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DNR rangers lead life-saving effort on broken Mirror Lake ice

By: Ed Culhane, West Central Region

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When Lee Howard drove his pickup truck onto Mirror Lake on Monday, December 6, the ice was only four to five inches thick. Amazingly, nothing happened to the driver and his truck for 200 feet, and then the ice gave way.

Howard had just enough time to punch 911 into his cell phone and tell the operator he'd broken through the ice by the boat landing on Mirror Lake. Then Howard, his truck and his cell phone were submerged in the frigid water, and the connection was broken.

DNR park ranger **Larry Evans** was first on the scene. The boat landing is located at the end of a finger of water, and a boardwalk along the south side of that finger allowed Evans to get within 30 feet of Howard, who was out of the truck and in the water, clinging to the edge of the broken ice. The roof of the cab was visible at the water line.



Frozen Mirror Lake provides the backdrop for Mirror Lake State Park ranger Larry Evans (left) and ranger/superintendent Paul Zajackowski just days after rescuing a pickup truck driver from the icy waters.

WDNR Photo

Evans yelled out, asking if there was anyone else in the water. Howard, in shock and fading quickly, managed to say something like, "No, I'm the only dummy," and that was the last response Evans was able to get.

Howard, who'd been in the water about seven minutes at this point, moved to the back of his truck and

gained a foothold that enabled him to push-pull himself onto the ice shelf. He tried crawling forward on his elbows, but hypothermia and shock had weakened him, and he collapsed. He wasn't moving, and he no longer showed any signs of consciousness.

DNR wardens and rangers are trained to stay calm in emergencies and to make good decisions. Evans knew that if he walked out to the edge of the broken ice, his weight, along with the weight of the large man lying there already, could cause them both to crash through, worsening Howard's chances and creating an additional problem for rescuers.

Evans took off his equipment belt and tried to use it as a lifeline, but it wasn't long enough and Howard wasn't responding. At this point, DNR ranger and park superintendant **Paul Zajackowski** arrived. With each of them holding one end of the belt they formed a two-man chain and Evans crawled out to Howard. But with both Zajackowski and Evans on the ice, they couldn't get sufficient traction.

Then, a Sauk County sheriff's deputy arrived, took hold of Zajackowski and with the three of them in a chain, they began the arduous task of pulling Howard off the snow-covered ice. A firefighter joined the chain. As they pulled, snow and ice plowed up in front of Howard's body and stopped their progress, so Evans used his hands to clear it away and they kept pulling. They got him onto the boardwalk where a Dells-Delton EMS ambulance crew had arrived to take over.

A University of Wisconsin Med Flight helicopter was en route. Howard wasn't unconscious, but he could neither move nor speak. He was dangerously hypothermic. After emergency on-scene treatment, he revived enough to express his fear of helicopters, something left over from his service in the Viet Nam War. There was talk of using a sedative. Whether or not that happened, Howard was loaded onto the helicopter and flown to UW Hospital.

"He is very lucky, I think," Evans said later. "I was on the ice for about four minutes and by the time we got him off, my hands were in severe pain." It took about three days for Evans to recover full use of his hands.

The Sauk County Dive and Rescue Team went into the water to make sure Howard had been alone in the truck. Firefighters, using chain saws and towing cables, pulled the truck out that same afternoon.

Howard's cell phone call while his truck was sinking gave him a fighting chance. He wouldn't have made it out on his own. But it was DNR rangers Evans and Zajackowski, along with the Sauk County emergency responders, who saved this war veteran's life.

UW Hospital officials said Howard was treated in their emergency room for several hours and released later that evening, in good condition.

Editor's Note: *Read more and find photos of the Mirror Lake ice rescue in the ["Baraboo News Republic."](#)*

Footnote: *Ed Culhane is the public affairs manager for the West Central Region.*



Supervisors: TOPjobs will bring interns to DNR next summer

By: Rudy Bentley, Bureau of Human Relations

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It's time for supervisors to start thinking about developing positions for the Targeted Opportunity Program-Jobs (TOPjobs) program for the summer of 2011. Although 2010 was the DNR's first year participating in the program, the agency is proud that it hosted 23 interns, more than any other state agency, including the University of Wisconsin.

As the most visible summer intern program administered by the State of Wisconsin, TOPjobs is a statewide internship program. The Department of Administration's (DOA) Office of State Employment Relations coordinates the program.

TOPjobs helps students in institutions of higher education who may be interested in pursuing a career

with the state by providing them practical, on-the-job experience, at a time when retirements loom likely and diversity is a business imperative. The interns receive compensation for their work.



Some of the 2010 TOPjobs interns who worked with DNR staff joined **Carrie Mickelson** (top middle) and executive assistant **Mary Ellen Vollbrecht** (lower left) on a pleasant summer day on the GEF 2/3 patio. Left to right: Evan Lewis, Virk Par Winder, Lu-Venus Mayas, Soua Lor, Nicole Martinez; Chukwama Offor, Amy Schmidt, Angela Jones and Christopher Cole.

WDNR Photo

Many agencies and UW campuses find the opportunity presented by TOPjobs to be a useful recruitment tool. Since the inception of the program in 1974, more than 2,700 students have been placed as interns in more than 30 different state agencies and university campuses.

DNR supervisors saw mutual benefit in TOPjobs this year

DNR supervisors found the 2010 TOPjobs program rewarding and were unanimous in their positive perceptions of the program. Following is a collection of comments from some of those supervisors.

Natural resources educator **Kathleen Harris**, Peninsula State Park on TOPjobs intern Paula Olig:

"Peninsula State Park hired Paula Olig, an environmental science and policy graduate student at UW-Green Bay, to coordinate invasive species management projects at the 3,770-acre property.

"Olig's efforts included managing invasive species garlic mustard control pulls with 14 volunteers logging over 28 hours and more than 150 bags filled to date. Volunteers taught school children about invasive species on spring field trips, and sprayed 50 selected campsites for poison ivy over a six day period."

"This opportunity," said Olig, "has given me a better understanding of resource management through invasives control, the skills needed to teach the significance of management to the public, and how to recruit people for gratifying stewardship activities."

Watershed specialist **Jim Fratrack**, Milwaukee, on TOPjobs intern Grover Bennett:

"Grover has fit right in with staff, he learns very quickly, works well on his own, is helping us a lot with the stormwater program, and he has a very positive attitude, said Fratrack. He is a good person to be around. We are very happy he is with us this summer."

Deputy bureau director for Watershed Management **Susan Sylvester** on TOPjobs intern Amy Schmidt:

"We hired an engineering student, Amy Schmidt, to work on wastewater issues. She has been a very quick study and has produced a significant amount of work in a very short period of time. She has processed data; worked on spreadsheets and flow charts needed to implement our new thermal rule; prepared operator certification training booklets; and responded to operator questions about annual reports and new rule requirements. It has been a very positive experience for us. We are very pleased with her performance and dedication to quality work," Sylvester reported.

Many supervisors said that if their budgets permitted, they definitely would participate in next year's program. And, many interns indicated they would apply for next year's program.

DNR Secretary **Matt Frank** believes in this program and hopes to see the level of participation in last

year's program repeated this year.

Email questions about the TOPjobs program to me, [Rudy Bentley](#), or call me at (608)267-9481. Additional information can be found at the Office of Employment Relations' "[TOPjobs—Summer Internships Program](#)" website.

Footnote: *Rudy Bentley is director of the Office of Diversity.*



Submit year-end time/travel reports by December deadlines

By: Roy Pedretti, Bureau of Human Resources and Jane Launderville, Bureau of Finance

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Payroll and time reporting

Time reports for the pay period ending December 18, 2010 **must be submitted** to your supervisor by 9:30 a.m. on Tuesday, December 21. All LTE hours must be submitted by this deadline in order to receive a check on December 30.

Amended time reports to change leave types **must be submitted** and approved no later than 9:30 a.m. on Tuesday, December 21. It takes two complete pay periods before an amended time report is fully processed. Submitting amended time reports by this deadline will prevent the transactions from crossing calendar years, as well as delays caused by manual processing.

Employees retiring during the current pay period or the pay period ending 1/1/11, **must submit** all time reports through their retirement date in order to facilitate the close-out process. Submit your time reports as one of your last housekeeping duties upon retiring.

Employees going on extended vacation through the end of the calendar year and/or into 2011 **must submit** their time reports for their vacation. To submit time reports for a future pay period, click on the "Extended Leave Time Report" button. Time reports for the pay period ending January 1, **must be submitted** by 9:30 a.m. on Tuesday, January 4, so this leave is processed in the correct, 2010 calendar year.

December 24, 25, 31 and January 1 are legal holidays. If these holidays occur on your regularly scheduled work days, record your Saturday/legal holiday hours on these days, unless your supervisor directs you to work on the holidays to meet a compelling business need. Contact your [payroll representative](#) if you have questions regarding this requirement.

Approved annual leave and compensatory (comp) time carryover requests **must be received** by your payroll representative no later than Tuesday, December 28 at 4:30 p.m.

TRIPS and manual travel voucher approval dates altered for December

If you want reimbursement for travel expenses included in your December 30 paycheck, you **must submit** your TRIPS Travel Voucher to your supervisor for approval by December 17. You **must submit** TRIPS Travel Vouchers with attached travel expense receipts, as well as manual travel vouchers, to your [central office](#) or [regional](#) finance specialist by December 17.

Your 2010 W-2 tax statement will reflect reimbursements of travel that appears on your December 30 paycheck. If finance specialists don't receive travel vouchers by the December deadline, reimbursements will appear on a paycheck in 2011 and, therefore, will be reflected on your 2011 W-2.

Footnote: *Roy Pedretti is chief of the Payroll and Benefits Section, and Jane Launderville is chief of the General Accounting and Purchasing Section.*



Secretary Frank updates board on Climate Change Adaptation

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Reprint of statement to the Natural Resources Board on December 8

In the fall of 2007, the Wisconsin Department of Natural Resources and the University of Wisconsin-Nelson Institute launched the Wisconsin Initiative on Climate Change Impacts (WICCI). Since then, the initiative has grown to include representatives from other state and federal agencies, several UW system schools, tribal organizations, businesses and nonprofit groups.

We are collaborating to understand the long-term impact of climate change on our state's ecosystems. The state's landscapes, surface water hydrography, groundwater regimes, and ecoregions may well look quite different in the future from those that we know now. Climate change may affect water supplies in our watersheds, lead to more severe flooding and more prolonged droughts, impact water treatment systems, increase wildfires, further spread invasive species, affect our forests and plant growth, cause relocation and stress on our wildlife and fisheries, and impact our economy and outdoor recreation. Successful management of our natural resources will depend on first, our ability to understand and predict the impact of climate change on the state's ecosystems, and secondly, on how well we have planned for managing this change in both our natural environment and the human "built environment."

The Wisconsin Climate Change Initiative is performing the seminal work of predicting what ecosystem changes across our water and landscape will likely occur as the North American climate changes. We have laid the foundation for a collaborative research network that will continue to provide us with the science and data necessary for sound natural resources management in the future.

The initiative is gaining national and international recognition for both its breadth and scope. Examples include our work with the United States Fish and Wildlife Service and other states on the Land Conservation Cooperative initiative, our agreement with the Michigan Department of Natural Resources to collaborate on climate change issues, and a climate change workshop in Manitoba our staff presented this past summer.

The Wisconsin Natural Resources Board has provided an important public forum over the last several years to highlight the importance of climate change in the management of Wisconsin's natural resources. The potential impacts of climate change are forcing us to change how we think about and manage these resources. Staff across divisions, programs, bureaus and regions, have already begun this important work.

We must organize this work as part of a cohesive and coordinated agency strategy. To this end, we have begun the work to develop a Climate Change Adaptation Plan (CCAP) that will guide the department's adaptation strategies. This plan will develop a basic framework for the sustainability of fish and wildlife, as well as the state's diverse land, forestry and water resources, in the face of climate change. At its essence, this plan will allow us to thoughtfully and strategically consider options for managing the coming changes. The plan will:

- Identify and plan for the potential impacts of climate change;
- Identify strategies to reduce resource vulnerabilities;
- Incorporate consideration and analysis of potential climate change impacts when undertaking long-range planning exercises, setting priorities for scientific research and investigations, and developing multi-year management plans;
- Provide a framework for inter-Divisional coordination; and
- Position the Department to be eligible for federal funds, make informed staffing and funding allocation decisions, and coordinate climate change adaptation efforts at the local, state and federal level.

This plan touches all of DNR's programs, and therefore involves the participation of all

Divisions within the DNR. Internal workshops are being planned to bring together department scientists, field staff and managers to identify specific adaption scenarios. These findings will establish a draft framework to take to the larger conservation community through a public input process. Our goal is to present the final Adaptation Plan to the Natural Resources Board in the spring of 2012.

The DNR's Adaption Plan will be a blueprint for action in a time of uncertainty. By working together on this plan, the Department will lay the foundation for informed decision-making to ensure the long-term sustainability of the natural resources of our great state.



“Wall of Honor” arises to honor fallen wardens

By: Randy Stark, Bureau of Law Enforcement

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All give some, Some gave all.

I'm pleased to announce that the "Warden Wall of Honor" in the Natural Resources Building (GEF 2) is completed. For many years we've wanted a place to honor the conservation wardens and special wardens who've given the ultimate sacrifice of their lives in the line of duty on behalf of the citizens and natural resources of Wisconsin.



The "Wall of Honor" recognizes the ultimate sacrifice of seven fallen conservation wardens.
WDNR Photo

This project wouldn't have been possible without the financial assistance of the Wisconsin Conservation Warden Association. With WCWA's help, we've been able to make this project a reality. I'd also like to thank **Bill Engfer** (Homeland Security and Strategic coordinator for the Warden Service) for his work on this project and bringing it to fruition.

The "Wall of Honor" is located on the eighth floor of GEF 2, as you get off the elevator and walk toward the Law Enforcement Bureau on the north side of the hall.

There's a plaque for each fallen warden, with their photo and their brief story engraved on it, along with a

badge mounted on the plaque. On the table below the plaques is an American flag in a display box, which also contains a replica of the badges worn by these wardens and a note reflecting that they gave the ultimate sacrifice in the line of duty.

If you're in GEF 2, or just in Madison, I encourage you to stop by and take a moment to honor those who went before us and gave all in the line of duty in service to conservation.



"The Fallen Warden's Badge: Accepted with Eagerness, Worn with Pride, used with Judgment, Carried Until Death"

WDNR Photo

Read about those who gave all:

- Special conservation warden [Albert E. Reif](#). A special conservation warden holds law enforcement credentials and limited enforcement duties.
- Special conservation warden [Neil L. LaFave](#)
- Conservation warden [Alfred P. Vander Kelen](#)
- Conservation warden [Mark H. Russell, Jr.](#)
- Conservation warden [Robert B. Markle](#)
- Conservation warden [Andrew A. Krakow](#)
- Conservation warden [Einar P. Johnson](#)

Footnote: *Randy Stark is DNR's chief warden and director of the Bureau of Law Enforcement.*



Around the state...DNR employees shine

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Central office success stories

- Hi **Tim (Lawhern)**, DNR warden and hunter education administrator, Madison): Congratulations to you and everybody else involved in hunter safety and law enforcement for a fatality-free deer season. You do great work. *Regards, Scott Hassett (former DNR secretary)*

(From Lawhern to Hassett) Thank you kindly! Many people and specific strategic maneuvers all played a part in making this happen. It was easy for me to predict two years ago that sometime within the next 5 years we'd have a fatality-free season. I had been watching the statistics since 1994 and planned a specific course of action that would address the issues that we always seemed to face. The years we

spend the most funding in PSAs and outreach are the years we have the safest safety records. Knowing how our citizens receive and digest information is critical to our success. Our volunteers also have been trained in the artistry of the "sound bite." Department staff have also been indoctrinated with this as well. Knowing the 4-basic rules of firearms safety; knowing that deer drives can only be safe if properly planned and implemented; knowing that making the right choices for hunting partners could be critical; knowing that it's never acceptable to assume your target is a deer (you must know); and knowing that engraining these things into the minds and habits of our hunters is what brought us to this year. Everybody deserves a piece of the credit...everyone that has ever been an instructor, warden, or department employee that helped us meet this mission was important. Finally, having the foresight, vision and support to implement our strategies within the hunter education program played off. Thank you for thinking of us Scott! Hope all is well with you and you have a wonderful holiday season. *Tim Lawhern*

- Hi **Laurel (Steffes)**, director of the Office of Communication: I wanted to take a minute to thank you and all the **PIOs (public information officers aka public affairs managers)** for another great job messaging things relating to deer season. As I indicated in the deer season email, this is a team effort. I'm convinced our safety record is in part a reflection of the great work our communications staff does. I know you folks work very hard to get our messages out, and I want you to know it is appreciated. On behalf of the warden service, THANKS A BUNCH!!! **Randy Stark**, DNR chief warden

- Dear Ms. **(Kimberley) Currie** (chief of the Business Management Section in the Bureau of Parks & Recreation): I just received my state park/trail id card, and as (a) disabled Vietnam vet, I would like to thank the department of natural resources and the state of WI. for this benefit. Wisconsin always has treated their vets with dignity and respect, and is probably the leader in this area. I am very proud to be a life long resident of this great state. Again thanks to all. *Sincerely: Tom Vaughn*

Northeast Region success stories

- **April Dombrowski**, warden supervisor at Oshkosh: Thanks so much for speaking at our last general meeting! The information you provided was great and your presentation wonderful. *Stacy Frakis, Paynes Point Hook and Spear Club*

- We landed on a sandbar in 40 degree water. After calling the Coast Guard and Brown County sheriff, wardens **Chris Groth** and **Dave Allen** (both in Green Bay) showed up. They assessed the situation and determined that it would be best for us to get into their boat and warden Groth would don waders and try to push my boat off the sand bar. Within 15 minutes we were on our way, dry but embarrassed with no damage to my boat. I am a recently-retired captain from the Milwaukee County Sheriff's Department having supervised our Marine Unit, which adds (to) the embarrassment of the situation. **I have worked with a number of wardens during my tenure and have found them all to be courteous, professional and competent.** While ours wasn't a major situation, sometimes how officers handle themselves in the more routine/daily duties speaks more of their character than at a major incident. I have to compliment both wardens Groth and Allen on their professionalism and demeanor, while maintaining the highest standards of the WDNR as they assisted us. *Keith Zauner*

- I would like to personally thank **everyone that worked on the Oconto County Forest this year!!!** Without this commitment and dedication from the WDNR, the Oconto County Forest would not be what is today. Thanks again and great job! *Bob (Robert Skalitzky, Oconto County Forest and Park Administrator)*

- **Ryan Koenigs**, a fisheries (technician) LTE (limited term employee) at Oshkosh and a masters (degree) student at UW-Oshkosh, has been chosen by the AFS North Central Division Walleye Technical Committee to be the 2010 Sander Award recipient for the excellence of his work on "Age Validation of Walleye in the Winnebago System." Ryan will receive a \$100 travel grant to attend the

Midwest Fish & Wildlife Conference in December in Minneapolis; and the NCD has asked the WI Chapter of AFS to match their \$100 award as an additional grant to Ryan to help defray costs of attending the meeting. Ryan will receive his award during the NCD Business meeting on Sunday, December 13, and will be presenting his findings in an oral presentation at the conference at 8:30 a.m. on Tuesday, December 14.

- Warden **Jim Horne** (Shawano): I have been hunting in Shawano County, Unit 47, around the Bowler area for a little over 31 yrs. I have had contact with warden James Horne for quite a few years, longer than I can remember. I want it to be known, that he is an incredible asset to the WI DNR, the State of Wisconsin and a great ambassador for the state workers in general of Wisconsin. I have been in Law Enforcement for 21 yrs and have 8 yrs of service with the state. Warden James Horne is professional, knowledgeable, helpful, and takes his job very seriously. My hunting party looks forward to seeing him every year and feels safer knowing he is patrolling our area. (We have older members). Every time we have contacted him about a possible violation, his response time is unbelievable. Being a sportsman for so many years, I have come across other wardens and none have I had the need to send a letter of appreciation to or for. Please keep him as "our" warden in our area. Please forward this letter to him and his supervisor and if you have a "State Employee" or "Warden/ Law Enforcement" of the year award, he has my vote! Please let him know that we thank him and appreciate what he does and, if and when we can, are willing to help him anytime. Wardens have a very high risk in their jobs, and as long as we are there, he will never have to worry about back up. We are also there for him. Thank you for your time and have a Happy Holiday! Be safe!!

Southeast Region success stories

- I would just like to extend a very heartfelt thank you for allowing **Julie Atkisson** (office associate, Milwaukee), **Eric Amadi** (hydrogeologist, Milwaukee), **Andre Ash** (electronics engineer, Milwaukee) and **Heide Jasso** (environmental program associate, Milwaukee) to assist and conduct the NASP archery clinic at Starms (Frances Starms Discovery Learning Center). It was very well accepted and the enthusiasm is very high. It is my hope that this will continue into the far future as to meet some of our strategic goals.

Without the assistance of the above mentioned individuals, this event would not have moved as smoothly.

Again thank you from the bottom of my heart and I hope we will be able to do this again. **Gervis (Myles, conservation warden, Milwaukee)**

- Congratulations to **Randy Cooper** (forester, Sturdevant) who donated trees from his personal tree farm to the Trees for Troops program. Randy stated: The Trees for Troops project is something Christmas tree producers are glad to be a part of because of the appreciation they get to show the troops for their service. It's a neat thing to send a little bit of home to our servicemen.

- Congratulations to **all Southeast Region staff** who donated school supplies to Frances Starms Discovery Learning Center. The principal of the school sent the following message to **Gloria (McCutcheon, Southeast Region director)**:

On behalf of the students, staff, and families at the Frances Starms Center, I thank you and your staff for your generous donation of school supplies to Frances Starms Discovery Learning Center. The notebooks, paper, flash drives, monetary donations, and other school supplies have already been put to great use. I appreciate your willingness to support my students and their families with your generosity, your time, and your resources. It is clear to me that the Southeast Region of the Department of Natural Resources is dedicated to the community you serve.

Andre Ash, **Carrie Mickelson** (CAES division administrator), and **Marcus Smith** (Southeast Region

public affairs manager) have been phenomenal in serving as liaisons between the DNR and Starms. Andre, especially, has devoted numerous hours toward ensuring that our burgeoning partnership is a successful one. For that, I will always be grateful. Your team is to be commended for the impact that they have upon our overall school program.

As we embark upon a new partnership with your organization through the Adopt-A-School program, I encourage you to think of ways that our school may also support your organization.

Gloria responded: Thank you for the expression of appreciation on behalf of the students, staff, and families at the Starms Center. An electronic letter is a fitting way to support and show leadership in conservation. I will share your letter with Southeast Region staff and Secretary Frank as well as others in the Department. You have noted the special liaison work of Andre Ash, Carrie Mickelson and Marcus Smith. Their investment of time and attention is representative of the generosity of all Southeast Region staff who participated in the Adopt-A-School program. I look forward to our continued partnership and will contact you to discuss future steps and ways for your school to enhance our organization.

West Central Region success stories

- To **Matt Frank**, Secretary, Wisconsin Department of Natural Resources: We live in difficult times, there is so much criticism of government, it is amazing anyone would dedicate themselves to service.

I want to share a bit of our experience with you regarding our "creek project." I wrote you earlier with concerns about whether it was actually going to happen prior to the expiration of the grant funding.

As it happened, things came together well. The project commenced with **John Sours** (fisheries technician, Eau Claire) **and others of the Eau Claire DNR office** meeting at the site explaining the plan and listening to the concerns of town board officials, property owners, and other interested folks. They were highly effective at enlisting the support of all parties concerned. The project activities began with moving in heavy DNR equipment and "digging in."

During the construction I repeatedly heard and observed myself the surprising industry of these folks. I have known some excellent equipment operators but frankly, I have never seen better nor more conscientious people. John was constantly on the job and his crew performed admirably. The net result was completion of a beautiful project with all parties ecstatic with the results. Our creek and community is greatly improved as a result.

I historically have favored the use of private contractors and while I know most of the quality excavating contractors in our area who have the means and manpower to do a project of this size, none have the expertise to do the type of design in the manner in which John and his crew achieved. I believe this project to have been done best as it was.

We are very proud of what was accomplished here by your people, we hope you are too.

Wisconsin has a great legacy in the conservation area. Do not let those who would complain unfairly deter us from that mission. *Respectfully, John Albers, AgResource, Inc.*

- **Deb (Dix)**, environmental enforcement specialist, Wisconsin Rapids), **Brad (Johnson)**, wastewater specialist, Wausau), **Ashley (Gray)**, air management engineer, Wausau): Great work! As **Tom (Woletz)** points out, this is highly unusual coming from the defendant in an enforcement action. *Thanks and commendations, Scott Humrickhouse, West Central Region director*

From Tom Woletz: Settlement of a long outstanding enforcement case. See note from Abbeyland's attorney. Not often that you get a note complimenting the department staff on their professionalism during the course of a settlement agreement. *Regards, Tom*

From Deb Dix to **Scott Watson**, basin supervisor, Wausau) **Jeffery Johnson** (environmental engineer supervisor, Eau Claire) and Tom Woletz: FYI - your staff are awesome!!!!

I have been authorized by Abbeyland to sign the stipulation and order for judgment, a copy of which is attached. I will mail the hard copy with my original signature to you. We very much appreciated your

high degree of professionalism and courtesy in resolving this matter. The same goes for Deb Dix, Ashley Gray and Brad Johnson. We are glad for the resolution of this matter, and I do look forward to seeing you again under different circumstances. Have a great weekend! *Russell W. Wilson, Ruder Ware, L.L.S.C.*



Show Stewardship pride and support with anniversary clothing

By: Laurel Steffes, Office of Communication

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Are you proud of Wisconsin's [Knowles-Nelson Stewardship Program](#) and the Wisconsin landscape it's preserving for our kids and grandkids? If so, a new line of Stewardship clothing let's you show that pride to the world.

Wisconsin is blessed with ecosystems and natural resources that not only provide recreational opportunities and personify our historical landscape, but support forestry, tourism and a host of family-supporting jobs. To protect these natural assets, 2007 Wis. Act 20 reauthorized the Knowles-Nelson Stewardship Program at \$86 million per year.



Wabikon Lake is part of the Connor Stewardship project in Forest County, east of Crandon near state highway 8. Photo taken by Jim Schumaker

The Stewardship Program is the primary funding source for land acquisition for conservation and public outdoor recreation in Wisconsin. Since the program was established in 1989, it has been invaluable to Wisconsin's outdoor heritage ensuring that the last pristine parts of Wisconsin are conserved. Over the last 20 years, Stewardship has helped land trusts, local governments and the state protect almost 580,000 acres for outdoor recreation, fish and wildlife habitat and endangered species.

In addition to funding state land purchases, the Stewardship Fund provides matching grants to local governments, local land trusts, hunting and fishing organizations and other non-profits, effectively doubling the state's buying power and leveraging private dollars into land acquisition and protection.

Building on the legacy of Muir and Leopold, and the legacy of the program's namesakes Gov. Warren Knowles and Sen. Gaylord Nelson, the Stewardship Program reaches into every corner of Wisconsin to provide public places for our citizens and visitors to recreate and to connect with Wisconsin's natural world.

A new line of clothing sporting the Stewardship 20th Anniversary logo now is available from a Wisconsin business, Company Casual. Go to [Company Casuals](#) website to order your sweatshirt, embroidered golf shirt or screen printed t-shirt for yourself, your family and your organization. Items are available for as little at \$8.32 plus shipping.

Show your pride and remind your friends how that favorite hunting, hiking or wildlife site came to be by wearing the Stewardship logo. Wisconsin is dedicated to conservation and to passing along to future

generations the beautiful places we enjoy today. Remind people how we get that done with a Stewardship apparel item.

Footnote: *Laurel Steffes is the director of the Office of Communication.*



Secretary Frank comments on possible delisting of gray wolf

By: Bob Manwell, Office of Communication

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Editor's Note: *DNR Secretary Matt Frank made the following statement on the [announcement](#) by the Department of the Interior, U.S. Fish and Wildlife Service (USFWS) that the service is moving ahead with efforts to remove the gray wolf from the federal endangered species list in the Great Lakes states of Wisconsin, Michigan and Minnesota.*



Also referred to as a timber wolf, the gray wolf made a comeback in Wisconsin with hard work and the protection of the Endangered Species List for 40 years.

"We are pleased the U.S. Fish and Wildlife Service is moving forward to delist the gray wolf. Scientific evidence supports delisting. Transferring management of the wolf to Wisconsin is timely and will lead to improved management through effective action on problem wolves. We have worked closely with the Department of the Interior on wolf delisting over the past two years and applaud Interior's proposed action to delist the gray wolf.

"The DNR has a federally approved wolf management plan ready to be implemented when delisting occurs. With the growth of the wolf population in Wisconsin, problems with wolves killing valuable livestock and hunting dogs have grown to intolerable levels, Frank said.

"We are ready to carry out our federally approved state wolf management plan to both protect the long-term viability of the wolf and provide relief for farmers and pet owners," said Frank.

In April, Wisconsin filed a petition with Department of the Interior Secretary Ken Salazar seeking delisting of the wolf in Wisconsin so the state could take over management of this large predator.

The wolf was considered extirpated from Wisconsin by 1960 due to bounties that lasted until 1957. Wisconsin's current wolf population descends from Minnesota as wolves, seeking new territories, moved into unoccupied habitat in Wisconsin. The wolf population recovered on its own due to protection, habitat management and education. As a result of the federal endangered status, the current population estimate of wolves in Wisconsin is nearly twice the level prescribed by the Wisconsin Wolf Management Plan.

Footnote: *Bob Manwell is a public affairs manager working with the Bureau of Wildlife Management.*



Photos worthy of a thousand words

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Holiday spirit alive in re-used nature

Brenda Kelly, South Central Region



Brenda Kelly and guests put up this holiday tree consisting of the antlers of whitetail deer, mule deer, caribou, moose and elk that she'd annually collected in the spring after their owners shed them.
WDNR Photo

Over the weekend (December 11-12), I had a house full of goose hunters. I believe the weather was similar around the state--bad, but great on Saturday morning when they all filled their tags. On Sunday, however, the winter winds blew. Roads were hazardous, no one dared try to venture out and return home. I got an idea that I knew would require a little assistance.

I was set to task last year by **Mary Kay (Salwey)**, wildlife education administrator in Alma), because she knew what recreation filled my spring months. She'd found something similar and shared it with wildlife staff in our newsletter.

Here's my version showcased by Sunny (left) and Maddie, my Labrador retrievers.

Footnote: *Brenda Kelly is a wildlife biologist stationed at Horicon Marsh.*

Completion of research vessel Coregonus just around the bend

Paul Peeters, Northeast Region



All major painting has been completed and the plastic paint booth has been taken down. In this photo you can see that in addition to being painted, the anchor on the bow and all of the equipment on the pilot

house roof has been installed, i.e. radar, GPS, searchlight, dual horns, mast and radio antennas.

WDNR Photo

The construction of the Research Vessel Coregonus is on schedule for completion by spring 2011. The boat will replace the Barney Devine, which was built by the same company and has been operating on lakes Michigan and Superior for more than 70 years. Check out this [video](#) of the beginnings of the Coregonus, followed up by these more recent photos.

Footnote: *Paul Peeters is the fisheries team supervisor stationed in Sturgeon Bay and coordinator of the RV Coregonus project.*



Brandon and Burger staff lowered the port engine into position through an aft deck soft patch. The starboard engine already is in place.

WDNR Photo



Burger staff wired one of the many electrical panels. This panel is in the fuel tank room.

WDNR Photo



Parks save money and environment with E-Ride electric vehicles

By: Simons & Associates Public Relations

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Wisconsin's forward-thinking state park system had two goals when replacing trucks used for park maintenance and cleaning. First, they wanted to be good environmental stewards. Next, they wanted to save money. Amazingly, they did both—and much more—by purchasing a fleet of 15 E-Ride electric vehicles manufactured by E-Ride Industries in Princeton, MN.

The 100%-electric utility vehicles feature zero emissions. They also simplify maintenance. In general, they cost from 30 to 50 percent less to buy than a pick-up truck and are just a fraction of the cost to run at 1.5 cents per mile versus 62 cents per mile for a truck.



An example, complete with snow, of the EXV2 E-Vehicle now operating at Peninsula State Park. Courtesy of E-Ride Industries website.

They're also simple to operate. Made in America, these vehicles travel at up to 25 mph and run 40 to 55 miles per charge. The Wisconsin vehicles (EXV2) feature a totally enclosed cab with a stake side truck bed (71"x58") designed to be a real workhorse. The department paid extra for the enclosed cabs because they haul paper products in all kinds of weather.

According to **Gene Tiser**, acting Peninsula State Park superintendent, the vehicles are really put to the test—and pass it with flying colors. The park has 468 campsites in five campgrounds, three group campsites and five picnic areas. The E-Ride vehicles haul supplies and cleaning equipment to 15 different flush toilet buildings and 17 pit toilets. It's a full day's work for both vehicles. Park staff re-charges the batteries nightly.

"I really like these vehicles because they're quiet, have plenty of power and reduce the carbon footprint. They're also roomy enough to hold supplies for a full day's work, are easy for my workers to operate—the drivers really like them—and are safer to drive than pickup trucks," said Tiser. "Also, the public's response has been overwhelmingly positive." He emphasized that park visitors, especially, are vocal advocates for environmental stewardship.

The public's response has been so positive that staffs visiting from other parks have requested information in hopes that they could buy them, too. Business people have also inquired about purchasing and using them at their own facilities.

The administrative side is equally pleased. According to **Landon Williams**, comprehensive system manager for the Wisconsin DNR Bureau of Parks, "I'm a bean counter, and I look for savings projected through the year. We always look for new ways to find savings. These E-Ride vehicles are one way to accomplish that."



2011-12 Wisconsin Senate committees and chairs announced

By: Paul Heinen, Office of the Secretary

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Senate speaker-elect Scott Fitzgerald has announced the Senate standing committees for the Legislature's upcoming session. The committees and their chairs are:

- **Agriculture, Forestry and Higher Education:** Sen. Dan Kapanke
- **Economic Development, Veterans and Military Affairs:** Sen. Randy Hopper
- **Education:** Sen. Luther Olsen

- **Energy, Biotechnology and Consumer Protection:** Sen. Rob Cowles
- Financial Institutions and Rural Issues: Sen. Dale Schultz
- Health: Sen. Leah Vukmir
- Insurance and Housing: Sen. Frank Lasee
- Judiciary, Utilities, Commerce and Government Operations: Sen. Rich Zipperer
- Labor, Public Safety and Urban Affairs: Sen. Van Wanggaard
- **Natural Resources and Environment:** Sen. Neil Kedzie
- Public Health, Human Services and Revenue: Sen. Pam Galloway
- State and Federal Relations, Information Technology: Sen. Sheila Harsdorf
- Transportation and Elections: Sen. Mary Lazich
- Workforce Development, Small Business and Tourism: Sen. Terry Moulton



Links of interest...don't miss them

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DNR radio spots in three languages

- **Title:** "Ecycle" holiday radio spots

Description: DNR video producer **Mary Farmiloe** worked with **Bridgette Valdez-Kogle**, communications specialist in the Bureau of Waste & Materials Management, to create fun radio ads to encourage recycling of old electronics during the holiday season. The ad features DNR's own waste management engineer **Lee Archiquette** and hydrogeologist **Brad Wolbert** as the voice talent. In addition to an English version of the advertisement, the E-Cycle Wisconsin team also created Spanish and Hmong radio ads.

Links: ["Ecycle" in English](#)
["Ecycle" in Hmong](#)
["Ecycle" in Spanish](#)

DNR deer season report is a "wrap"

- **Title:** "2010 DNR Bureau of Law Enforcement Deer Gun Season Report"

Description: Chief DNR warden **Randy Stark's** report on the 2010 deer firearm season not only touches on the facts and figures of deer season, but also recognizes the cross-program efforts that made the season such a success. Stark began his report by recognizing the death of a fellow warden from Pennsylvania, his words representing the high regard law enforcement personnel hold for one another.

- **Link:** ["2010 DNR Bureau of Law Enforcement Deer Gun Season Report"](#)

News media reports

- **Title:** "Beware: Asian Carp Invasion"

Description: Asian carp are threatening to wipe out commercial fishing in the Great Lakes. ABC News report.

Link: ["Beware: Asian Carp Invasion"](#)

- **Title:** "EPA: Almost 170 Million Pounds of Pollution Eliminated"

Description: Region 5 EPA headquarters in Chicago announced its 2010 enforcement and compliance results on December 6. In FY 2010, Region 5 took enforcement and compliance actions that required polluters to pay more than \$12 million in civil penalties and spend an estimated \$4.3 billion on pollution controls and cleanups.

Link: ["EPA: Almost 170 Million Pounds of Pollution Eliminated"](#)

- **Title:** "Robbery suspect in custody"

Description: Following the robbery of an Amberg, WI bank, DNR warden **David Oginski**, Ashland, spotted the suspect's vehicle, followed it and took both the suspect and the bank's money into custody. "Daily Press" of Escanaba, MI

Link: ["Robbery suspect in custody"](#)

DNR Internet site

- **Title:** "Ice safety always a must, especially when using motorized vehicles"

Description: Extra precautions are necessary when involved in ice fishing and other winter activities in or on vehicles traveling onto frozen waterways.

Link: ["Ice safety always a must, especially when using motorized vehicles"](#)



Study finds feral cats threaten populations of birds and other wildlife

By: Samantha Gowen, The Orange County (Florida) Register

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A study released recently by the University of Nebraska-Lincoln estimates that there are 60 million feral cats in the U.S. and that they and their colonies present a growing threat to birds and other native species across the U.S.

Estimates from Wisconsin reported in the study indicate between 500,000 and eight million birds are killed by rural cats each year in the state.

The report says that wild or free-roaming cats account for \$17 billion in damage to bird populations. The estimated cost per bird is \$30, based on statistics from bird watchers who spend 40 cents per bird observed, hunters who spend \$216 for bird shot, and bird rehabilitators who spend \$800 per bird released.

"As instinctive hunters, feral cats pose a serious threat to native wildlife," the report's authors state. "While the loss of habitat is the primary cause of species extinction, cats are responsible for the extinction of at least 33 species of birds around the world."

The authors of "Feral Cats and Their Management" include Aaron M. Hildreth, project technician at the School of Natural Resources; Stephen M. Vantassel, wildlife damage project coordinator, and Scott E. Hygnstrom, vertebrate pest specialist.

More numbers from the report:

- Cats kill an estimated 480 million birds per year, assuming eight birds per feral cat.
- A wildlife rehabilitation facility in California reported that one-third of all birds (36 species) requiring treatment had sustained cat-related injuries.

Proponents of feral cats, the report states, suggest that well-fed cats don't prey on wildlife. Research, however, shows that cats maintain their predatory instincts, no matter how well fed.

"The diets of well-fed house cats in Sweden consisted of 15 percent to 90 percent native prey, depending on availability," the authors wrote.

The American Bird Conservancy (ABC) said the report illustrated longtime concerns the group has had about feral cats. The ABC said in a statement that the practice of trapping and neutering wild cats wasn't enough to stave off serious damage to bird and animal populations.

"A humane decision-making process on this issue must also recognize that feral cats live short, miserable lives because of disease, other predators, severe weather and traffic hazards," said ABC vice president

Daren Schroeder. "Thus their life expectancy is about one third as long as owned cats."

The University of Nebraska study suggests an integrated pest management program to cull the feral cat population. Some of the control methods include:

Nonlethal methods such as habitat modification, exclusion (fences), frightening devices (sprinklers, dogs), repellents, trapping and live-capture removal and fertility control. These methods are most recommended, the study said, because they're more broadly accepted by the public.

Lethal methods, such as trapping with euthanasia, kill-trapping and shooting should be considered. These methods, the authors wrote, provide an immediate reduction in the population and may be necessary when feral cats are over-abundant and causing significant negative impacts.

"We understand this is a difficult and controversial topic, and some will disagree with some of the methods of control," the authors noted. "We are advocates for research-based information, integrated pest management, native wildlife, public health and the right to protect personal property."

"(We) have presented both nonlethal and lethal options for control to help individuals make informed decisions."

Editor's Note: To read the remainder of The "Orange County Register" story and explore links embedded in the story, go to ["Feral cats impact on birds: \\$17 billion."](#)



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