care and handling to preserve their history. Situated along the James River, water rise is expected to affect the shoreline of the park and the stability of the cliff walls. The park budget needs to be structured with annual increases to allow the park the funds needed to preserve this rich part of Virginia's history.

At Chippokes, there are two new revenue producers, the park recently opened three yurts in the campground and Walnut Valley Lodge opened for overnight guests. Both of these opportunities will allow the park to accommodate more overnight guests and estimates of the anticipated revenues are included in the projections for the business plan.

The park staff has identified several opportunities that would allow the park to increase revenue. These include; renovating the conference shelter and kitchen into an enclosed year round facility and offering canoe/kayak tours. Renovations to the conference shelter are in the master plan as a Phase II project, but staff would like to see this moved to Phase I to allow increased usage of the facility. The conference shelter is a popular wedding venue and being able to offer the facility year round would increase not only revenues but visitation. With a fleet of kayaks and/or canoes, the park could offer tours and programs on the James River and Little Chippokes Creek, for guests. The tours would also bring in a new user group that is currently underserved.

### **Five year financial estimates for the business plan**

<b>Fiscal Year</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>
Anticipated Rev	\$542,103	\$561,164	\$580,769	\$601,184	\$622,443
Anticipated Exp	\$1,027,357	\$1,038,755	\$1,049,172	\$1,059,665	\$1,070,261
<b>TOTAL NET</b>	<b>(\$485,254)</b>	<b>(\$477,621)</b>	<b>(\$468,403)</b>	<b>(\$458,481)</b>	<b>(\$447,818)</b>

**Actuals for FY20**

Actual Revenues FY20	\$454,413
Actual Expenditures FY20	\$1,039,649
Total Net FY20	(\$585,236)

**Chippokes State Park – Existing Facilities**

Park Office  
Visitor Center  
Contact Station  
Former Saw Mill Building Site  
Staff Residences (3)  
Maintenance Area  
Campground (50 sites, 3 Yurts)  
Rental Cabins (3)  
Swimming Pool with Bathhouse  
Picnic Area (2 shelters)  
Trails (4.2 Miles)  
Equestrian Area and Trails (8.3 miles)  
Playground  
Storage Building  
Storage Building  
Canoe Launch

Jones-Stewart Mansion

1. Brick Kitchen
2. Gift Shop
3. Comfort Station
4. Garden Cottage
5. Carriage House
6. Orchards/Gardens
7. Archives, Stewart's
8. Conference Shelter/Kitchen

## 18<sup>th</sup>/19<sup>th</sup> Century Farm Interpretive Area

1. River House
2. Intern Cottage
3. Apple Barn
4. Dairy Barn
5. Horse Barn
6. Corn Crib
7. Bunkhouse
8. Shed
9. Sharecroppers Home

## Farm and Forestry Museum

1. Buildings 1,2,3,4
2. Interpreter's Office / Collections Storage & Kitchen
3. Quayle Classroom
4. Stoner Building
5. Ranger Station (former office in front yard)
6. Saw Mill

## Walnut Valley Farm

1. Farm House
2. Slave Quarters
3. Sheds
4. Kitchen

## **Connectivity**

This 2020 update places value on connecting Chippokes State Park to other resources in the community. Water resources are abundant; in addition to the James River, the Lower Chippokes Creek serves as a park boundary and there are many water trails in close proximity to the park. Conservation areas nearby include James River and Nansemond national wildlife refuges, Hoffler Creek Wildlife Preserve, and Ragged Island and Hog Island wildlife management areas. The park is recognized on the Department of Game and Inland Fisheries (DGIF) Birding and Wildlife Trail. There are many museums and historic attractions nearby, including Bacon's Castle, Fort Boykin, Isle of Wight County Museum and St. Luke's Church south of the James River, and Jamestown, Williamsburg and Yorktown north of the river. The Jamestown-Scotland Ferry connects the north and south banks of the river north of the Town of Surry. The River was declared a Historic River by the General Assembly in 1988, and it is also a State Scenic River. Scenic roads in the area include portions of State Highway Routes 10, 156, and 40 in Surry County, and VA Byway Route 5 north of the river. The Colonial Parkway, a 23-mile All-American Road, connects the Historic Triangle as part of Colonial National Historical Park. The proposed Birthplace of America Trail could connect statewide trails along the James River (the East Coast Greenway and the James River Heritage Trail) with the Beaches to Bluegrass Trail (South Hampton Roads Trail) in this region. The Chippokes State Park Regional Connectivity Map is an attachment to the full Master Plan document.

## **Land and Water Conservation Fund**

Chippokes State Park received Federal Land and Water Conservation Funds (LWCF) in 1976, 1978, and 2005 for park facility development. In compliance with the LWCF Act of 1965 and amendments thereto, the Commonwealth of Virginia is required to maintain the park for public outdoor recreation in perpetuity.

## **Americans with Disabilities Act (ADA)**

Virginia State Parks strive to be accessible to all Virginians and our guests. State parks are continually upgrading facilities to meet the Americans with Disabilities Act (ADA) standards and working to ensure our programs, services and activities are accessible to people with disabilities.

## **Land Acquisition/Viewshed Protection**

Additional land acquisition is recommended to enhance park offerings, establish connective trail easements/corridors, buffer the park from inappropriate development and/or protect valued viewsheds. Future land acquisitions will only be negotiated with willing property owners. The placement of conservation easements on adjacent property to preserve the natural resources, cultural landscapes, and scenic resources in close proximity to the park will be encouraged. In working cooperatively with neighboring landowners, the park will be enhanced and protected over time.

Consideration will be given to eliminate excessive, misdirected, or obtrusive artificial light in the park in order to maximize the dark sky effect and encourage astronomy and night-sky viewing.

## **Environmental/Design Guidance**

New facilities and improvements are sited to minimize impact to the park, and in keeping with the management goals of the Desired Future Conditions, the Park Visitor Experience Plan and local state and federal development guidelines; including best management practices requirements of the Department of Environmental Quality and limiting development on slopes greater than 20%. Design and construction of new facilities will consider existing natural and historic resources; with careful siting to minimize visual impacts.

Building and site design and construction will implement green energy standards to the greatest extent possible. Development activities will comply with requirements set forth by the Department of Environmental Quality's best management practices for erosion, sediment control and stormwater management in order to protect water quality. There are potential challenges of overuse and crowded conditions, which may require management actions to protect the resources and the quality of the park experience. Issues related to

resource carrying capacity and social carrying capacity should be evaluated prior to developing new facilities.

Chippokes State Park, due to its location on the James River will have ongoing issues with shoreline erosion, as well as farm field erosion. Other ongoing challenges include placing utility wires underground in the historic areas, resurfacing roads and parking areas, constructing trails and trail connectors, and enhancing accessibility in the park. With the inclusion of flood inundation and sea level rise in the master plan considerations, location of new facilities has been limited in these areas. A setback guideline of 100 feet from the shoreline has been established by DCR, and trails and water dependent facilities such as fishing stations, piers and other water access facilities will be the only developments permitted within the 100-foot setback.

DCR strives to meet environmental challenges by providing facilities and programs that help reduce the waste stream and reduce each park's impact on the environment. Making recycling easier for visitors is a goal, as is taking advantage of developing technologies such as electric car charging stations and solar panels on park structures.

### **Master Plan and Map**

The master plan map proposes locations for facilities within full build out of the park. See attached Master Plan Map with newly proposed items in red. The park currently has a wide variety of traditional offerings including a visitor center; campground; overnight cabins; swimming pool complex; hiking, biking and equestrian trails; and picnic facilities. This 2020 master plan update describes both proposed facilities and improvements to existing facilities that maintain the integrity of historical, natural, and landscaped resources of the site, including views in and out of the park and of the park from adjacent lands and water bodies.

New and renovated facilities are prioritized in our phased development plan based on the guiding principles of first addressing critical needs for renovation and work efficiencies and then addressing secondary and tertiary needs.

## **Phased Development Plan**

The Master Plan Map depicts the location of planned future development. The proposed developments for Chippokes State Park are presented in priority order. Completion of the projects in this list will represent total build-out (completion of the master plan) and covers a 30-year timeframe.

### **Phase I**

- Renovate Conference Shelter for year round use, kitchen and comfort station
- Renovate campsites in Loop A, camp host site, replace bathhouse, electric
- Upgrade roads in loop A and B campgrounds
- Construct 3 bay pole shed in Maintenance Area and add linen building
- Renovate museum (climate control)
- Artifact storage building (climate controlled)
- Renovate Pool and Bathhouse
- Stabilize/renovate Brick Kitchen at Mansion
- Renovate Interpreter's Cottage for a rental cabin
- Construct boardwalk over marsh that connects to Chipoax Trace Trail
- Stabilize shoreline erosion behind visitor center to western boundary
- Resurface roads and parking areas
- Assess, stabilize and restore historic structures
- Expand trails and external trail connections

*The total estimated cost for Phase I development is \$20,899,871*

### **Phase II**

- Stabilize the River House for interpretation
- Renovate historic gardens and walkways at Mansion
- Resurface park roads and parking areas
- Install fuel station at maintenance area
- Construct small interpretive shelter, 10 parking and 2 trailer spaces, and vault toilet
- Place utility wires underground in historic area
- Assess, stabilize and restore historic structures
- Expand park trails and external trail connections

*The total estimated cost for Phase II development is \$3,437,680*

### **Phase III**

- Develop equestrian camping area
- Interpretive wharf exhibit
- Resurface roads and parking areas
- Construct fishing Pier (site to be determined)
- Assess, stabilize and restore historic structures
- Expand park trails and external trail connections

*The total estimated cost for Phase III development is \$4,095,395*

**The total cost to bring Chippokes State Park to its desired future condition is \$28,432,945**

## **Staffing and Operations**

Staffing and operational costs at Chippokes State Park are presently budgeted at \$1,031,000 annually, including salaries for 7 staff positions. With the current facilities and operational requirements, the park has an identified need of 4 additional positions and \$214,000 in funding. At complete build out of the proposed 3 phases of development, an additional \$54,000 in operating funds will be needed. In order for the park to operate effectively and efficiently at full build out, the park requires the existing staffing and operating costs and the projected costs for the 3 development phases. The total budget for Chippokes at full build out is projected to be \$1,299,000 with 11 staff positions.

## CHIPPOKES STAFFING & OPERATIONAL COSTS

<b>EXISTING (FY 20)</b>	<b>STAFFING MATRIX*</b>	<b>PHASE 1</b>	<b>PHASE 2</b>	<b>PHASE 3</b>	<b>FULL BUILD OUT</b>
<b>STAFFING</b>					<b>PARK STAFFING</b>
Park Manager					Park Manager
Asst. Park Manager					Asst. Park Manager
Office Manager					Office Manager
Chief Ranger					Chief Ranger (2)
Chief Rgr – Visitor Experience	Chief Rgr – Visitor Exper				Ch. Rgr – Vis. Exper. (2)
Park Ranger (2)	Park Ranger (2)				Park Ranger (4)
	Housekeeper Mgr				Housekeeper Mgr
<b>SALARY TOTAL</b>					<b>SALARY TOTAL</b>
\$432,000	\$214,000				\$646,000
<b>WAGE TOTAL</b>					<b>WAGE TOTAL</b>
\$289,000		\$10,000	\$4,000	\$18,000	\$321,000
<b>OTPS TOTAL</b>					<b>OTPS TOTAL</b>
\$310,000		\$9,000	\$2,000	\$11,000	\$332,000
<b>TOTAL BUDGET (FY20 dollars)</b>					<b>TOTAL BUDGET (FY20 dollars)</b>
\$1,031,000	\$214,000	\$19,000	\$6,000	\$29,000	\$1,299,000

NOTE – All costs (salary, wage, OTPS (Other than Personnel Services)) are based on FY20 budget projections.

\* The state park staffing matrix identifies the staffing complement of a park based on size and resources, number and type of facilities, as well as types of programming and activities. The staffing complement will be re-evaluated with the addition of new facilities.



# James River

## Cobham Bay

