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## DNR's Gail Mills is newest Virginia Hart Award recipient

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**Gail Mills**, database file manager in the Permits Section of the Bureau of Watershed Management, has been selected to receive the 2010 Virginia Hart Award. Mills also was a nominee for the award in 2003 and received an honorable mention.

In nominating Mills, her supervisor **Susan Sylvester**, chief of the Permits Section, referred to her special commitment to her job. "The wastewater program in the Department of Natural Resources is supported by a very large database called (System for Wastewater Applications Monitoring and Permits) SWAMP, which maintains all the permits and monthly compliance monitoring data, as well as inspection reports and other documents," said Sylvester.



Gail Mills (right) and her sister, Carole both love Maine. Here, they visited the Pemaquid Point lighthouse in Maine last October. They plan to return this fall.  
WDNR Photo

"Gail is single handedly responsible for the file management of this very complex, large database system. She trains all new staff, updates the database to keep it current, and responds to all staff questions using the system or needing to be retrained in how to operate it. "

Sylvester added that the work associated with SWAMP wouldn't be possible and as successful were it not for Mills' "hard work, coordinating talents, conflict resolution skills, and keen insight in resolving complex programming/engineering/legal issues associated with the development, implementation, and maintenance of such a complex data management/processing program."

Although diagnosed with cancer in 2008, Mills scheduled her treatments around her work schedule, so SWAMP could continue while she sought the best possible treatment. She performed all the duties necessary for programmers to remain on schedule for updates or maintenance of the system.

With metastatic cancer in her lungs, Mills is undergoing a second round of chemotherapy. She participates in a support group in Baraboo that helps her find positive energy, inner peace and keep her cancer at bay.

"Throughout all this medical treatment, she has kept a very positive attitude," said Sylvester. "When we have section meetings and talk about how to improve low job morale in the Bureau of Watershed Management's office, she is the first one to speak up and say, if someone has a bad attitude, I'll talk to them. We all have a positive attitude when Gail is around. "

"I value each and every day and am grateful to work here and have a positive path for my life," Mills said.

With more than 32 years of service to the state and retirement eligible, Mills continues to apply her knowledge and skills to the Wastewater Program. "She brings an untiring energy and enthusiasm to her work that has been unmatched over the years we have worked together."

At the time that the program decided that it needed to store all records associated with the entire wastewater permits program, Mills was annually collecting more than \$7million in wastewater fees from invoices sent to wastewater permit holders, then

followed up with them concerning incorrect or missing information in their fee statements.

When it was decided in 2009 to try to get all the operators to send in their monitoring reports electronically, some were reluctant and some refused. Mills took up the slack resulting from retirements and unfilled vacancies and contacted all of the treatment plant operators to walk them through electronic filing.

### **Mills made switch to electronic reporting smooth for large and small plants**

Ronald Dickrell, wastewater utility superintendent for the City of Marshfield also submitted a nomination for Mills to receive the Virginia Hart Award.



Virginia Hart joined Gail Mills in 2003 to honor her Honorable Mention. Hart died in 2007.

WDNR Photo

“My first work experience with Ms. Mills was in early 2006 as she was assisting and preparing us for our first electronic submittal of our 2005 Compliance Maintenance Annual Report (eCMAR). She provided detailed assistance via numerous emails and phone calls to make the process successful. She made what could have been a stressful situation quite manageable. In subsequent years, she was also extremely responsive when any assistance was needed.”

Dickrell went on to convey how Mills helped his brother Gary, treatment plant operator in nearby Milladore. As she had done with other small communities, Mills guided Dickrell through a smooth transition to electronic submittal of his plant’s data.

“In my relationship with other wastewater treatment plant operators around the state, I have heard many other positive comments about Ms. Mills’ assistance through this process,” said Ronald Dickrell.

### **Co-workers, family and community recipients of Mills commitment**

Sylvester went on to describe the respect Mills has garnered from treatment plant

operators, co-workers, field staff and supervisors. "She has been recognized by her peers at statewide meetings as providing outstanding service and support to the program."

Her nomination also noted Mills' commitment to family, community and animals. Before being diagnosed with cancer, she donated blood regularly. She rescues and returns lost neighborhood pets to their owners, is active with the Endeavor Library fund raisers, and generously supports her family in a variety of ways.

In closing her nomination, Sylvester said "Gail is very much appreciated and held in high esteem within and outside the agency. She very much deserves to be recognized by the Virginia Hart award."



## Northeast Region staff noticed and praised by many

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- On March 18, the Florence County Sheriff's Department requested our DNR aircraft to assist with locating a person on a UTV who was reported to have gone through the ice on the Menominee River. **Henry Sullivan** (forester ranger) helped facilitate the response and identified air to ground communications procedures. (Pilot) **Larry Waskow**, was in the air training our new pilot, **Mike Callahan**, when they were diverted by (fire control dispatcher) **John Goldschmidt** to assist. All involved did a great job in this coordinated effort. Our pilots were able to observe no obvious signs that anyone had gone through the ice. Their efforts were instrumental in a successful outcome and in keeping all would-be rescuers safe on shore. **Mike Folgert, area forestry leader**
- Late in the winter of 2009 numerous bonfires occurred on the ice of Lake Winnebago. On March 6, I called 1-800-tip-wdnr to report that four pickup trucks were unloading wood pallets...but was told that fires on the ice are legal. Because the ice was deteriorating, I decided to take pictures of the many ash piles, beer cans, broken bottles, nails, etc. I showed the pictures of the litter to (warden supervisor) **George Protogere**. On January 8, 2010, a large fire was burning in the same area. I called George and told him, and thanks to his quick response, a number of citations were issued for under age drinking. George stayed out on the ice to supervise the clean up. The purpose of this letter is to remind you of something you must already know...George Protogere is an excellent conservation warden supervisor. **Richard Mason**
- (Fisheries biologist) **Al Niebur** and (operations supervisor) **Shawn Sullivan**: I thought you two did a great job with the stream restoration workshop last Saturday. The attendees were very interested and had the opportunity to learn a lot about streams and what they can do to contribute to better habitat. I'll try and send you detailed comments this week on what I think could be done to refine the session for next time. Thanks for doing this. **Mike Miller, Bureau of Watershed Management**
- "A special kudos to (regional IT specialist) **Dean Starks** - again! He is always so patient and so accommodating whenever I need to call him about some

computer issue. I recently asked his opinion about ordering a new color printer, and he went through every question I had and gave me the necessary background to help in our decision. He is an invaluable employee, as far as I am concerned. **Kay Leege, visitor services, Hartman Creek State Park**

- I am emailing you to advise you of a training session that my department shared with warden **Ryan Volenberg** (Mishicot). I had the honor to shoot with him in a training exercise that our department sponsored last week. Warden Volenberg, in my years of service (24 years), amazed me with his dedication, professionalism and knowledge that he demonstrated in the training session. Warden Volenberg is truly an inspiration to all in how he handles himself. So much so, that I called a special meeting with my firearm instructors and advised them that our department goal is to mirror warden Goldenberg's training ethic and demeanor. **David Cornelius, chief deputy of the Kewaunee County Sheriff's Department**

- **Joan Voigt** (naturalist guide, Wild Rose Fish Hatchery): Thank you for hosting the Exploring Natural Resources class from FVTC yesterday. Your presentation was enjoyable and very educational. The students commented on how impressed they were with the design and operation of your facility. Please let the entire staff at the Wild Rose Fish Hatchery know that we appreciate their efforts. The Wild Rose Fish Hatchery is truly world class and something that all residents of the State of Wisconsin should be proud of. **Scott Heinritz**

- **Chris Halbur** (outreach supervisor, Green Bay): Thank you for helping to make our Grants Workshop a real success. **Steve Kagen**

- (Wardens) **Mike Kitt, Ben Treml** and **Mike Neal**: Thank you for going above and beyond in assisting the Facilities and Lands staff assess the Porlier St. Bridge underwater to best determine how to deconstruct the beast. Your time and efforts will likely save the state considerable expense. **Jean Romback-Bartels, regional land leader**

- To **Bruce Urben, Kurt Thiede** and **Ron Kazmierczak**: Recently you cut back on your hours of service to the public. I realize in all businesses now, this has to be done with the economy the way it is. The rules and regulations are so complicated now days you have to call first before you do any thing. I am 66 years old and have been a Patron customer, for I guess all the years they have been available. I have learned over the years, one person on your staff is by far the most knowledgeable above the rest. Her name is (customer service representative in Green Bay) **Laurie Neumann**. It just seems no matter what question you ask her she doesn't have to look in any book or say "let me get some one to answer it for you." I always ask for her now when I call (be)cause no one wants to be transferred to other people to get an answer. **Gerald J. Renier**

- Per Remediation and Redevelopment supervisor **Bruce Urben**, Green Bay, **Kathy Sylvester**, a hydrogeologist on his staff, received this [letter](#) from a nearby resident that is concerned about a leak in one of the underground lines at the Utica Ethanol plant. Kathy is overseeing the cleanup of the contamination at the plant.

- On behalf of Pierce Manufacturing, Inc, I'd like to thank **Jennifer Borski** (hydrogeologist) and the **Closure Committee** for your attention, your availability,

and your efforts on this project. We especially appreciate the extra effort Jennifer and the Committee put forth on this project to keep it moving along in order to meet certain project milestones. (Pierce was decommissioning their former City Plant and preparing to sell the property. Jennifer's role was to assist the company comply with Spills Law.) **Don Draxler, director, Global Environmental Affairs Oshkosh Corporation**

- A [thank-you note](#) written to **Jennifer Borski** by the 4- and 5-year olds in the Ready for Learning pre-school class at the Pumpkin Patch in Oshkosh. Jennifer brought a water level indicator meter and let each of the kids have a go at "finding the water" in a 5-gallon bucket of sand with a PVC pipe. The "beep" they make when the meter hits the water is always a highlight.
- To **Ryan Severson** (forester, Oconto Falls): The Oconto Fire and Rescue Department would like to thank you for the training that you shared with us on the evening of April 20th. This information was very well received and will be used immediately in our Wildland fire operations. The Oconto Fire and Rescue Department feels that we have developed a great working relationship and hopes to continue to do so in the future. **Don Phillips, fire chief, City of Oconto**
- While on the subject of the Lake Puckaway walleyes, I would like to go on record to say that (Northeast Region fisheries management program's) **Ron Bruch, Dave Bartz, Dave Painter, Bob Olynyk** and the **rest of the DNR crew** were fantastic to work with. As I am sure you know and hear the DNR gets its fair share of negative press and verbal abuse from the public. At times, I haven't been the most supportive either. BUT, I can't say enough about the work and cooperation that was displayed by your Fisheries crew this past week while collecting the walleyes and the spawn. Dave Bartz explained every thing he was doing to anyone that asked, even my 7 year-old granddaughter. Everyone was treated with the highest respect right down to the walleyes. Once we got the walleye eggs going, Bob Olynyk was a walking classroom for all of us rookies. I for one truly appreciated all their efforts. **Paul Gettelman, secretary of the Lake Protection and Rehabilitation District**



## Third annual Secretary's PRIDE Awards presented to DNR employees

By: Carrie Mickelson- Director, Bureau of Human Resources

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**Editor's Note:** The following comments were provided from nomination papers submitted for this year's PRIDE Award winners .

With winners, family members, nominators, DNR management and union representatives on hand, Secretary **Matt Frank** presented his annual PRIDE Awards to individuals and teams in a ceremony at the Capitol on Wednesday, May 5.

For the third year, the "Secretary's PRIDE Awards" highlighted the exceptional work of DNR employees. Nominated by co-workers, a review panel of peers determined all award winners.

"Each year on State Employee Recognition Day, I have the honor of announcing the peer nominated Secretary's PRIDE Awards," said Sec. Frank in his opening comments. "While there are many positive qualities that DNR employees demonstrate every day to ensure DNR accomplishes its mission, we designed these awards to reflect five key public service qualities: Partnership, Resource, Individual Achievement, Dream Team, and Excellence. "

"Please join me in congratulating – and being inspired by - this year's winners."

**Partnership Award:** Recognizes an individual's exceptional efforts to achieve the DNR mission through the development and enhancement of internal or external partnerships.



Carmen Wagner posed with her Partnership Award and Bob Mather, director of the Bureau of Forest Management.  
WDNR Photo

This year's recipient of the Partnership Award is **Carmen Wagner**, a forestry hydrologist in the Bureau of Forest Management. Her supervisor **Jim Warren** nominated her.

Since joining Forestry, Wagner has brought a real appreciation for collaboration within the DNR in order to provide excellent service to our partners and to protect and sustain the resources. She works at solving problems, making herself available to provide DNR and non-DNR professionals the best information available to make sound decisions.

Wagner has obtained grant money to take on new challenges, such as the protecting water quality while managing forests in the red clay plain adjacent to Lake Superior. She has a knack for knowing strategically what projects we should be working on. Partners respect her judgment, value her opinions and know they can come to her with questions and get intelligent, reasonable, respectful and insightful answers.

*Special Mention:* **Mike Solomon**, information systems support technician in the Division of Air and Waste, received special mention for his work on the Waste and Materials Management program's Groundwater and Environmental Monitoring System.

**Resource or Sustained Achievement Award:** Recognizes an individual for long-term, sustained accomplishments, and/or for leaving a special legacy of such value

that he/she has become a DNR “resource.”



Secretary Matt Frank and executive assistant Mel Vollbrecht congratulated John Olson for receiving the Resource or Sustained Achievement Award.  
WDNR Photo

This year’s recipient of the Resource Award is **John Olson**, furbearer ecologist in the Bureau of Wildlife Management, working in Ashland. His colleague **Allan Crossley**, wildlife biologist in Madison, nominated Olson for the award.

Olson has provided long-term, sustained accomplishments as a leader in furbearer management, leaving major contributions throughout the state. He has implemented over 40 DNR rules proposals to improve trapping and furbearer management in Wisconsin.

Olson is an inspiration to others and an external educator. He developed the nationally-recognized Wisconsin Fur School providing training for wardens, wildlife personnel, and students from UW-Madison, UW-Stevens Point and Northland College. With over 33 years of service, Olson’s long-term accomplishments provide a value not only to those in Wisconsin, but across North America.

*Special Mention:* **John Pfender**, water resource specialist in the Division of Water Division, was recognized for his pioneering efforts in nonpoint source water pollution management. *Special Mention:* **John Lyons**, research scientist in the Division of Enforcement and Science received special mention for providing aquatic technical expertise to multiple divisions within the agency.

**Individual Achievement Award:** Recognizes an individual for his/her efforts to further the DNR mission through innovation, efficiency, quality of work and/or work life/environment.



SCR finance specialist "JR" (Jerry) Ronspiez joined Renee Sanford who, with Bernie Robertson, nominated him for the PRIDE Award.  
WDNR Photo

This year's recipient of the Individual Achievement Award is **"JR" (Jerry) Ronspiez**, who is a finance specialist in the South Central Region. **Bernie Robertson** and **Renee Sanford** nominated Ronspiez.

Stationed in Fitchburg, Ronspiez has worked tirelessly for the past 30-plus years. He does his work in exemplary fashion, reaching out to each and every individual recognizing them by name. An unsung hero, Ronspiez exemplifies the ethics and mission of the department. He doesn't do forestry work or fisheries work; water quality and law enforcement are not his trade, but he makes everyone else's work easier, making all of us happier while doing it.

*Special Mention:* **Chuck Revak**, environmental enforcement specialist in the Bureau of Law Enforcement was recognized posthumously for his work both with the Northern Region and the Law Enforcement bureau. *Special Mention:* Staff development director **Ralph Schwartz**, Bureau of Human Resources, for his work implementing the Aspiring Supervisor's program.

**Dream Team Award:** Recognizes a work team, permanent or ad hoc, for work that achieves DNR's mission through innovation, efficiency, quality of work and/or work life/environment.



Members of the 2010 Dream Team (left to right): Rachel Sabre, Deb Johnson, Xiaochun Zhang, Matt, Marsha Burzynski, Sharon Gayan and Bizhan Sheikholeslami.  
WDNR Photo

This year's recipient of the Dream Team Award goes to the Kinnickinnic River Sediment Clean-Up team. **Jim McNelly**, SER water leader; basin supervisor **Sharon Gayan**; program manager **Greg Searle**; and members of the U.S. Environmental Protection Agency (EPA) nominated the team.

The Kinnickinnic River cleanup is the result of many years of collaboration among EPA; the Army Corps of Engineers; DNR; the city and port of Milwaukee; and local stakeholders, including Business Improvement District #35. The Kinnickinnic River project is one of the most important in the river basin for revitalizing the ecosystem balance of the river.

The Kinnickinnic River was named one of the most endangered river systems in the United States. This team worked to have around 167,000 cubic yards of sediment contaminated with PCBs and PAHs (polychlorinated biphenyls and polycyclic aromatic hydrocarbons) removed between Beecher St. and Kinnickinnic Ave. on the south side of Milwaukee. Dredging began in June 2009, and all major field operations were completed by the end of October 2009.

Department staff working on the team include: **Xiaochun Zhang**, engineer and project manager; **Marsha Burzynski**, lead sediment water resources manager; **Bizhan Sheikholeslami**, solid waste engineer; **Rachel Sabre**, water regulation and zoning specialist; and **Deborah Johnson**, attorney. Special mention was given for the public relations assistance provided by **Marcus Smith**, regional public affairs manager; **Sandy Manthei**, fiscal specialist; and **Jim Ritchie**, program specialist.

*Special Mention:* A Dream Team special mention goes to the CCI (Columbus Chemical Industries) chemical fire cleanup crew. In May 2009, fourteen dedicated DNR employees came together to address the urgent public health and environmental risks resulting from the catastrophic fire at CCI. Led by technical experts from seven different DNR programs, the team members collaborated to provide timely response actions. As a result, public health was protected; environmental damage was mitigated and ultimately remediated; and CCI was able to reopen their production facility, avoiding layoffs and minimizing business disruption.

*Special Mention:* A Dream Team special mention also goes to the Red Swamp Crayfish Team. This team, made up of Southeast Region and Fisheries Management bureau staff identified the invader, researched, selected and designed a control method, enlisted the help of neighbors, the local government, the chemical manufacturer and DATCP regulators, and carried out a successful eradication—all with positive community response and press coverage.

**Excellence Award:** Recognizes an individual for their leadership role in attaining the DNR's mission. Excellence is expressed in areas such as: big-picture thinking, communicating a vision, strategic thinking, effective decision-making, building trust, managing conflict, promoting diversity, fostering innovation and change advocacy.



Dave Vetrano was joined at the ceremony by regional water leader Dan Baumann, who nominated him for the Excellence Award  
WDNR Photo

This year's recipient of the Excellence Award goes to **Dave Vetrano**, fisheries team manager of La Crosse in the West Central Region. Regional water leader **Dan Baumann** nominated Vetrano.

Referred to as a "rare, natural leader who is a gifted mentor both inside and outside of the department," Vetrano establishes trust in every relationship. Success through collaboration is his philosophy. He helps others to succeed by generously offering his insights and experience.

Vetrano has worked with the American Fisheries Society for many years to fund internships for high school students as a way of exposing them to natural resource's work in the hope of leading them into natural resources fields and our workforce.

Vetrano also works with rod and guns clubs, sportsman's societies, legislative groups and civic organizations to get the fisheries story out front and deliver the message, "be friendly to the resource." He's recognized for influencing many lives over the years and communicating his vision through leadership.

*Special Mention:* **Tom Woletz**, regional air and waste leader in the West Central Region, was mentioned for his leadership and partnerships in the Division of Air and Waste. Jill Voeltz, human resources specialist in the Division of Customer and Employee Services, for her tireless service and dedication to the department and the Bureau of Human Resources.

In closing the ceremony at the Capitol, Secretary Frank noted that DNR is full of dedicated, hardworking employees, many of whom were nominated for PRIDE awards. "I congratulate all those who were nominated and urge you to keep up the good work. It was hard to pick the winners because of the number and quality of all the nominees."

**Footnote:** *Carrie Mickelson is director of the Bureau of Human Resources.*



## Southeast Region's staff receive well-deserved "thanks"

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- Congratulations to **Doug Welch** (fisheries biologist) and the Plymouth fisheries staff in recognition of their work. Thanks for the information and thanks for the fish. Everyone in the Wisconsin DNR is a pleasure working with. Your office and staff has educated and helped out our association tremendously. We are very happy and fortunate to have people like you to work with. **Anonymous**
- When daytime bird collisions became a problem at the Southeast Region headquarters, staff decided to act. Armed with information, I and my colleagues **Owen Boyle**, regional ecologist; **Diane TenPas**, financial specialist; hydrogeologist **Mike Zillmer**; and water supply engineer **Frank Fuja** began installing ultra-violet, light reflecting window clings to prevent further collisions. Thanks also go out to the SER administration for their support and to the Wisconsin Humane Society/Rusinow Foundation for donating the window clings. **Nancy Gloe, SER recycling coordinator**
- Congratulations to **Travis Motl** (fisheries technician in Eagle) for receiving accolades on his Earth Day presentation from a South Park Watch member: Wow! Your presentation on fishing was a slam dunk. I want to thank **Heidi Bunk** (water resources management specialist, Waukesha) for arranging your presence. You were a big hit with the kids. One of the teachers commented to me about how well you handled the children and how well you were organized. I certainly hope you come again next year. **Unknown**
- Thanks to **Doug Welch** for the fish restocking plan on Lake Lorraine in response to last year's winterkill. Everyone in the Wisconsin DNR is a pleasure working with. Your office and staff has educated and helped out our association tremendously. We are very happy and fortunate to have people like yourself to work with. **Unknown**
- Appreciation to **Bizhan Sheikholeslami** for a presentation he gave: On behalf of the Federation of Environmental Technologists, Inc., I would like to thank you for sharing your expertise and your presentation. We at FET appreciate your participation. Thank you for your generous giving of your time and knowledge. **Executive director, Environmental Technologists, Inc.**



## 2010 employee recognition photo gallery

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DNR attorney  
**Quinn  
Williams** gave  
a presentation  
about  
municipal tree  
law to a class  
of 30  
community  
tree managers  
from cities and  
villages around  
the state.  
DNR's Urban  
Forestry  
program  
produced and  
sponsored the  
training. Photo  
courtesy of  
Bruce Slagoski,  
City of Beloit





Wildlife biologists **Mike Foy** (left), Fitchburg, and **Andy Paulios**, Bureau of Wildlife Management, checked the status of this PROW (Prothonotary Warbler) nestbox, intended to attract the warbler, a Species of Greatest Conservation Need. The photo was taken along the Pecatonica River at Avon Bottoms Wildlife Area in southwest Rock County.

DNR volunteers and Prairie Enthusiast members took a break after conducting a prairie burn in the Iowa County Town of Brigham. (left to right) **Steve Greb** (green sweat shirt), Bureau of Science Services; and **Frank Fetter**, water supply specialist, Dodgeville.





DNR Riverway forester **Brad Hutnik**, with son Leo and daughter Madeline, enjoyed the Riverway celebration in Spring Green.

**Steve Ales**, Fitchburg, South Central Region Drinking Water and Groundwater program supervisor, addressed the media during a news conference held after a fire at Columbus Chemical Industries, just outside the Columbia County community.



Lake Mills Fish Hatchery's **Jason Himebauch** dumped a net full of walleye fingerlings into a bucket for stocking Lake Delton last June. Over 9,000 fingerlings were stocked as part of restoring the once-drained Sauk County lake's fishery.

SCR Lower Wisconsin River Basin supervisor **Andy Morton**, Dodgeville, stood next to Roxbury Creek in northwest Dane County after checking its water quality. The creek carried water pumped from a nearby lake into the Wisconsin River.





**Amy Staffen**, with the Bureau of Endangered Resources, explained the what, why, who, how and when of a prescribed burn to a local television reporter. Amy is a Natural Areas and Natural Heritage Inventory planner. The fire looks a lot closer than it really was.

Southeast  
Region  
headquarters  
employees  
**Nancy Gloe,**  
**Mike Zillmer,**  
**Diane Ten**  
**Pas** and **Frank**  
**Fuja** spent  
their lunchtime  
on Earth Day  
applying decals  
to the some of  
the building's  
windows to  
dissuade urban  
songbirds from  
flying into the  
glass. Here  
Mike applied a  
flamingo-  
shaped decal.





CWD operations supervisor **Don Bates** briefed Secretary Matt Frank at the Lone Rock Airport prior to his surveillance flight to observe and count deer in the CWD-Management Zone.

Wildlife biologist **Becky Roth**, Spring Green, captured a wood duck prior to banding it, along the Lower Wisconsin River in Sauk County, last spring.





Lower Rock River Basin supervisor **Sue Josheff**, Fitchburg, annually organizes a Voyager canoe trip on Madison's Lake Wingra for children and their parents. Last year, the kids took part in a field laboratory exercise after canoeing around the 345-acre lake. (left to right) Josheff, SCR chemist **John Condron** from Fitchburg, and Edgewood College Professor Jim Lorman observed as regional public affairs manager **Greg Matthew's** grandson Paul looked through a microscope.

SCR warden  
supervisor  
**Barb Wolf**  
talked with  
workers during  
the clean-up of  
railroad ties  
and other  
debris near  
Belleville.





Recently-deceased **Ruth Hine**, the state's first female biologist, gained notoriety as an editor in the former Bureau of Research. She laid the foundation for restoring endangered plants and animals to our landscape.

(Left to right) Central office's **Fran Keally**, wastewater specialist; wastewater engineer **Jack Saltes**; and wastewater specialist **Julia Riley** developed the "Capacity, Management, Operations and Maintenance" (CMOM)



booklet and training to help communities prevent sanitary sewer overflows.



In addition to her regular duties, the Bureau of Finance's **Sherri Voigt** coordinates with the State Controller's Office and DNR staff to ensure accurate reporting of DNR's financial statements submitted as part of the State's Comprehensive Annual Financial Report. audited annually by the Legislative Audit Bureau. Sherri also coordinates the annual State Employees Combined Campaign silent auction in the central office. **Kathy**

**Farmer,**  
Bureau of  
Finance,  
Reporting  
Section chief

Fisheries biologist Dave Bartz, Montello, with a flathead catfish caught in a fyke net on Lake Puckaway. Dave was a member of a fisheries crew conducting a spring fyke net walleye assessment, in 2009. This 41.3" male flathead had a PIT tag, which indicated that it had been tagged in May 2001, on a limb line in the Fox River. At that time, it was 35.5" and estimated to be 14 years old. That's why Dave is smiling. Paul Gettelman, secretary of the Lake



Puckaway  
Protection and  
Rehabilitation  
District took  
this photo.  
Read his  
comments in  
the "Northeast  
staff noticed  
and praised by  
many" story,  
above.



## West Central Region forestry program highlights employees' work

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*Letters to the editor published in "Wisconsin Rapids Tribune"*

- We, the residents and landowners in the town of Grant who were near or in the line of the grassfire that happened on April 5, want to say "Thank you." Thank you to the emergency teams that came, and came quickly, to get the fire knocked down and under control before it affected buildings and homes, as well as the older forest nearby. Many remember the Saratoga fire back 33 years ago that took homes and much more that dry spring day. We are ever thankful for all those who put themselves in harm's way to serve their fellow man to help protect each and every one of us each day. **Trudy Knipple, on behalf of her neighbors in the Town of Grant. Letter was submitted with 32 signatures.**
- On Saturday, April 17, we opened our door to the Rome Police Chief saying we had to evacuate because of a fire heading our way. We went outside to see the sky to the west covered in smoke. It was very windy, and the fire was spreading very fast. I will say that was a very scary feeling to know that we could lose our home.

We decided to stay and watch the progress of the fire until we would be forced to leave. I went inside and looked around wondering what we should take with us. My mind was going a million miles an hour. Of course first the dogs and cats, then important papers and a change of clothing. We would lose so many memories. Well, because of the Rome Fire Department, the DNR and the Big Flats Fire Department, we still have our home as does our neighbor. They were all there for many hours working to put out the fire. We just want to thank them from the bottom of our hearts and give them credit for the devotion they have for their jobs. **Howard and Sherry Stuart, Town of Rome**

Other letters to the editor published in the "Tribune" following April's fires:

- ["Effort to fight Grant fire appreciated"](#)
- [" Firefighters saved home and property"](#)
- ["Thanks for keeping everyone safe"](#)

### Recognition note forwarded by area forestry leader

**Cindy Casey-Widstrand**, urban forestry coordinator in Eau Claire, has been helping the Village of Cochrane address forestry concerns in Goose Lake Park. The Village Maintenance Department has been removing older trees, including ash trees, and is developing a plan to replace the trees cut in the park. The plan came under intense attack by local citizens who were largely uninformed of the plan. Cindy has provided greatly needed assistance to the Village, and to the newly created park committee, in making decisions on the future of the park. I can't tell you how many people have commented to me how helpful and professional Cindy has been to the process. The local people are grateful and very impressed with Cindy's assistance. Cindy deserves a big thank you from the Village of Cochrane! **John Weber, Buffalo City**

### Forestry team leader notes technician's life-saving efforts

One of my employees, Matt Schoonover (forestry technician in Whiting) was honored as a hero in saving the lives of two people. Read his story ["Volunteer firefighter helps couple escape burning home."](#) **Shirley Bargander, forestry team leader**



### Kudos go out to staff of South Central Region

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*Many programs contribute to region's image*

- Parks receives customer comment cards about parks and publishes a sample in "Park Shorts." Here is a nice one about **Wyalusing State Park**: We just wanted to say what a wonderful staff you have working at Wyalusing. Everyone from the office to the maintenance crew to the park rangers are all very helpful, friendly and courteous. We've stayed at quite a few Wisconsin State Parks, and this one by far has the nicest staff.
- To South Central Region staffers **Mike Foy, Jake Fries, Heidi Hayes, Nate Kroeplin, Greg Matthews, Becky Roth, Maureen Rowe** and **Tyler Strelow**: Big thanks to all of the DNR folks who helped get the UW-Madison Learn to Hunt Program off the ground this past weekend. Sixteen college students who had never hunted before (and mostly came from non-hunting backgrounds) took to the woods with mentors for the Learn to Hunt program. Six hunters got shots at birds. All saw birds. Three bagged birds (need more work on marksmanship)! All came away with a totally different view of hunting. We are going to have a follow-up hunter ed course on campus later this spring, as well. **Karl Malcolm, Graduate Research Assistant, UW-Madison Department of Forest and Wildlife Ecology**
- Addressed to South Central Region director **Lloyd Eagan**: It's good to hear from you. We do appreciate your continuing interest and support of activities

related to Lake Redstone. Also, we thank you and **Ken (Johnson, SCR water leader)** for putting **Mike Degen** (wastewater specialist) in touch with us. Not only did we learn from Mike about a couple project sites that may be less important than others, he also pointed out an area that appears to be a significant contributor to farm run-off into Lake Redstone. We will now focus attention on establishing a relationship with the farm owner and work toward identifying a solution. **Warren Frank, secretary, Lake Redstone Protection District**

- On Tuesday, April 20, 2010, (Division of Air & Waste Management director) **Al Shea** conducted a review of the South Central Region's (Air & Waste program staff) performance on the established metrics in the Air, Waste and RR Programs. These metrics were established by the program management teams to ensure timely service to our customers. Thanks to your good work, we are meeting or beating our objectives in nearly all of the key performance areas. In spite of challenging workload and diminishing resources, you continue to excel. It is truly an honor to work with such dedicated professionals. I would like to take this opportunity to offer special thanks to **Ron Daggett** (air management engineer) for representing the SCR Air Team in place of **Tom Roushar** (environmental engineer supervisor). Ron did an excellent job presenting the performance reports and providing professional responses to the many questions raised by Al, **Sue (Bangert)** and **John (Melby)**. **Eileen F. Pierce, DNR South Central Region Air & Waste Leader**

- Thanks to (Bureau of Fisheries Management's) **Scot Stewart, Andy Fayram, Sheila Ballweg, Candy Schrank** and **Jeff Schimpff** for your help at the Earth Day Festival - and to everyone else for all you do everyday for Planet Earth in your work and play. **Theresa Stabo, aquatic resources education director**

- To SCR wardens **Michael Green** and **Paul Nadolski**, both at Poynette: Thank you for your efforts this past Friday night and Saturday morning in looking for the 79-year old trout fisherman that was past due in coming home on the Hinkson Creek property in the Town of Dekorra. In the end, your efforts and the long hours paid off in finding the elderly gentlemen stuck in the mud in the wee hours of the morning. There is no doubt that the time you spent working on this is appreciated by the family since their loved one was returned home safe. If you did not save a life, you certainly made an old trout fisherman happy with your successful efforts. **David Holmes, warden supervisor**

- To **Ronald Curtis, Stephen Ales, Michael Schmoller** and **Cynthia English** of the SCR: Dino Tsoris asked me to pass along his sincere thanks to you for rallying on short notice this morning to confer on the drinking water - private well aspects of the Columbus chemical fire. Thank you for being there and providing your professional input. Your assistance is most appreciated. **Eileen Pierce, South Central Region Air & Waste leader**

Let me add my thanks, too. I continue to be very impressed with your technical skills and the support provided among programs at South Central Region. A situation like the Columbus Chemical Fire response illustrates the strength of the region and our ability to quickly pull together a multi-media team to effectively address the

response. **SCR director Lloyd Eagan**

- Division of Air & Waste Management's (region and central office) **Tom Aten, Agnes Cook, Kathy Warren and Ralph Patterson**: I was new to the Wisconsin Switchboard and reporting systems this year and just wanted to let you all know that I found your support and quick responses to help needs extraordinary. The systems were easy to use/figure out and the instructions/support documents were helpful. Thanks again for your outstanding helpfulness! **Kristin Zarecki, GZA**
- I've been very impressed with **Steve Ales**, program manager, participation on the Drinking & Groundwater Management Team. He is constructive and is definitely a big picture thinker. I am particularly impressed with his ability to break down barriers and look across regional boundaries. Now all we need to do is clone him and everything will run more smoothly in all water programs. **Tom Jerow, Northern Region water leader**
- To SCR Air & Waste leader **Eileen Pierce**: I am a co-owner in 2nd Season Recycling, which recycles construction and demolition waste, asphalt shingles, yard waste, and hopefully in the near future food waste. Recently, we have been exploring re-zoning options to facilitate the growth in our operations, and like many new businesses, we've had our share of growing pains. I serve on the Small Business Environmental Council with **Mark McDermid** (director of Bureau of Cooperative Environmental Assistance). I was sharing some of the challenges I have had dealing with the zoning issues, and followed up with the fact that the exact opposite has been true of working with the (DNR) department staff. **Dennis Mack, Percy Mather, and Tom Bennwitz** (all with the SCR Waste and Materials Management program) have made themselves readily available and have willingly assisted us in working through solutions to some of our site challenges, as well as being a sound resource for questions and guidance. This industry is new enough that much of what we're doing starts as an exploration of how to best handle the materials and in sorting out end markets, beneficial reuse, etc. Their willingness to work with us is greatly appreciated and we're looking forward to continuing to improve our operation. As a small business owner I like to hear feedback on our operations, and wanted to share with you. **Jeanne Whitish, 2nd Season Recycling, LLC**
- I would like to say I am very impressed with the frontline staff **Jannie Wille, Sheree Vande Brink, Margaret Janovetz Casey and Donna Leighton** that has been coming out to the Dodgeville Service Center. They have been cleaning the front office and it looks fantastic, clean and organized, (with) counter space for a customer to use. We are all impressed with how the front looks. They also interact great with the customers and the staff here in Dodgeville. I would also like to say big thanks to **Sheila Mittelstaedt** (regional IT specialist). She has been a huge help to me in figuring out how to get things done during this transition period. Sheila is an employee who goes way beyond what she needs to do and you can always count on her to get the job done or find out how. **Vicki Hugill, fire control dispatcher, Dodgeville**



## Staff and public recognize accomplishments of DNR employees

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### Kudos for central office employees

- The Division of Air and Waste annually publishes “Success Stories” documenting for that year the accomplishments of its managers and staff in achieving the attributes of “Responsiveness, Efficiency, Timeliness, Effectiveness and Consistency,” the elements of the program’s efforts in regulatory improvement via “Smart Regulation.” For January through March 2010, the program recognizes the work of its employees at [“Air & Waste Success Stories.”](#)
- **Jennifer Filbert** is truly deserving of special recognition for the wonderful support she provides to her co-workers and to the thousands of citizen volunteers and local units of government protecting Wisconsin's lakes. Her work on Wisconsin's lakes database systems is brilliant! **Jeff Bode, chief of the Lakes & Wetlands Section in the Bureau of Watershed Management**
- As coordinator of the DNR’s “Environmental Education for Kids (EEK!)” website, **Carrie Morgan** has helped support the Wisconsin State Park System for more than 20 years. Most recently, she worked for the past two years as a member of the steering committee for the “makeover” of the Junior Ranger/Wisconsin Explorer program, contributing her expertise and creative talents to make the new Wisconsin Explorer program the best that it can be. Carrie then posted materials to the EEK! website, where parents and educators have downloaded them. The Park System’s interpretation program appreciates Carrie’s exceptional service and dedication to the success of the new Wisconsin Explorer program. **Sherry Klosiewski, WCR chief naturalist**
- At a recent meeting of Wisconsin Consulting Foresters, the name of one of your employees--**Julie Polasky**--came up as someone who has consistently shown professionalism and excellence in her performance over the years. Julie is very knowledgeable with respect to the forest tax law. Julie is on top of her business, addressing issues and meeting commitments without fail and always in a timely fashion. In short, Julie exhibits a degree of professionalism that is second to none. I look forward to continuing to work with Julie in the future. It is employees like Julie that help me be more efficient in my business and portray a positive image for the department. **Ray D. Perry, Vice-chair Wisconsin Consulting Foresters, Perry Forestry Consulting, LLC**
- This is a THANK YOU to **Paul Holtan**, editor of the "DNR News" and the "Outdoor Report." Over the years, Paul has provided me with some excellent editing and writing advice. We have argued issues, like releasing deer harvest numbers, but always as professionals and friends. I appreciate the fact that he keeps digging for information from program staffs with dogged tenacity. Thanks to Paul Holtan, we send out department communication that is needed by our customers, read widely by our customers, and sought by our customers. **Jim**

## **Bishop, Northern Region public affairs manager**

Paul Holton is a true unsung hero of the DNR. In the face of constant deadlines, he quietly, but persistently, pursues the information that the department, its divisions, bureaus and programs need distributed to state media and the public each week. Paul is always looking ahead as the seasons change and works tirelessly to make sure that everything comes together in time for him to turn the basic information that he gathers into the weekly "DNR News" and "Outdoor Report." I can't imagine what the department would do without him. **Tom Turner, Northeast public affairs manager**

- We just wanted to commend the Wisconsin DNR programs (**Wildlife Management and Law Enforcement**) for initiating the early hunt/fish programs for youth in Wisconsin. Our 12 year-old son, Colton was out early this morning for his first youth duck hunt and we could not have wiped the smile off his face! It is a very proud moment to bag a first duck. **Eileen Richter, in a letter to Wisconsin Natural Resources magazine editor Larry Sperling following publication of a story on youth hunts, the Learn to Hunt program and DNR sponsorship of outdoor expositions.**

- **Theresa Stabo:** Congratulations! I'm pleased to inform you that you have been selected to receive the Wisconsin Conservation Congress Fisheries Management award. We would like to invite you to attend the WCC annual convention banquet and receive your award...so we can formally recognize you for your exemplary service to Wisconsin's natural resources. **Her supervisor Dennis Schenborn nominated Theresa for this award based on nearly 25 years of teaching Wisconsin's children, their parents and other adults about fish, their habitat and fishing.**

- As a side note, hats off to the **Black River Falls RFO (regional fisheries operations) crew** for the excellent work they did this winter stabilizing islands and banks; creating fish habitat; and installing tree and rock structures. They look GREAT! **Inland fisheries biologist Jordan Weeks and the La Crosse fisheries team**

- I would like to recognize my section chiefs **Colleen Storck, Kate Cooper and Ed Lynch**, as well as **Jane Washburn** for their assistance to me during my acting stint as bureau director last year, as well as my first four months as the Waste and Materials Management bureau director. They each deserve individual recognition: Colleen for assisting me with budget, communications and IT; Ed for accepting a reassignment to the hazardous waste program and for accepting the beneficial use workload; Kate for accepting the Solid Waste and Recycling section chief position, and for allowing her staff to assist me whenever needed; and Jane for keeping me organized, for setting up meetings, for assisting me with policy matters (going above and beyond). They also deserve team recognition for the way they assist with managing the bureau during a staffing crisis. **Ann Coakley, director of the Bureau of Waste & Materials Management**

- To **Camille Johnson**, Environmental Science Services Section: I wanted to personally "THANK YOU" for the honor of having you nominate the Hartford Laboratory for the LOY [Lab of the Year] award. It is always a great honor and

special feeling to have someone notice your efforts, especially coming from you. I also want to thank you again for the great job you did on our lab audit. I think that you do a "GREAT" job as an auditor and a teacher and want you to know that "YOUR EFFORTS" do not go unnoticed. **Dave Piquett, City of Hartford, WPCF**

- A shout out to **Michelle Nault** and **Susan Knight**, with the Fish and Habitat Research Section, for providing editing support during the production of Watershed Management's Wisconsin stream field guide. We really, really appreciate your help. **Ronald Dolen, water resources management specialist**

- To **Sally Kefer** and **Dreux Watermolen** of the Science Information Services Section: On behalf of the Wisconsin Chapters of the American Planning Association and American Society of Landscape Architects, I want to express our appreciation to you for your support and participation at the 2010 Annual Conference in Madison on March 4 and 5. Your participation helped make this conference a success. **Gary L. Peterson, President, Wisconsin Chapter of the American Planning Association and Pamela Linn, Past-President, Wisconsin Chapter of the American Society Landscape Architects**

- To **Steve Greb, John Lyons, Alison Mikulyuk, Paul Garrison**, all with the Fish and Habitat Research Section, and **David Webb** of the Environmental Science Services Section for presenting at the 2010 Biologist Statewide Training held March 2-3 at the Central Wisconsin Environmental Station: I just wanted to thank you all for giving presentations at the biologist statewide last week. There was a lot of feedback about all the great speakers we had. I appreciate your willingness to share your expertise with us. **Rob McLennan, DNR's Winnebago Area watershed team leader**

- **Mike Worland**, research scientist in Rhinelander, conducted a great carcass collection event today. With 30+ volunteers and over 300 carcasses, we were able to complete collections, provide samples for two additional research efforts, and have the garage and floor swept, washed, and cleaned by 1 p.m.! Also had a reported drive up from Milwaukee (Journal), who spent a couple hours interviewing and photographing many of the volunteers hard at work. **John Olson, wildlife management furbearer specialist**

- I want to take a minute to **thank everyone** for making the Natural Resources Board tour of our Science Operations Center a success. All our board members conveyed a message of thanks and "wow," they had no idea of all the science ongoing in our programs and building. They were truly appreciative of your efforts, enjoyed the afternoon and left with more confidence in our agencies "science foundation." Thanks to those who pitched in and cleaned their office, a lab, the workshop or other areas of the building. The building showed well! Thanks to those who participated in the actual presentations, a job well done! A special thanks to those who stayed late in the labs and workshop to finish off what was an excellent display of our agency science. Finally, thanks to **Jescie (Kitchell, research scientist)** for pulling together a PowerPoint presentation on short notice and doing it with a smile. **Science Services bureau director Jack Sullivan**

- To **Jen Hauxwell**, chief of the Fisheries and Aquatic Sciences Research Section in the Bureau of Science Services: Thank you so much for inviting me to

the seminar yesterday morning. It was not only informative scientifically but good to see the interdisciplinary 'workings' of DNR staff. **Natural Resources Board member Jane Wiley**

- To **Jordan Petchenik**, Science Information Services Section in the Bureau of Science Services: "Thanks very much for taking the time to look these (questions) over and provide comments on how to get the most of this panel discussion. It has the potential to be a really interesting discussion and open doors to working with new stakeholder groups and legislators." **Cynthia Moore, Recycling Program coordinator in the Bureau of Waste and Materials Management**

- To **Michelle Voss**, Science Information Services Section in the Bureau of Science Services, regarding her work on the 2010 Fish and Wildlife brochure. Michelle, the new brochure looks terrific. Nice work--again. **Kathleen Wolski, Office of Communications**

- To **Karl Martin**, chief of the Wildlife and Forestry Research Section in the Bureau of Science Services, regarding a spruce grouse research presentation **Mike Worland**, Forestry and Wildlife Research Section, gave to the UW-Stevens Point student chapter of The Wildlife Society: I just wanted to let you know that Mike did an excellent job with the spruce grouse presentation last night. Great information, lots of student interest, and his presentation was just the right length. Thanks for arranging for him to come. **Eric Anderson, Professor of Wildlife Ecology, UW-Stevens Point**

- To **Jack Sullivan**, director of the Bureau of Science Services: Thank you for your generous assistance with our 3rd Annual River Cleanup Event on September 19, 2009. Your help enabled the Friends group to continue working toward our mission of protecting and enhancing the Yahara River. Specifically, we really appreciate your coordination to loan 20 pairs of waders for our volunteers to use. We had over 30 volunteers who donated up to six hours of their time cleaning up parts of the Yahara River that flow through the Village of DeForest. Thank you again for all you did to help us engage the community and make a difference for our part of the river! **Friends of the Yahara River Headwaters, Inc.**

- To **Jerry Sullivan**, chief of the Science Information Services Section: This is the best semi-annual report that I've seen submitted for progress on a grant award. Thank you very much. **Michael Bland, U.S. EPA Region 5**

- To people who helped make available a new video showing the treatment of a Germantown pond to rid it of the red swamp crayfish, thanks **Chris Welch**, Science Information Services Section, for reworking the invasives web page to accommodate the video and better highlight our video offerings in this area. **Lisa Gaumnitz, DNR Office of Communication**

- To **Jordan Petchenik**, Science Information Services Section, this process has been amazingly simple. Thank you for your time and understanding! Your feedback has been welcome and appreciated. The web redesign is all about team effort and collaboration. Putting together a rough survey for your folks to help us refine and perfect is an awesome process that really shows the value of Science Services. **John Bushman, Bureau of Technology Services, for**

**development of a usability survey related to the DNR's web redesign project**

- To **Dick Lathrop**, Environmental Science Services Section, for presenting "Bottom Water Withdrawal in Devil's Lake: Combining Science and Engineering to Solve Multiple Lake Management Problems" as part of the 2009 Fall Science Services Seminar Series: Very good. I learned a lot and was very impressed with the data collected, trouble shooting methods and results you are getting from the withdrawal operations. Thank you for sharing with us all! **Christine Lilek, Southeast Region wastewater specialist**
- To **Karin Fassnacht**, Wildlife and Forestry Research Section: I just watched your presentation on Managed Old-Growth and really enjoyed it. You did a great job! **Susan Scobell Wattson, Northern Region WPDES permit coordinator**

I was able to watch the live webcast. Nice job--and an excellent project!!! It certainly will be interesting, and I truly hope it will stay funded. I battle with landowners all the time to leave wood on the forest floor. **Sue Crowley, DNR Forester-Manitowoc County (Both messages regarding Fassnacht's presentation as part of the 2009 Fall Science Services Seminar Series)**

- To **Alfredo Sotomayor**, Environmental Science Services Section, in appreciation of the excellent service he provided to one of our customers: Thank you for the recent audit closure letter dated October 14, 2009. I appreciate the fact that you succinctly summarized the HEM1664 method validation tasks in a step-by-step fashion. That info will be very helpful in explaining to the analyst exactly what is required and will eliminate the possibility of any misunderstanding or misinterpretation. I sincerely thank you for the time and effort that you spent evaluating our facility. As a fellow scientist, I truly value the insight and guidance that you provide to me and my staff during these periodic evaluations and more importantly on an ongoing basis as questions and issues arise. **Craig Martin, We Energies Manager-Laboratory Services**
- Fisheries biologist **Skip Sommerfeldt** and **Paul Garrison**, Fish and Habitat Research Section, received this note of appreciation for articles published in a recent issue of the North American Lake Management Society's magazine **LakeLine**. What a pleasant surprise reading NALMS **LakeLine** today and seeing articles on aeration/lake mixing from both of you! The information in both articles was very relevant and well presented. Paul, your data will provide for a lot of discussion in Hartford later this month in that it answers some questions but begs the question of whether or not some of the basic concepts people had related to the importance of sediment released. Paul and Skip, you've done such a great job maintaining, and now adding, to our knowledge of how to prevent fish winterkill with simple aeration systems. Hope you're training someone to follow in your footsteps. **Richard Wedepohl, retired DNR employee**
- To **Kim Peterson**, Science Information Services Section, for her work on developing an effective survey instrument: It's great to see all your hard work and attention to detail pay off in an amazing response rate. Thanks! **Phillip Spranger, water supply specialist**

- To **Jordan Petchenik**, Science Information Services Section, for his help in developing lake surveys for Short Elliott Hendrickson Inc.: Thanks for your time Jordan! It's been a pleasure working with you on these. I've learned a lot! **Crystal M. Raleigh, Project Engineer, SEH**

Working on one survey last year was tough. With four of them this year, it was really overwhelming. I concur with Crystal. Thanks for your help. I know now how much more time is needed for developing these things appropriately." Dave Blumer, Lake Scientist, SEH

- Environmental Analysis and Review supervisor **Mike Thompson** received a note of thanks about the work of Environmental Analysis and Review specialist **Shelley Warwick**: Sounds like Shelley Warwick is doing a great job on the I-94 project. She called me last Friday about a crusher that had a broken bag on their baghouse and was emitting a lot of dust. I explained the requirements of law in this area, and she went back to the project manager who had the crusher shut down until the baghouse was repaired. I received a follow-up call after she talked to the project manager. Thanks to Shelley for a good job and to you for getting your people a briefing on this before the start of the project. **Air Management supervisor Dan Schramm**

- To **Michelle Nault** and **Meghan Porzky**, both with the Fish and Habitat Research Section: Thanks for taking me along with you during your aquatic plant survey on Connors Lake this week. I learned a great deal and am most grateful for your hospitality. **Water Resources Management specialist James Hansen**

- To **Alison Mikulyuk** and **Michelle Nault**, both with the Fish and Habitat Research Section: Tim and I went out on Lake Delton yesterday in response to a permit application requesting herbicide treatment of [EWM \(Eurasian Water Millfoil\)](#) in the tip of the bay where the Tommy Bartlett shows are done. We did numerous rake tosses there, and some up in the far northwest bay, where limited harvesting of cattails was permitted earlier this summer, and near the inlet of Dell Creek. We were very excited to find a good diversity of native plant species, probably due to absence of carp. We did not do a comprehensive survey by any means, but did not see any evidence of widespread EWM, except in that one bay. Almost no plants are visible anywhere. They are down on the bottom, out of sight. Thank you to Ali and Michelle who did all the detailed identification! **DNR Lake Management coordinator Susan Graham**

- An acceptance letter to **Karl Martin**, Wildlife and Forestry Research Section: Congratulations! You have been accepted into the National Conservation Leadership Institute (NCLI). The process to select this year's NCLI Fellows was very competitive, and we are excited by the high level of professional accomplishment and passion that you will bring to the NCLI. We look forward to seeing you at the National Conservation Training Center in October. **Steve Williams, chair of the National Conservation Leadership Institute**

- Regarding a 2-day aquatic plant identification workshop held at the Kemp Research Station and taught by **Michelle Nault**, **Alison Mikulyuk** and **Meghan Porzky**, all of the Fish and Habitat Research Section: I thought the workshop

was EXCELLENT. What a fantastic opportunity to learn from some of the most knowledgeable people ANYWHERE on this subject. Although I am much less experienced on aquatic plant ID than probably many of those in attendance, I was able to learn a great deal of information. **James Hansen, Watershed**

**Management resources specialist**

- To **Randy Piette**, Fish and Habitat Research Section, for dive support provided to environmental enforcement: **Jack (Sullivan)** Give an "Atta Boy" to Randy Piette for his help. We got a tip that a contractor had not removed material from the demolition of a bridge. It was too deep and stained for us to get much evidence with waders. Randy dove the site and retrieved concrete chunks, and "videod" the entire bottom. Great evidence for enforcement! **Al Stranz,**

**environmental analysis and review supervisor**

- To **Deb Rohrbeck**, Administrative and Management Services Section in the Bureau of Science Services, for support provided to the Air Program: I would like to thank you for helping the Air Program with using Live Meeting at our bureau meeting on April 16th. By having the meeting available with Live Meeting, central office staff who were unable to attend and regional staff will be able to hear the presentations from Patrick DuCharme on "Stress Reduction" and **Tom Joestgen** on "The Use of AEDs and the Stair Chair." Your help at this meeting was another example of the help you provide the DNR and other programs in need. We truly appreciate the assistance you have given us over the years. **John H. Melby, Jr., director of the Bureau of Air Management**

- To Secretary **Matt Frank** acknowledging the work of Science Services fisheries researchers **Matthew Mitro, Paul Kanehl, Mike Hughes, Ali Mikulyuk** and **Michelle Nault**, all in the Fish and Habitat Research Section: This note is to acknowledge the outstanding work of the WDNR Fisheries crew consisting of Dr. Matt Mitro, Paul Kanehl, Mike Hughes, Ali Mikulyuk and Michelle Nault. For the past five years, I have had the opportunity to observe them work under sometimes trying conditions on stream and trout surveys on Elk Creek in Vernon and Richland Counties. Their knowledge and hard work will provide valuable data for Dr. Mitro's studies, which are critical in understanding the needs of trout in Southwestern Wisconsin. You should be proud of these employees. **Dick Peters, Trout Unlimited**

- To **Dreux Watermolen**, Science Information Services Section chief: On behalf of the Wisconsin chapters of the American Planning Association and the American Society of Landscape Architects' boards of directors, I want to express our appreciation to you for being an exhibitor, for allowing your staff (**Sally Kefer** and **Jerry Sullivan**, Science Information Services) to be speakers, and for letting us use your projector and laptop at the WAPAWI-ASLA 2009 Spring Conference in Sheboygan on March 26-27. Your participation helped make this conference a success. **Gary Peterson, president of the Wisconsin chapter of the American Planning Association**

- To **Karl Martin** thanking **Jescie Kitchel**, Wildlife and Forestry Research, for her mapping services: I want to let you know that Jescie Kitchel has produced some large maps for my work with TNC (The Nature Conservancy) of the Military Ridge Prairie Heritage Area that are very helpful. I am using the maps to focus

TNC, The Prairie Enthusiast, and other partners' efforts on acquisition, easement and private lands work on prairies and blocks of grass. The map will help us redefine our boundaries and add new areas for focus. **Steve Richter, The Nature Conservancy, director of Conservation-SW Wisconsin**

- We just posted a Water Division "[2010 Wisconsin Water Quality Report to Congress](#)" containing numerous success stories. This was a real group effort by field staff, programmers and volunteers, and it's nice to highlight some of the key staff involved in this process. **Julia Riley, Water Resources Management specialist**

- The Bureau of Watershed Management's **Paul Luebke**, permit drafter, and Permit Section chief **Susan Sylvester**, along with DNR attorney **Marney Hoefer**, developed the Ballast Water Discharge Permit to set discharge schedules and a strong discharge standard for the approximately 300 vessels annually entering Wisconsin waters from the Great Lakes. This is one the more progressive schedules and treatment standards in the region. DNR also is working with the "Ballast Water Collaborative" to evaluate commercially available treatment systems and whether they could comply with Wisconsin's discharge standard.



## Singing the praises of Northern Region employees

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*Taken from Northern Region leadership team notes*

### Special law enforcement achievements heralded

- The 2009 "All-Around Enforcement Program Award" goes to warden **Russ Fell**, Spooner: Russ does an incredible job of working with his community on everything from youth events, school talks, career days, hosting the Learn To Hunt bear and turkey programs. He also is involved in projects like Walleyes For Tomorrow and grant applications for youth days.

- The 2009 "Outstanding Arrest Award" goes to warden **Jason Bayer**, Phillips: Jason lead an investigation that resulted in a list of charges that were comprised of 12 criminal charges, 35 civil forfeitures, and a jail sentence for a person who was poaching bear, grouse, turkeys, bobcats and a whole host of other animals. In December the case was adjudicated. The defendant is incarcerated and a bond condition also states he can't possess firearms, bows, traps, fishing poles or tackle. Further, DNR wardens have the authority to inspect his residence and outbuildings at any time to confirm compliance without possessing a warrant.

- The 2009 "Public Relations Award" goes to warden **Dan Michels**, Park Falls: Dan attended 15 safety classes including ATV, boat, snowmobile and hunter education; started a Youth Fishing Day at some area trout ponds; plus actively instituted and participated in many learn-to-hunt programs.

- The "Ed Manthei Safety Award" for 2009 goes to **Rick Peters**, Merrill: Rick coordinated a Learn to Hunt Turkey program with the Lincoln County Sportsman's Club; worked with Kippenburg Creek Kids exposing youth to

outdoor related activities including turkey, pheasant and bear hunting; and invested great time and energy into many other local events. Rick also conducts very thorough accident investigations, properly documenting and presenting the information to the district attorney and recreational safety wardens.

**For going above and beyond, "Chief Mug" awards go to:**

- Gross Overbagging Investigations: **Sue Miller, Tom Heisler, Paul Martin, Dave Swanson, Lance Burns, Jon Hagen, Phil Dorn and Chris Spaight.** Gross overbagging of fish represents the utmost greed and disregard for the conservation of the public's fishing resources. Cases were made by a combination of public support, information management and hours of surveillance. Thousand's of dollars of forfeitures, years of license revocations and several thousand fish were confiscated.
- **Nick Nice**, Medford, participated in developing the annual Taylor County Youth Expo held at the fairgrounds, which has become a very successful event.
- **Andy Dryja**, White Lake, hosted two individuals on a youth bear hunt transfer tag program designed after the "Hunt of a Lifetime" program.
- **Jason Bayer**, Phillips, has done an exceptional job responding to complaints and locating illegal baiting and feeding activities in Price County.
- **Rich Thole**, Boulder Junction, developed a historical PowerPoint presentation concerning off-reservation authority of the Chippewa Indians. Rich conducted a great amount of research and took the time to incorporate interviews of current and retired wardens to provide additional information and details on the "fish wars."
- A well-deserved compliment received by warden **Dave Zebro**, regional enforcement leader in Spooner: Congratulations to Dave Zebro, regional forestry leader **Mike Luedeke**, and regional land leader **Bill Smith** for a job well done! In addition, there was outstanding internal cross-program cooperation and communications from parks and forestry staff. The end result was an event without any significant conflicts with citizenry. The cooperation goes a long way in strengthening relationships with our enforcement partners. **Sheriff Dryden for DNR staff support of the Hell's Angels Command Post.**

**A sampling of region's recognition of outstanding work**

- The Northern Region (NOR) Waste and Materials Management Team consisting of employees **Dan Boardman, Sherry Otto, Mary Plamann, Ann Coakley, Connie Antonuk, Steve Ashenbrucker, Jim Ross, Susan Fisher, Bob Germer, Terry Koehn and Tom Bennwitz:** The Team has kept pace with issuing decisions on plan submittals despite the need for staff to shift their areas of coverage and responsibility. Despite the need for staff, this team was able to complete decisions on 46 plans during 2009, with only three plans being considered overdue when the final decision was made. Despite the changes in coverage and responsibility they have also accomplished their other duties such as conducting inspections, responding to complaints, and providing information

and education to the public.

- NOR's **Woodley Dam Removal Team**, made up of **Dan Harrington, Frank Dallam, Heath Benike, Vicky Nelson, Mike Scott, Bill Clark, Bob Germer, Diane Conklin** and **Ed Slaminski**: The Apple River has a clear stretch that has been restored by the removal of a large dam (Woodley Dam) that had been in place for the past century. The Woodley Dam Removal Team has been working with Polk County to get his dam removed since a heavy rain storm caused a dam failure in April 2001. The project was quite contentious. In 2008, the administrative law judge ruled in favor of the DNR, finally clearing the way for Polk County to start the dam removal and stream restoration in fall of 2009. After 100 years, the Apple River is free flowing at this reach.

- **Mike Vogelsang**, fisheries team supervisor in Woodruff, was recognized for his dedication to serving anglers and the fishery resources. He is skillful and diplomatic in dealing with complex and sometimes controversial fisheries issues. He bases his comments and decisions on what is best for the resource and what is best for his employees. His quiet leadership and lead by example style is a real inspiration to his team allowing us to stay on track and focused on fisheries projects in the Vilas, Oneida, Langlade and Lincoln counties.

- **Jon Simonsen**, environmental review coordinator reviews Department of Transportation, local road, and Wisconsin Environmental Protection Act projects in eight counties of the Northern Region. He maintains a delicate balance of preserving the environment while fostering positive working relationships with DOT, consultants, municipalities, and other government agencies. Jon has an inherent ability to see the "big picture" and works diligently to find common sense solutions to problems that can easily become controversial. Jon has a deep appreciation for the wetlands, has extensive knowledge of them and their functional values, and understands their significance in the environment.

- **Judy Freeman**, visitor service associate at the Flambeau River State Forest, has a positive attitude that cascades down to all that she meets. Her outstanding work and assignments that she has taken on beyond her normal duties come include creating systems to track ownership easements and land use agreements, along with systems to track expenses and budgets for multiple ongoing outside projects. She takes her fiscal responsibilities seriously. She now plans on maintaining and improving the website for the forest and maintaining it with periodic updates.

- **John Sager**, hydrologist and emergency response coordinator, is a project manager in remediation and redevelopment, and is also the regional spill coordinator. John does an excellent job of coordinating with all the internal and external people associated with overseeing the safe cleanup of hazardous substance discharges to the environment. John typically works on more than a hundred spills of varying sizes, a year.

- **Kristin Hess**, real estate specialist, provides invaluable service in her role as real estate specialist in the Headwaters area. State properties in each of her counties (Florence, Forest, Lincoln, Langlade and Taylor) have several issues involving the complications that arise in the course of property ownership. Kris has a strong belief in standing up for and protecting the resources that are

purchased with public dollars and managed in trust for the citizens of the state.

- **Kurt Dreger**, superintendent of Interstate Park, has overseen small, medium and large development projects with an eye on saving energy and “going green.” He has revitalized the solar powered water system in the southern end of the park with plans for additional “green” improvements. Kurt has also taken the lead in managing Straight Lake State Park and Wildlife Area which is in the beginning stages of increased visitation and development.

- **Dan Houston**, waterway and wetland expert, is well know for his problem solving skills and is often given unusually difficult assignments, including resolving an issue that concerned the leadership of the Red Cliff Band of Lake Superior Chippewa Indians related to the proliferation of permanent crib piers along the Lake Superior shoreline. Dan assembled a team of biologists that included representative from the tribe to map public rights features along the shoreline of Chequamegon Bay. This information will provide protection of these features through the development of a unique solution to a thorny issue.

- **Bonita Kotila**, operations program associate, literally is the glue which holds our Northern Region’s wastewater data management together. Through her efforts, our work is presented clearly, concisely, consistently and competently to both, our external operators and officials as well as the wastewater staff team. Her knowledge and expertise of the SWAMP database is used to screen violations which inevitably results in zero unaddressed violations on the program report.

- **June Pagel**, payroll and benefits specialist, is appreciated for her caring and helpful attitude as well as her devotion to helping the region and the agency keep payroll and benefit information accurate. June does a great job interpreting the requirements in each special circumstance she is asked to review and is very thorough and accurate in explaining the nuances related to a specific situation.

- I just wanted to take a minute to tell you (**Tom Duke**, forestry staff supervisor in Antigo) that your employee **Brian Schwingle** (plant and pest disease specialist, Rhinelander) has really gone above and beyond to assist me with several questions I've recently had. My husband and I own land in Mercer WI, and Brian has walked me through solutions and options to all of the concerns I've brought to his attention. I really feel he is a valuable resource not only to the people that live in the state, but also to the many acres of forest in our Northern County's. Tami Werra, Mercer

- Compliment for **Neal Baudhuin**, Rhinelander; **Mike Wagner, Hayward**; **Paul Yeung**, central office; and **Steve Dunn**, central office: I was recently made aware of a very nice compliment you all received by Butch Johnson at a public meeting for your work in supporting his company's (Flambeau Papers) efforts at turning the Flambeau mill around. It is nice to have you receive public recognition for all of the hard work you have put in to that project. Thank you very much for representing the department so well! **Al Shea, administrator of the Division of Air & Waste Management**

- The [Wisconsin Wildlife Federation](#) recently recognized several DNR employees at its annual banquet. In addition to chief conservation warden **Randy Stark**, who was named the “2010 Conservationist of the Year,” **Bill Blust**, fisheries

technician, and **Dennis Pratt**, fisheries biologist, both of Superior, received the “Water Conservationists” of the year award; director of the Bureau of Forest Management **Bob Mather** took home the “Forestry Conservationist” award; and warden **Jeremy Peery**, Ladysmith, was named “Conservation Warden” for 2010.



## Video trains staff on drug grow operations on public lands

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In the April 22 issue of “MyDNR Digest,” the story [“State ramps up efforts to deter illegal drug activity”](#) the Bureau of Law Enforcement and the Bureau of Wildlife provided information on recognizing and reporting illegal drug growing operations on public lands. A video now is available to train DNR employees in seven topic areas ranging from identifying marijuana plants, to reporting illegal drug activity, to assuring employee safety. Actual case studies of drug grows found in Wisconsin are referenced.

**James Robaidek**, wildlife technician, and **Mark Schraufnagel**, conservation warden, conduct the online training on [“Marijuana Grow Operations on Public Lands.”](#) The video is about 16 minutes in length.

DNR chief warden **Randy Stark** recently also sent out to his staff the CNN story [“Pot farm discovered on state property”](#) about illegal drug growing locations found in Oklahoma.



## Retirement planning workshops scheduled around state

By: Employee Trust Fund’s April 26, 2010 Employer Bulletin

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*Learn the stepping stones to retirement*

Representatives from the federal Social Security Administration, the Wisconsin Retirement System and the Wisconsin Deferred Compensation Program (WDC) will host four informational workshops for public employees in May. Workshop attendees will learn more about using these programs as stepping stones to financially prepare for retirement.

The retirement workshops are free and no prior registration is required. The following workshops run from 6 p.m. to 8 p.m.

**Platteville:** Wednesday, May 5, 2010, UW-Platteville-Nohr Gallery, located inside the Ullsvik Building at the corner of Hickory and Main streets in Platteville.

**Rice Lake:** Tuesday, May 11, 2010, Wisconsin Indianhead Technical College-Conference Center at 1900 College Dr. in Rice Lake.

**Wausau:** May 12, 2010, Northcentral Technical College-Health Science Center

Auditorium at 1000 W. Campus Dr. in Wausau.

**Oshkosh:** Tuesday, May 18, 2010, Oshkosh North High School-Auditorium at 110 W. Smith Ave. in Oshkosh

For more information, call the WDC office toll free at 1(877)457-WDCP (9327) and select option 2, when prompted.



## Legislative session over, bills are ready for governor's signature

By: Paul Heinen, Office of the Secretary

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The 2009-2010 Legislative session has come to an end. There are DNR-related bills on Governor Jim Doyle's desk awaiting his signature. The "MyDNR Digest" will include a story on the disposition of all of these bills, after the governor has reviewed them all.

For the most recent status of legislation, take a look at the ["2010 Bill Tracker."](#)

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



## Celebrating Earth Day not a one-day event

By: Carrie Morgan, Office of Communications

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*A central office fair one day; the daughter of "Father of Earth Day" another*

### **Bike more, help pull garlic mustard, plant a tree, use reusable containers...**

These are just a few of the Earth Day pledges added by DNR employees to the "Tree of Pledges" at the Earth Day Education Fair held in the central office on April 22.

It was a beautiful day for staff to learn more about the education programs the department offers to children, teachers and the general public. Folks made "recycled" art projects, participated in the water Olympics, tried their hand at pop-can fishing, and got a tattoo--washable of course. Indoors, staff from a variety of programs answered questions, provided materials, and gave away red oak seedlings, courtesy of the Division of Forestry.

Employees also determined their "greenness" at the "How Green Are You?" air education booth. Music and ice-cream during the lunch hour added to the festivities, along with raffles for reusable bags, EEK! waterbottles, Project Learning Tree t-shirts and solar calculators.

If you missed the Earth Day Fair or aren't in central office and want to try the climate change "How Green Are You?" online challenge, go to the ["Climate Change Roles"](#) webpage and give it a try. More than 60 percent of staff who evaluated their "greenness" achieved the highest rating as "Green Gurus."

## **Tia Nelson will talk about life with her father, the "Father of Earth Day"**

Former Wisconsin governor and [U.S. senator Gaylord Nelson](#) started his family as well as the nation on an environmental journey. Daughter [Tia Nelson](#) will offer a "Reflection on Earth Day" at the Wisconsin Historical Museum, 30 N. Carroll St. in Madison on Thursday, May 13, 2010 from 7 p.m. to 8 p.m.

Nelson will share stories about her internationally-renowned father and his influence on her own environmental "journey," reflecting on the environmental challenges of the past as well as the future.

Nelson's presentation will be in conjunction with the Historical Museum's exhibit about her father, "[Gaylord Nelson and Earth Day: The Making of the Modern Environmental Movement.](#)"

**Footnote:** *Carrie Morgan is a natural resources educator.*



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**For More information:** Contact [Diane Brinson](#) - Digest Editor, Phone: (608) 266-5215

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