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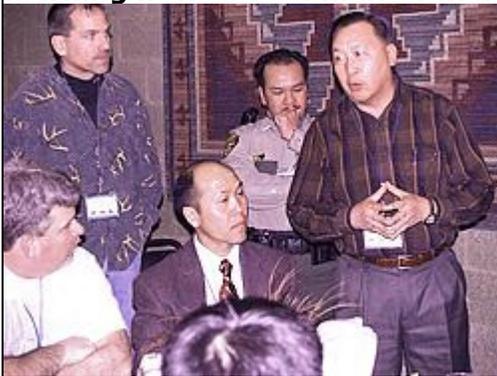
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First annual Hunting Heritage conference called a success

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On Friday and Saturday February 19 and 20, DNR hosted the first annual Hunting Heritage Conference in Rothschild. Made possible by a grant from the National Shooting Sports Foundation (NSSF), the goals for the event were to build community around the issue of hunter recruitment and retention; to facilitate networking and sharing ideas between individuals and organizations; and to share best practices for mentoring and hosting successful "Learn to Hunt Programs."

The conference brought together about 115 members of 49 statewide and local conservation organizations, as well as members of the Minnesota DNR and the Great Lakes Indian Fish and Wildlife Commission. Also attending were the founding members of the Wisconsin Hmong American Conservation Club. All of the attendees have been either mentors or are interested in learning how to be a mentor in a "Learn to Hunt Program."



Minnesota DNR Hmong liaison Tong Vang (far right) spoke to a group at a lunch meeting that included the newly-formed Green Bay chapter of the Hmong American Conservation Club.

Listening to Vang talk about how to firmly establish the Hmong American Club within the conservation community were (left to right) Green Bay outdoor writer Kevin Naze; Al Briese from the Polk County Sportsmans Club; Yia Thao, president of the United Hmong and Asian American Center, Green Bay; and Minnesota DNR conservation officer Thephong Le.

WDNR Photo

Bureau of Law Enforcement's "Learn to Hunt" coordinator Ben Mott, Madison, helped coordinate the event and talked about how clubs can receive reimbursement for conducting such hunts.

The "Learn to Hunt Program" is designed to help inexperienced hunters, both youth and adults, have a high quality, safe and rewarding first-time hunt, guided by qualified Hunter Education instructors and hunting mentors. Participants receive classroom and field instruction prior to an actual hunt.

Those attending the conference were hunting enthusiasts ranging from mentors to safety instructors who explored ideas about building the state's hunting future for generations to come.

The conference also featured researchers from the University of Wisconsin-System who shared their research designs on recruiting hunters and testing the effects of social networking and new media technologies to promote hunting.

In speaking to the gathering, Secretary **Matt Frank** congratulated and thanked the participants for sharing their ideas about broadening participation in Wisconsin's hunting heritage.

"Wisconsin is a great hunting state with a wide range of hunting opportunities for both novice and experienced hunters," Frank said. "But, we cannot take our hunting tradition for granted. We are looking to build on our past efforts to work with young people as well as adults who have never had an opportunity to hunt. If we want our next generation not only to enjoy our natural resources but to become future conservationists, we need to think creatively and build upon our past efforts."

DNR records indicate that in 2009, more than 1,500 participants attended turkey, pheasant, deer and waterfowl "Learn to Hunt Programs."

Play down "trophy mentality" and play up diversity

In summarizing the conference, DNR chief warden **Randy Stark** reiterated stories Bruce Matthews, executive director of North Country Trail Association, shared during his keynote speech. Challenging those listening to re-imagine how we market hunting and what it means to be a hunter by de-emphasizing the trophy mentality and emphasizing other aspects such as connecting to the outdoors, exercise, quality time with family and friends, stress reduction, and wild meat as a source of low fat protein, said Stark.

"Bruce encouraged the hunting community to work to make hunters 'go to' people who are recognized as being at the center of their local communities, not on the margins. And, hunters today don't always hunt for the same reason, and we need to embrace, respect, and accept that reality."

Stark also referred to research conducted by Bob Holsman on such factors as urbanization, demographic changes, barriers and competition contributing to the decline in the number of hunters. He spoke of ingredients necessary for hunting adoption, one of the most important being a social support system for new hunters.

Another researcher, Brett Shaw talked about the importance of social networking to the future of hunting. Stark explained that Shaw's project "[Hunter's Network of Wisconsin](#)" uses online technology to provide new hunters, mentors and youth with information about mentored hunting and "Learn to Hunt" events.

"Special thanks go to the following DNR people, their dedication, effort and leadership in making this event a success," noted Stark.

- DNR Bureau of Law Enforcement "Learn to Hunt" coordinator Ben Mott
- Hunter Education Program specialist **Brenda Von Rueden**
- Recreational Safety and Education Section chief **Todd Schaller**
- Conservation warden **Jeremy Peery**
- Conservation warden **Scott Bowe**
- Warden supervisor **Chuck Horn**
- Conservation warden **Ted Dremel**
- Wildlife Management biologist **Holly Robertson**
- Wildlife Management technician **Eric Borchert**
- Area Wildlife Management supervisor **Tim Lizotte**
- Wildlife Management biologist **Marty Johnson**
- Parks and Recreation supervisor **Joe Stecker-Kochanski**



Northeast Region's Carl Mesman receives Shikar Safari Award

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Colleagues praise supervisor's selfless service and involvement

Warden team supervisor Carl Mesman, Wautoma, has been named the 2009 "Shikar Safari Wildlife Officer of the Year" for Wisconsin." Mesman will receive the award at the June Natural Resources Board meeting.

"This award recognizes Carl's selfless work ethic on behalf of the department and the people of the State of Wisconsin for more than 23 years," said chief warden **Randy Stark**. The last 13 years, Mesman has been a warden supervisor at his current location.



Shikar Safari's 2009 Warden of the Year, Carl Mesman.

WDNR Photo

"Perhaps the best testament to Carl is that his team collectively nominated him for this award, citing his exemplary leadership, community involvement, work on special assignments and career development," Stark added.

Team members shared personal stories of leadership

Without exception, each and every warden on Mesman's team conveyed a number of personal experiences demonstrating his leadership through selfless service, a genuine concern for the welfare of each warden and their families, and a high level of trust he established within the team. A few examples from the nomination:

- "He emphasizes that family comes first and is genuinely interested in how our families are doing."
- "He's very good at recognizing his team members when they do a good job."
- "He works with his people's strengths, rather than leaning on their weaknesses".

The nomination included the leadership philosophy in a quote from Albert Einstein found on Mesman's email signature block: "Setting an example is not the main means of influencing another; it is the only means."

Involvement extends to community and outdoor passions

Actively involved with his family and the Wautoma community, Mesman continues the tradition of those working in the Wautoma DNR office of serving the community on both business and personal levels. With a passion for basketball, he's served as a club team basketball coach for many years.

Mesman's love of the outdoors has translated into a great deal of time given to youth fishing days, National WildTurkey Federation jakes events, and Women in the Outdoors. He also has served as the past president of the local NWTf chapter. Mesman is active in the Boy Scouts, including leading many camping trips around the United States.

Exemplifies mission through special assignments and distinctive contributions

According to the nomination for the Shikar Safari Award, Mesman has furthered DNR's law enforcement mission by volunteering for special assignments, such as the following:

- Taking on responsibility for property management at the Wautoma Service Center following reassignment of the center's frontline staff.

- Improving communication with the Hmong community through the "Harmony in the Woods Initiative."
- Serving as the Law Enforcement program's liaison on the statewide Disabled Advisory Committee, recently narrating a video training segment on disabled hunting and fishing regulations.
- Generated renewed interest in the Mewan River Discovery Center which resulted in finding a sponsor and heading off the closing of the facility.

In the midst of these and many more accomplishments, Mesman challenged those wardens under his supervision with continuing education that led to career development opportunities. Not neglecting his own development, he pursued professional and college level course work that in the words of warden **Dave Algrem**, found him "burning the candle at both ends."



Cast your vote for the 2010 Arbor Day Poster Contest winner

By: Tessa Jilot, Bureau of Forestry Services

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Vote online March 11-19

The Division of Forestry has announced the second annual DNR-wide Intranet vote to select the winners of the "2010 Statewide Arbor Day 5th Grade Poster Contest." Starting today and running through March 19, DNR staff can help determine which 12 posters will be featured in the 2011 Arbor Day-Earth Day calendar, while raising awareness of these two natural resource holidays.

Wisconsin contest part of national competition



Sumin Yang from Madison won the "2009 Arbor Day Poster Contest" with this entry.

WDNR Photo

Each year, the DNR Forestry Division sponsors a poster contest for Wisconsin's fifth grade students, encouraging them to think creatively about our tree and forest resources. The contest is part of a national competition sponsored by the National Arbor Day Foundation. Overall, 1,900 students have submitted entries in the 2010 contest.

Participating schools selected one winning poster to submit to the statewide contest, which narrowed the pool to 76 posters. Forestry Division staff, with the help of a few judges, narrowed the field to the final 20 entries. The task of selecting the statewide winner remains, however, and we want your input.

Choose your top three depicting "Trees are Terrific"

At the Web site "[2010 Arbor Day Poster Contest Voting](#)" you'll be able to view the top 20 posters and cast your vote. These imaginative masterpieces depict this year's poster contest theme: "Trees are Terrific...and Energy Wise!" and visually portray the many benefits of trees to our communities. Once you view the posters, you'll be asked to vote for your top three choices through the Web site. Detailed instructions will help you along the way.

Join the fun and remind your colleagues to vote. More than a few fifth graders will be happy you did.

You can find information about Wisconsin's "5th Grade Arbor Day Poster Contest" on [Forestry's "Arbor Day" Web page](#). Information about the national competition is available on "[Arbor Day National Poster Contest](#)" Web site. Contest winners will be announced in an upcoming edition of "MyDNR Digest."

Thanks in advance for your vote of support. Questions can be directed to [Jacinda Tessmann](#) in the Bureau of Forestry Services.

Footnote: Tessa Jilot is a natural resources educator in the Division of Forestry.



First Hettrick Investigative Excellence Award goes to warden team

By: Randy Stark, Bureau of Law Enforcement

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A team consisting of 16 conservation wardens and Special Operation Unit Special Investigators recently received the first ever "Harold Hettrick Investigative Excellence Award." Those chosen for this prestigious award were part of a team that successfully investigated a large bait dealer case that was adjudicated at the end of 2009.

"Operation Fathead," as it was dubbed, was a comprehensive and major review of Wisconsin bait dealing practices by bait harvesters and dealers, including harvesting bait fish, storing bait fish, and transporting and disseminating bait fish in and out of Wisconsin.

Wisconsin DNR and the US Fish and Wildlife Service (USFWS) initiated this review because of significant concerns about fish health and fish disease issues, including [VHS \(viral hemorrhagic septicemia\)](#), that potentially jeopardizes the entire recreational and commercial fishing industry, not only in Wisconsin, but nationally.



Warden supervisor Dave Hausman inspected a load of bait illegally imported into Wisconsin without an import permit.

WDNR Photo

The men and women honored by the Harold Hettrick award include the following special operations unit (SOU) members, field wardens and supervisors:

- **Steve Daye**, special investigator, Special Operations Unit
- **Dan Michaels**, conservation warden, Park Falls
- **Rick Rosen**, warden supervisor, Spooner
- **Chris DeRemer**, special investigator, Special Operations Unit
- **Randy Falstad**, warden supervisor, Wisconsin Rapids
- **Dave Hausman**, warden supervisor, Baldwin
- **Pete Dunn**, special investigator, Special Operations Unit
- **Barry Meister**, conservation warden, Stevens Point
- **Jenny Gibson**, environmental warden, Milwaukee
- **Dave Goldsworthy**, special investigator, Special Operations Unit
- **Jon Scharbarth**, conservation warden, Stevens Point
- **Jeremy Cords**, recreational safety warden, Green Bay
- **Jennifer Niemeyer**, warden supervisor, Sturtevant
- **John Krull**, conservation warden, Superior
- **John Welke**, administrative warden, Special Operations Unit
- **Lance Burns**, conservation warden, Gordon

Investigation was years in the making, among internal and external partners

"Operation Fathead" began a number of years ago with the collection and analysis of intelligence and information supplied by a number of different sources from the field and cooperators. In 2002, the Department of Agriculture, Trade and Consumer Protection (DATCP), received a complaint concerning import and export of bait fish between Minnesota and Wisconsin. In 2005, Cords, a field warden at the time, also conveyed information received regarding illegal import of bait fish by resident and non-resident bait haulers.

In 2007, another complaint alleged illegal importation and transportation of baitfish between Wisconsin and

neighboring Minnesota, along with other bait fish-dealing violations. Then-DNR Secretary Scott Hassett received a similar letter regarding the same kind of illegal activity between the two states. Interviews and aerial surveillance documented a specific transaction of illegally-imported bait from a Minnesota bait dealer to a Wisconsin bait dealer. The collection of information from other sources was ongoing.

Discussions among the USFWS and the bureaus of Law Enforcement and Fisheries Management enabled investigators to better understand historic and current bait dealing practices, as well as methods used to enhance Wisconsin's bait dealing industry. An investigative plan grew out of this multi-agency cooperation. Initially, SOU members and the US Fish and Wildlife Service monitored border crossings in northwestern Wisconsin, talking with bait importers to determine if they were in compliance with state and federal laws. This was a critical time in the investigation. Temporary DNR rules, established when VHS was detected in Wisconsin, provided department wardens DATCP authority to regulate bait dealing activities. DNR attorney **Pete Flaherty** was a key player in securing this authority in the interest of protecting the fishery.

Federal search warrants and subpoenas net important evidence

Federal search warrants were issued for the records of Gollon Brothers bait dealers, in Stevens Point, and a Minnesota dealer. Wisconsin issued a warrant for Wisconsin Fish Farms, also in Stevens Point. DNR wardens and federal agents executed these warrants simultaneously on June 12, 2007.



In this enhanced aerial photo, one of the trucks contained about 100 gallons of fathead minnows. DNR pilot Phil Miller, Siren, flew this part of the investigation to obtain aerial documentation of illegal activity.

WDNR Photo

The US Attorney subsequently convened a grand jury to subpoena records from over a half dozen bait dealers in the two states.

Staff from the SOU, along with Wisconsin-based USFWS special agents, became part of a joint task force. Faced with the daunting task of reviewing thousands of invoices and hundreds of thousands of bait fish shipments, data showed that just four defendants illegally moved nearly 16 million bait fish into Wisconsin without proper health testing.

A federal prosecution moved ahead and Hayward Bait (Hayward), Gollon Enterprises (Dodgeville), Gollon Brothers (Stevens Point) and Friesse's Bait (Cumberland) pleaded guilty to federal corporate felony charges. The companies will be on probation for two years, during which their shipments of bait fish will be subject to more stringent federal health testing requirements.

New York, South Dakota, North Dakota and Minnesota natural resources agencies assisted with the investigations. As a result, a federal warrant was executed on a New York bait dealer for import and health testing violations.

Cases hold significance for future protection of fisheries health

This team effort will continue to have direct and positive impacts on Wisconsin's fishery through enhanced compliance with health testing regulations. Additionally, since diseases like VHS don't honor manmade state boundaries, the information revealed in this investigation will aid other jurisdictions' regulations designed to protect fish health and enhance compliance with state regulations.

Hettrick award recognizes complex investigations meeting missions



The "Investigative Excellence Award" honors DNR Law Enforcement employees who follow in the footsteps of the late deputy chief warden, Harold Hettrick.

WDNR Photo

Harold Hettrick worked for the DNR for over 30 years, retiring from the deputy chief warden position in 1982. Following his death in 2004, the Bureau of Law Enforcement, together with Hettrick's family, established this special honor to recognize investigative excellence in the warden service.

All members of the Bureau of Law Enforcement staff are eligible for the Hettrick Award, which is bestowed on an individual or team that has managed and completed a complex investigation consistent with the missions and strategic goals of the department and the Bureau of Law Enforcement.

To learn more about this award, go to the ["Harold D. Hettrick Investigative Excellence Award"](#) in the Law Enforcement Handbook on the Intranet.



Service center changes mean sharing responsibility for records requests

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Mary Hunter, DNR's new Agency Records and Forms officer, is working on a process that will further involve programs in the central office and regions with fulfilling open records requests from the public and the media. With the reduction of customer service staff and service center hours, regional management teams have worked with staff to determine how programs will step up to assume responsibility for requests.

The department is emphasizing the need to properly handle sensitive requests and consistently communicate with requesters.

Hunter collaborated with the Secretary's Office to write these procedures, which are in place while further work is done to develop revised Manual Codes and amend open records policies in the ["Records Management Handbook."](#)

"I've identified and communicated to department supervisors an interim process for responding to open records requests," said Hunter. "This process identifies key responsibilities of the following players."

- The employee assigned to coordinate sensitive requests.
- The employee receiving the request, who may not necessarily communicate with and respond to the requester.
- The employee responsible for responding to an open records request and who will be the primary person communicating with the customer, including working with the requester to narrow and focus in on their specific needs.
- The employee who has the records needed to fulfill an open records request, but who isn't the main person responding to the request.
- Service center employee who monitors record reviews and returns records to program staff for copying and re-filing.
- A program attorney to coordinate, or assist in coordinating, sensitive or complex open records requests
- The bureau director or regional director, who elevates sensitive requests to the division administrator.
- The division administrator, who contacts the Secretary's Office as necessary and delegates staff to coordinate response.

Some supervisors responded to Hunter with suggestions for the process. She incorporated appropriate suggestions into the "Open Records Requests Policy" posted on the Intranet at ["Records Laws and](#)

[Management Policies](#). The department will update the Records Handbook in the near future.

To learn more about handling open records requests, go to the "[Records Management](#)" page on the "IT Works" Intranet site.

Hunter brings to her new job more than 30 years of public service with the state, the last 25 years with the Bureau of Customer Service and Licensing. "I look forward to working with programs around the state to improve the effectiveness of our communications with the public." You can contact her by email at [Mary Hunter](#) or by calling her at (608) 261-0762.



DNR assists State Patrol with highway crash investigation

By: Lori Compas, Bureau of Forestry Services

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In a great example of inter-agency cooperation, DNR pilot **Mike Callahan** recently provided aerial assistance to the Wisconsin State Patrol after a major highway crash. The accident, which involved 31 vehicles on US 41 north of STH 55, occurred on March 5 at about 7:43 a.m. Although there were no life-threatening injuries, the highway was shut down for five hours and the State Patrol needed aerial photographs as part of their investigation.

"We had heavy fog, freezing temperatures and a large crash scene," said incident commander Sgt. John Jones of the State Patrol. "As the agency in charge, the State Patrol needed to investigate and try to reconstruct what happened."



DNR pilot Mike Callahan flew the State Patrol's Cessna to assist with accident scene investigation. WDNR Photo

Aerial photographs are helpful tools in conducting such investigations, assisting officers in visualizing the events that led up to a crash and providing proof of the vehicles' locations afterward.

"We take exact measurements so we can get speed estimates and determine the sequence of events," Jones said. "We create scale diagrams, and the photographs are a confirmation of those scale diagrams." Since Jones also serves as a pilot for the State Patrol, he sometimes takes such aerial photos himself. As the incident commander on the scene of this crash, he couldn't leave the scene to fly. Time was of the essence, because none of the vehicles involved in the accident could be moved until the aerial photography was complete.

Jones called the hangar at Oshkosh, where planes for the DNR and the State Patrol share hangar space. Callahan took the call.

"The DNR has two full-time pilots at Oshkosh," Callahan said. "The other pilot was already in the air that morning, doing a sturgeon telemetry tracking session, so he and that plane were unavailable." Callahan agreed to do the flight in the State Patrol's Cessna 172.

Callahan performed a pre-flight check and was in the air within minutes of receiving the call. The flight took about half an hour.

Jones said he was grateful that Callahan could perform the flight and take the necessary photos. "It would've taken us an hour to get one of our pilots to the hangar," he said.

DNR Secretary **Matt Frank** complimented the cooperation between the two agencies, acting as one.

"In an emergency, we are all one state team. I am very proud of the skills and willingness of our

employees to help when people are in danger. It's public service in the highest sense of the word." **Bill Engfer**, DNR's Homeland Security and Strategic coordinator, said that this incident is a promising reflection of recent efforts to achieve more cooperation between state agencies. "Over the past few months, we've been meeting and talking about questions like, "How do we work better together," he said. "How do we provide the best service to the public in times of need and how can we leverage our resources to be more efficient?" "The public got the most efficient response that they could ever expect to get," Engfer said of the March 5 incident. "This is a great example of cooperation reducing the cost to the public while still providing the most effective service."

Footnote: *Lori Compas is a Web editor for the Division of Forestry.*



Legislature unable to override governor's veto of AB 138

By: Paul Heinen, Office of the Secretary

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The Wisconsin Assembly and Senate have been busy the past couple of weeks working on DNR-related bills and laws. Of particular significance to the DNR was the failure of the Assembly to override the governor's veto of AB 138, which would have returned responsibility for appointing the DNR secretary to the Natural Resources Board. The bill is dead for this session.

For a summary of legislation, go to the ["2010 Bill Tracker."](#)

Both houses currently are on recess and will return for the final 2010 floor period, scheduled for April 13-22.

Highlights of floor sessions

- The Senate passed **SB 222**, Sen. Russell Decker's bill allowing unloaded and uncased hunting guns to be in vehicles, as well as allowing hunters one hour to tag their deer.
- The Assembly passed two bills relating to the membership of the Natural Resources Board (NRB): **AB 470** (Rep. Amy Sue Vruwink) mandates that one member of the NRB have an agricultural background; **AB 495** (Rep. Chris Danou) mandates that at least one hunter, fisher and trapper serve on the board. Both bills now are with the Senate Natural Resources Committee.
- The Assembly Forestry Committee passed **AB 715** (Rep. Fred Clark), the bill to restrict some clubs from using the Managed Forest Law if they are dividing large tracts of forest for club purposes.
- The Assembly passed **AB 599** (Rep. Dean Kaufert), making permanent the 55 mph nighttime speed limit for snowmobiles. It now is under consideration in the Senate.
- The pilot program for light utility vehicles was extended for two more years under **SB 448** (Sen. Jim Holperin) passed by the Assembly bill and now on the governor's desk.
- Sen. Holperin introduced **SB 558** to ban deer feeding during the gun deer season. No hearing has been scheduled, yet.
- Sen. Pat Kreitlow introduced **SB 557**, which would mandate that landowners be notified of the existence of wetlands before building permits are issued. The Senate Environment Committee will hear this bill on March 16.
- The Senate will hear the proposed Stewardship Access rule, **NR 52**, on March 16. The Assembly Natural Resources Committee meets on March 24, at which time it may schedule the rule for hearing.

Footnote: *Paul Heinen is the policy initiative advisor for the Secretary's Office.*



Secretary Frank announces building new Northern Region headquarters

By: Jim Bishop, Northern Region

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More than 45 area citizens, media and local officials including State Senator Bob Jauch were on hand February 18 to hear DNR Secretary **Matt Frank** officially announce the building of a new Northern Region headquarters in Spooner that will meet international green energy standards. The announcement followed one day after the State Building Commission's approved the project.

"This new building is a green jobs investment in northern Wisconsin," Frank told the group, "and the construction project reflects the DNR's commitment to long-term service to our citizens and natural resources."



Northern Region staff and programs have outgrown their current headquarters, which soon will be replaced with a building exemplifying green design and energy efficiency.

WDNR Photo

DNR's Northern Region director **John Gozdziwski** said the building will meet or exceed the requirements for Gold Level certification of the Leadership in Energy and Environmental Design (LEED) Green Building Rating system. LEED is an international standard created to define green buildings by establishing a common measurement and promote integrated whole-building design.

Frank also thanked the governor, legislature and State Building Commission for their support for this building proposal.

"It starts with the support of our leaders in state government. This would not have happened without their involvement. We appreciate all the work they have done in helping make this building project a reality. Thank you," he said. The legislature and governor approved the building project in the 2007-2009 state budgets.

Design accommodates efficient distribution of energy and communications

Construction is expected to start this summer in the lot directly behind the old building on Maple Street and Highway 70. The building should be ready for occupancy by late summer 2011.

The structure will replace the agency's current building, which along with being too small for DNR's northern operations, is neither energy efficient nor energy code compliant. Sec. Frank pointed out that consultants recommended a new facility as being the most cost effective alternative to achieving our goals now and in the future.

International green energy standards will include an under-the-floor air system and use of native wood and quarry stone construction materials. Three conference areas will be available for staff and public use.

The building will be built on 18-inch risers atop a concrete slab, allowing room for the heating and cooling system, electronics and telecommunications. One of the distribution systems to occupy this space will be a high-efficiency heating and cooling system using natural gas.

Much like the first DNR "gold" green building built in Green Bay a few years ago, most of the offices for the 73 staff at Spooner will be open-air cubicles, with some closed rooms for administrative staff.

"There is not enough space for all of our staff in the old building and some personnel are using rented offices in other parts of the city," Gozdziwski said.

The new building of 18,100 square feet also will have a lobby and customer service area. An added attraction will be the rain garden or water runoff retention basins around the facility.

Regional Lands project manager **Dave Daniels** took the group outside and showed them where the building will be built and what trees had to be taken from the plantation area. He explained that the lumber from the trees cut would be used inside the new building.

There has been a DNR presence in Spooner since 1913, when the fish hatchery was built. The headquarters building followed many years later, opening for business in 1966. Through the years, the department has added programs and staff to meet the needs of area citizens and visitors.

Gozdziwski noted that staff will remain in the current building during construction, which will be "deconstructed" once the new facility is completed. Deconstructing, he explained, means tearing down with the intent to re-use and recycle at least 70 percent of the wood, metals and concrete. The old site then will be turned into to a parking lot and green space.

The expected cost of \$4,494,600 will come from General Fund (tax revenue), Segregated Conservation Fund, and Segregated Environmental Fund.

Sec. Frank shares energy efficiency plan with all employees

Find in the "[Secretary's Corner](#)" the [letter](#) that Sec. Frank sent "to all DNR staff outlining the new Facility Energy Efficiency Plan to reduce energy use in current buildings, design and construct energy-efficient new buildings and, whenever possible, use renewable sources such as solar, wind power and biomass."

Footnote: *Jim Bishop is the public affairs manager for the Northern Region.*



State contract offers hazardous materials management training

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The Department of Administration (DOA) manages a state contract for training those at state facilities who handle and dispose products containing hazardous chemicals, a requirement of Wisconsin Administrative Code. Eleven training sessions are being held throughout the state, free of charge. The next session is scheduled for March 16 at the University of Wisconsin-Green Bay campus.

Although employees of DNR's Division of Air and Waste receive more extensive training when it comes to hazardous materials and waste, the intent of these sessions is to familiarize those in other department programs with "proper materials and waste handling, disposal and emergency procedures."

Examples of potentially-hazardous materials handled by employees at DNR facilities include fluorescent, HID or other lamps; non-alkaline batteries; cleaning chemicals, etc.

Use of this contract is mandatory for a number of state employees. Those who compiled the contract, including DNR staff, refer to it as "base level." The DOA's Bureau of State Risk Management's awareness-level training is designed to meet DNR's requirements for employees who perform the following duties that involve the handling and disposal of hazardous materials.

- Performing facility operations, maintenance, and buildings and grounds management.
- Maintaining and repairing vehicles and equipment, including: surface preparation and painting; cleaning; battery and lamp replacement; boiler and/or swimming pool maintenance; parts washing; fluid transfers; and oil or antifreeze changes.
- Working in laboratories that generate waste solvents or other chemical wastes.
- Working in stock/supply areas that order, receive or store chemical products.
- Supervising employees performing the duties listed above.

To see future dates, those who should attend and an agenda for this training, go to the "[2010 Annual Wisconsin Hazardous Materials Management and Waste Disposal Awareness Training](#)" website.



Two new features added to redesigned "MyDNR Digest"

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Connect with fellow employees by sharing your photos

If you have a photo or collection of photos that you believe are worth sharing with your colleagues, consider submitting them for display on the "MyDNR" Intranet homepage, "MyDNR Digest" and "MyDNR Photo Gallery."

To make it quick and easy for you to send in your photos, the "[Submitting MyDNR Photos](#)" Web page allows you to send photos electronically. By submitting your photos, you're granting permission for DNR to them. If you provide your name in the "Photo Credit" field, it will be included in the caption.



The "MyDNR Digest" editor prepped this photo of a Wisconsin sunrise for publication with this story. Credit: Jeff Margenau, Bureau of Technology Services

WDNR Photo

The "Submitting MyDNR Photos" Web page specifies size requirements and provides a form for submitting the photo, caption, the submitter's name, the season depicted, and any notes you want to add. "MyDNR Digest" editor Diane Brinson will serve as photo editor.

In order to submit a photo, it should reside on your computer or a shared drive on the DNR network, so the "MyDigest" editor can access it. Hardcopies won't be accepted.

"I'm pleased that we can make this opportunity to share photos available to all DNR employees," said Brinson. "I can't wait to see what we get. I expect that we'll see a lot of outdoors photos depicting the seasons in Wisconsin, but I'd also welcome photos of our employees at work."

"Text Only" feature makes "Digest" more accessible

Added to the upper left corner of the "MyDNR Digest" homepage is a "Text Only" link that will improve accessibility to the newsletter for those visually-impaired readers who use screen readers. This feature makes navigating "Digest" stories easier.

Clicking this link will switch the reader to another version of the site where there are no photos to hinder navigation. Although there are no photos, the information in the caption remains intact in the story.

Once in this version, the reader will see additional link options: "Show Images" and "Skip Site Navigation." The first will allow the reader to view all of the photos on the Web page. By clicking on the "Skip Site Navigation" link, the reader will be able to bypass the site's navigation and go directly to the text of the story.



New exhibit educates anglers on hazards of lead fishing tackle

By: R. Chris Welch, Bureau of Science Services

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Biologists estimate that approximately 3,300 loons breed in Wisconsin. These loons could live at least 25 years, however, an estimated 9% of adult Wisconsin loons die each year. Recent necropsies indicate that nearly 30% of those deaths are due to the birds ingesting lead fishing tackle. About 90 to 100 Wisconsin loon deaths could be avoided annually if anglers switched to non-lead fishing tackle.



Biologists found that lead toxicity caused the death of this adult female loon. This radiograph shows metal lead pieces, as well as fish hooks that caused inflammation. Credit: Nancy Businga, Wildlife Health Section microbiologist.

WDNR Photo

The Bureau of Science Services developed its "Get the Lead Out!" exhibit to educate anglers on the effects of lead fishing tackle on wildlife. If you're in the central office, stop to see the exhibit on display in the reception area of the Secretary's Office, on eighth floor.

The display eventually will make its way to the Northern Highland Fisheries Research Area, where it will be displayed at the Escanaba Lake contact station. Each year, about 2,000 anglers make their way through the station's door and sign in to fish one of five research lakes. Here visitors registering to fish on the property will learn about how they can help alleviate this problem.



The "Get the Lead Out!" display soon will educate anglers visiting the Escanaba Lake contact station.

WDNR Photo

Read more on the ["Get the Lead Out-Wisconsin!" campaign](#) on the Fisheries Management Web site.

Footnote: *Chris Welch is science communications manager in the Science Information Services Section.*



Returning Wisconsin National Guard soldiers may still enjoy a deer hunt

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Members of the 32nd Brigade of the Wisconsin National Guard who had been deployed in Iraq and Afghanistan during Wisconsin's 2009 deer hunting season still have an opportunity to participate in the state's deer hunting tradition under a new DNR effort to match vets wanting to deer hunt with Wisconsin farmers holding agricultural deer damage shooting permits. "Last year, Wisconsin had the largest operational deployment of our National Guard since World War II," said Gov. Jim Doyle. "More than 4,000 Wisconsin soldiers and airmen performed dangerous missions in service to our country. These newest combat veterans missed what is a lifelong tradition for many -- the fall deer hunt. With the help of state farmers, that's a problem we can fix."

"Farmers are in a unique position to offer a hunting opportunity to returning soldiers," said DNR Secretary Matt Frank. "We've invited farmers who hold deer damage tags to share some of those tags with soldiers, and we're working with the National Guard to get the word out to returning soldiers."

"What a great gesture by the Wisconsin DNR," said Command Sgt. Major George Stopper with the National Guard. "A lot of our veterans are outdoor enthusiasts. Had they not been deployed, many of them would have been out enjoying the hunt. By linking the soldiers up with farmers that already hold permits, I feel you've definitely provided a great opportunity to all concerned."

An invitation went out to several hundred farmers enrolled in the deer damage program asking them to consider volunteering to share deer damage tags with returning soldiers. So far, 140 soldiers have expressed interest in hunting; 25 farmers have volunteered a total of 120 tags for the program, and DNR has been able to match up 70 vets and tags.

Deer damage tag holders can contact DNR call center toll-free at 888-936-7463 or email [Laurie Fike](#), Bureau of Wildlife Management, with their name, county, deer shooting permit number and the number of tags they would like to share.

Interested soldiers also should contact the call center. Call center customer service staff will take their information and call Fike, who then will call the soldier with the name and contact information of a participating tag holder. It's then up to individual soldiers and farmers to work out the details of their hunts.



State announces Wisconsin Flood Safety Awareness Week

By: Joint News Release

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Division of Emergency Management promotes awareness March 15-19

Gov. Jim Doyle has proclaimed March 15-19, as "Flood Safety Awareness Week." Flooding is the natural disaster that has caused the most damage in Wisconsin's recorded history, and "Flood Safety Awareness Week" reminds people that flooding can occur at any time. DNR-managed properties have experienced the destructiveness of flooding on numerous occasions, most recently suffering considerable damage in 2007 and 2008.

The official campaign also reminds people of the dangers associated with flooding and encourages citizens to take protective safety measures, including purchasing flood insurance.



With buildings already on stilts, the residents and businesses of Beaver Dam could do nothing more than watch the river submerge many of those buildings.

WDNR Photo

Record flooding in southern Wisconsin in 2007 and 2008 caused hundreds of millions of dollars in damages to homes and businesses. According to the National Flood Insurance Program (NFIP), less than one percent of the more than two million households and businesses in the state have proper insurance. In the flooding events of 2007 and 2008, more than \$34 million in flood insurance claims were paid in Wisconsin.

The National Weather Service is cautioning that if heavy spring or summer rains occur this year, there will be an increased chance of flooding. The water table in much of southern Wisconsin remains above normal due to heavy rains and heavy snow in 2007 and 2008. Snow-melt and rain during the 2009-10 winter already have resulted in flooding of the Fox River in southeast Wisconsin.

That's why DNR, the Office of the Commissioner of Insurance, Wisconsin Emergency Management and the National Weather Service are partnering to promote flood safety awareness and to encourage Wisconsin residents to evaluate their homeowners' policies, assess their risks and purchase flood insurance before the next flood.

Go to the "[Wisconsin Emergency Management's](#)" Web site for Wisconsin flood facts and additional flood safety information.

To read more about the impact of the 2008 floods on DNR-managed properties and the department's response to local flooding go to the [June 19, 2008 "Digest"](#) and the [July 3, 2008 "Digest"](#) issues.

Footnote: DNR, the Division of Emergency Management and the Office of the Commissioner of Insurance issued a joint news release on March 2, 2010.



Communications should be tailored to public's reading abilities

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"Approximately 1 million Wisconsin adults qualify for adult literacy and English language services, Only 75,000 (or less than 10%) of adults in need of services are currently receiving them." -Wisconsin Literacy

When Steve Sisbach, chief of the Environmental Enforcement and Emergency Management Section in the Bureau of Law Enforcement read this and other facts about the level of literacy in Wisconsin, he was surprised by some of the statistics. The numbers published by Wisconsin Literacy were a clear reminder to him that the department should tailor its communications in a way that ensures its messages are clear, concise and simply written.

"These statistics seem to confirm that many of our citizens read at about an 8th grade level, and that means we need to work at pulling jargon, acronyms and scientific terms out of our writing," said **Laurel Steffes**, director of the Office of Communication.

Here are just some of the facts about literacy in Wisconsin:

- Among Wisconsin adults age 16 and older, 18.93% or 785,682, aren't enrolled in school and don't have high school diplomas.
- Over 17% or 368,712 residents over the age of five speak a language other than English at home.
- From 1990 to 2000, the Hispanic or Latino population in Wisconsin more than doubled (107% increase), according to the 2000 U.S. Census.
- Wisconsin has the worst graduation rate (50th out of 50 states) for African Americans, reported the Center on Wisconsin Strategy 2002.
- Forty-seven percent of adults incarcerated in Wisconsin lack either a high school diploma or its equivalent. Forty-nine percent read below the

9th grade level, and 74% perform math below the ninth grade level, according to the Wisconsin Department of Corrections 2006.

- Wisconsin Literacy reports that more than 13,000 basic skills and English as a Second Language learners are instructed annually by Wisconsin Literacy member agencies in community, corrections, workplace, family and faith-based literacy settings.
- More than 3,000 trained volunteer tutors provide individualized, goal-oriented adult literacy instruction per year at Wisconsin Literacy member agencies throughout the state.

To read more about the state of the state's literacy at a variety of ages, go to the ["Wisconsin Literacy"](#) website.



UW-Madison sponsoring climate change events of note

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The University of Wisconsin-Madison Center for World Affairs and the Global Economy (WAGE) along with the Nelson Institute and the State Bar of Wisconsin are sponsoring an outreach workshop on campus on March 22. ["Beyond Copenhagen: Climate Change and Wisconsin."](#) DNR attorney Margaret Hoefler is among the speakers for the workshop.

Three days later on March 25, Gavin Schmidt, a climate modeler at NASA will speak on ["Communicating Climate Science: Tiptoeing through the Minefield."](#)

The March 22 workshop is the first of a series of events that will examine the blurring of the lines between international law and national law as a result of globalization. For more information on these events and others presented by WAGE, see its ["Events Calendar."](#) Click on "Return," if you get the "Beyond Copenhagen" page, again.



Call goes out for nominations for the Virginia Hart Award

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If you're working with a woman who is making a difference in State government, consider nominating her for the 27th annual ["Virginia Hart Special Recognition Award."](#) The award recognizes the contributions and achievements of women in State government.

The award was established in 1983 upon the retirement of Virginia Hart, Wisconsin's first woman cabinet secretary. During her public service career, she held the positions of secretary of the Department of Regulation and Licensing, chair of the Department of Industry, Labor and Human Relations Commission, and chair of the Labor and Industry Review Commission.

This award recognizes the "unsung heroines" of State service, as well as the achievements of all women in State government whose contributions to clients, co-workers or the public may not be highly visible, but are nonetheless substantial.

Upon her retirement, Hart's friends and colleagues established an award fund in her honor to recognize "exemplary performance and contributions to the citizens of the State" by women in State government. Hart passed away in 2007.

To obtain a nomination form, see Governor Jim Doyle's [Virginia Hart Award](#) announcement. Gov. Doyle will present the award to this year's recipient at a ceremony at the Capitol on May 20.



Be among the millions to give an hour back to the earth

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On Saturday evening, March 27, the American Federation of Teachers and the World Wildlife Fund ask that you turn off your lights for one hour between 8:30 p.m. and 9:30 p.m., local time. You'll be joining millions of people around the world who will turn off their lights as a symbolic act of support for the fight against climate change. This simple act will convey to elected officials around the globe that the time to act is now.

If you're a DNR educator or employee who visits K-12 classrooms, you can sign up at ["60 Earth Hour"](#) to

receive [free lesson plans](#) containing fun activities related to "Earth Hour." Check out other links on the Web site to learn how you can be involved.



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