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Governor names Cathy Stepp DNR's new Secretary

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Matt Moroney to serve as deputy secretary; **Scott Gunderson** is executive assistant



Newly-appointed DNR Secretary Cathy Stepp met Eileen Hocker from the Bureau of Law Enforcement during the December 30 gathering in the central office
WDNR Photo

In announcing his cabinet secretaries today, December 30, Governor-elect Scott Walker appointed **Cathy Stepp** secretary of the Department of Natural Resources.

In a message to department employees, Secretary Stepp described her experience as State Senator from Racine and in the private sector as a homebuilder. She served on the Natural Resources Board during the Thompson administration from 1998-2001.

While in the Senate, Stepp chaired the Job Creation Committee and co-chaired the Environment and Natural Resources Committee. In her message to department staff, she referred to herself as "an avid outdoorswoman." Stepp and her husband Paul have two children.

Secretary Stepp, Deputy Secretary Moroney and Executive Assistant Gunderson met with central office and South Central Region employees in GEF 2 today, and they plan to travel to the regional headquarters cities during the first weeks of January.

In addressing staff and taking questions, Stepp emphasized the Secretary's Office would have an open door policy and would actively seek staff input on finding ways to

protect the environment while supporting jobs in the state. "We all want the same thing, a clean environment and home for our kids and good jobs to support families. I believe they go hand in hand."

Moroney brings agriculture and law experiences to the department

New Deputy Secretary Matt Moroney grew up on an Iowa farm and holds degrees in political science, economics and law. He has practiced as an attorney at DeWitt, Ross and Stevens. Previously, Moroney was executive director of the Metropolitan Builders Association of Greater Milwaukee.

Gunderson served on the Assembly Natural Resources Committee

Executive Assistant Scott Gunderson also grew up on a farm, in Racine County. For the past 16 years, he's represented the 83rd District in the State Assembly, sitting on the Natural Resources Committee the entire time, serving as committee chair during the last four years.

Gunderson, who owns a hunting and fishing business, authored the state's Constitutional Amendment protecting the right to hunt, fish and trap. He also negotiated the legislative approval of the Great Lakes Water Resources Compact.



Bob Jumbeck is National Wild Turkey Federation officer of the year

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The National Wild Turkey Federation (NWTF) has named conservation warden Bob Jumbeck, Alma, its 2010 Wildlife Law Enforcement Officer of the Year for the State of Wisconsin.

NWTF based its choice of Jumbeck on his track record for apprehending turkey poachers, as well as his involvement with initiatives to introduce youth to turkey hunting. He's been involved in youth turkey hunts every year since 2007, including the first ever youth turkey hunt offered in Buffalo County.



Warden Bob Jumbeck is the 2010 National Wild Turkey Federation Officer of the Year. WDNR Photo

Deputy Secretary **Al Shea** congratulated Jumbeck on receiving this award from the NWTF. "I am proud of your efforts and thank you for the exemplary manner in which you represent the warden force and the department. It is nice to see you recognized for your hard work related to stopping turkey poaching, other important conservation and environmental violations, and promotion of youth hunting."

Jumbeck has an impressive record enforcing turkey hunting regulations. In recent years, he's apprehended five turkey baiters and four others for hunting turkey without permits. He also has been involved in cases of group bagging of turkeys, exceeding the bag limit on turkey, and shooting turkey from a highway. Many of these cases were made because of Bob's willingness to get off the road and hike into remote areas where he'd find violations.

In recent years, Jumbeck has participated in other law enforcement efforts such as responses to marijuana grows on state lands; major environmental violations involving contractors dumping paint and solvents in rural areas; and the successful apprehension of "thrill killers" who shot large numbers of deer that were left in the field.

"We are very appreciative of the NWTF's efforts to recognize the work of our wardens each year, it's an honor and means a lot to our wardens," said chief warden **Randy Stark**.

Jumbeck will receive the Officer of the Year award at the annual Wisconsin NWTF Conference in January 2011.



Around the state...DNR employees shine

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Central office success stories

- Those who participated in this year's Chili Cook-off to raise funds for the Fritz Food Pantry at the Goodman Center in Madison received a [thank-you note](#) from the staff of the center. Pictured at the top and going counter clockwise are **Cheryl Krull** and **Shelly Young**, from the Bureau of Finance; **Laurel Steffes**, cook-off organizer and director of the Office of Communication; and **Mike Scott**, Bureau of Legal Services.

Northeast Region success stories



Gene Herdeman, son and godson at deer registration station.
WDNR Photo

- Warden **Dave Algrem** (Wautoma): Here is an excerpt (with photo) received

from Gene Herdeman who owns a fair amount of land in Waushara County: "I ran into Dave Algrem at the registration station when I took my deer in with my son and godson. In spite of it being dark, he may have the only decent picture of my deer, so if you see him, ask him if it turned out. It was nice to talk with him and good for the boys to hear his perspective on the hunting season and other related issues such as hunting effort, weather, etc. They were both impressed talking with him and it was their first time having any contact with a warden, so that was a great thing."

- **Annette Weissbach** (hydrogeologist, Green Bay): I cannot believe that it has been 9 years ago that my father died and we started this environmental program. Between you and (consultant)Bernie Fenelon, it came together quite easy. From the beginning, it sounded like it would not be a big thing, but it sure turned out to be bigger than my sister and I thought. It is because of the both of you that made it so much easier for us. We can not thank you enough for the knowledge and understanding that you provided us. The building has since been sold and all of the paper work that I had went to the new owner. It is probably about 1/10 of what you all have. I understand he has been in contact with the both of you and I told him if he needed any questions answered, I would be more than happy to do what I can do. At least we are on a good relationship concerning the building. In all, I just wanted to thank the both of you for helping in a time of need. It is greatly appreciated and hope to keep in contact if we should need anything else.

Respectfully, John Kappelmann and Gail Partenheimer (Weissbach worked with Kappelmann to prepare his father's dry cleaning business in Two Rivers for sale. Kappelmann received grant assistance from the [Dry Cleaner Environmental Response Fund Program](#), to fund an investigation, cleanup and installation of vapor mitigation system at the business, prior to selling it.)

- **Kevin McKnight** (hydrogeologist, Oshkosh): I appreciate the effort you and Lee (Delcore of Wisconsin Department of Commerce Petroleum Environmental Cleanup Fund Award Program)provided to help us keep on a quarterly groundwater sampling schedule. Lee responded to my email within hours after I submitted the letter. Two business days later, two agencies have discussed the issue, cooperated, and arrived at an agreed approach. Thank you for your prompt attention and I hope you have a happy holiday season. *Kurt McClung, URS Corporation*

- Warden **Mike Kitt** (Marinette): The incident at [Marinette High School on November 29, 2010](#) will forever remain in our minds as the day we thought would never happen in our community. In that first instant when dispatch notified officers of the situation, I had no doubt that we were prepared and that every available resource would come to our aid and do whatever was needed to prevent the worst possible outcome. I would like to take this opportunity to personally thank you and your agency for responding without question and providing us with the backup and resources necessary to manage this tragic incident. *Jeffrey Skorik*

- **Kathy Sylvester** (hydrogeologist, Oshkosh): I am pleased that this project (Axletech-Oshkosh) went smoothly--it is a testament to good investigation and engineering, good regulatory input and oversight, and a motivated property owner working cooperatively with ArvinMeritor in attaining cleanup of the site. I am

confident that all of our efforts ensure continued protection of human health and the environment. *David O'Connor, Corporate Environmental Manager ArvinMeritor, Inc. Michigan*



Ryan Koenigs with a large walleye he caught.
WDNR Photo

- The December 16 issue of the "Digest" contained a kudo to Oshkosh fisheries technician **Ryan Koenigs** for receiving the AFS North Central Division Walleye Technical Committee's 2010 Sander Award for his work on "Age Validation of Walleye in the Winnebago System." Ryan used the grant he received to attend the Midwest Fish & Wildlife Conference, earlier this month.

Northern Region success stories

- Compliment for **NOR staff responding to the possibility of a positive CWD test** in the Ashland area: "I just wanted to say thank you to all you Northern region staff for your hard work and incredible response on this issue. You successfully implemented and set up a surveillance program in less than 2 weeks and remained able to adapt quickly. I was impressed with how smoothly everything went while I was up there and how well informed the area public (was) already. You did an incredible job in doing outreach and I thank you for those door to door contacts you made. I know it was a tremendous amount of work, but it paid off. On behalf of all of us here down south in the CWD program, thank you so much for all of your work and efforts." *CWD biologist, Madison*
- A special "thank you" to all the forestry staff (and supervisors willing to allow flexibility) who took time out of their busy schedules to assist with establishment of several timber sales on the Turtle Flambeau Flowage property after the summer tornado incident. There is currently a state lands forester vacancy for this position on the Iron/Ashland Team, so it was greatly appreciated! We were able to set up over 500 acres of salvage sales (and amend several existing sales) in a short period of time. Thanks again to (forester, Mercer) **Charlie Zinsmaster**, (forester ranger, Mercer) **Tim Fitzgerald**, (forestry technician, Mercer) **Chuck Norgren**, (forester ranger, Mercer) **Jake Bonack**, (forestry technician, Woodruff) **Ken Hayes**, (forestry technician, Woodruff) **Bryce Berklund** and (parks & recreation specialist, Mercer) **Chris Niehaus!** **Heather Berklund**, *DNR forester, Mercer/Mellen*

- We greatly appreciate the assistance we received from other program staff, although this participation has been dwindling over the years, it makes us appreciate them ever so much more. This year, we actually had to mobilize more DNR staff from Madison to assist in our deer aging efforts in the Northern Region. This year, we welcomed Florence fisheries biologist, **Greg Matzke**, to our deer aging team. Greg did a fantastic job! **Mike Zeckmeister**, wildlife regional program manager, Spooner

Southeast Region success stories

- Congratulations to **Andy Boettcher** (hydrogeologist, Milwaukee) for the letter of appreciation from Yaggy Colby Associates: I also wanted to express my sincere appreciation for the assistance and guidance that you willingly provided to both me and the property owner (La Causa, Inc.) so that this case closure request could be processed as quickly as it was. Because of your extraordinary efforts, La Causa was able to meet the deadlines for closing on their refinancing application for this site. You truly came through for me, too, while I was out on another jobsite by providing the missing components of the cap maintenance plan (CMP) that I couldn't get to you within the refinancing deadlines. Thank you!

- Congratulations to **Joanne Kline** (environmental analysis and review specialist, Milwaukee) for the letter of appreciation from the River Edge Nature Center. I would like to let you know how very much we appreciate Joanne's guest lecture at Riveredge. She assisted our master Naturalist Students in learning to use dichotomous keys to assist with winter tree identification. All of the feedback from students was overwhelmingly positive.

She is a joy to work with, did a fantastic job, is an excellent resource and we very much appreciate her time. Guest WDNR lecturers like Joanne help River Edge to inspire, inform and enable responsible environmental decision-making. It also offers our membership and the community a positive chance to interact and learn from gifted WDNR staff like Joanne.



Retirement system small group sessions coming to your area

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The Department of Employee Trust Funds (ETF) has announced that it has expanded its outreach and education group sessions for those who have taken initial steps to retire in the near future.

Attached you'll find the general flyer ["WRS Questions?? Group Appointments are Available"](#) with the eligibility requirements for attending these group sessions, as well as information on how to schedule an appointment.

You can find locations and dates for these sessions around the state at ETF's interactive website ["ETF Service Delivery Districts."](#) Note that with the exception of the one public presentation per district, participants must call to schedule appointments at all other dates and times, and there's limited availability.

To be eligible to schedule an appointment, the participant must:

- Have a current retirement estimate and packet
- Plan to retire in the next 12 months
- Call (608)266-5717 or toll free at 1(877) 533-5020 ext. 65717

During the appointment, the participant will receive a step-by-step explanation of:

- retirement estimate
- annuity options
- application process



DNR to conduct aerial deer herd survey in CWD zone

By: Greg Matthews, South Central Region

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Once again, DNR biologists will conduct an aerial deer count over parts of the Chronic Wasting Disease Management Zone (CWD-MZ) of southern Wisconsin during December and January, weather permitting.



Deer gathered in a Sauk County woodlot on a chilly winter morning as a DNR crew flew overhead to survey the number of deer in the CWD-MZ.

WDNR Photo

Agency staff will use a helicopter and airplanes to help estimate the number of deer in the entire CWD-MZ.

Biologists estimate the survey will be completed by the end of January, but “everything is dependent on having at least three to four inches -- preferably six to twelve inches -- of snow on the ground to cover logs and stumps so deer are clearly visible on the landscape,” noted wildlife population ecologist **Robert Rolley**, Bureau of Science Services.

Some aerial population surveys using a helicopter have already been completed in the eastern portion of the CWD-MZ.

DNR frequently uses aircraft for wildlife population surveys, such as counting bald eagles and trumpeter swan nests, and tracking wolves. The helicopter deer survey flights are conducted about 100-150 feet above tree-top level at speeds of 35-40 miles per hour. If livestock are observed in the immediate area, the altitude is raised to avoid spooking the animals.

Footnote: *Greg Matthews was the public affairs manager for the South Central Region until his retirement on December 30.*



Links of interest...don't miss them

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About and on DNR's website

- **Title:** "DNR debuts new website"

Description: On December 21, Secretary **Matt Frank** unveiled DNR's new Internet website. With a new Google search appliance, the public now will search the agency's more than 120,000 pages via the categories of "Outdoors and Nature;" "Business and Government;" "Environment and Health;" and help for "Landowners."

Link: ["DNR debuts new website"](#)

- **Title:** "2010 Department of Natural Resources Highlights"

Description: A departmentwide look at some of the work and bigger department stories in 2010.

Link: ["2010 Department of Natural Resources Highlights"](#)

- **Title:** "Wetland Restoration Handbook for Wisconsin Landowners"

Description: The bureaus of Science Services and Watershed Management and the Wisconsin Wetlands Association have reprinted this popular handbook, written to facilitate the protection and restoration of Wisconsin's wetlands. It lays out a strategy for landowners to follow when evaluating their land and planning its restoration. This is the third print run. Funding for printing came from a Wisconsin Coastal Management grant.

Link: ["Wetland Restoration Handbook for Wisconsin Landowners"](#)

Forest Service's post on climate change

- **Title:** "Ecosystem Vulnerability Assessment and Synthesis, A Report from the Climate Change Response Framework Project at Chequamegon-Nicolet National Forest"

Description: This document, produced by the US Forest Service and partners, sums up what's known about the potential impacts of climate change on forests. Take a look at the link below. You may find it useful.

Link: ["Ecosystem Vulnerability Assessment and Synthesis A Report from the Climate Change Response Framework Project at Chequamegon-Nicolet National Forest"](#)

EPA e-news release

- **Title:** "EPA analysis shows decrease in toxic releases across Midwestern states"

Description: U.S. Environmental Protection Agency has updated its annual analysis of the Toxics Release Inventory (TRI), which provides vital information about pollution to the people of Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin. The analysis for these six states, which comprise EPA Region 5, is part of the agency's national TRI announcement.

For the first time, the 2009 TRI highlights toxic releases in large aquatic ecosystems including the Great Lakes, urban areas including Chicago, and tribal lands. Portions of the analysis are available in Spanish

Link: ["EPA analysis shows decrease in toxic releases across Midwestern states"](#)

Wisconsin government

- **Title:** "TheWheelerReport.com" "Legislative Leadership"

Description: The long-running newsletter published by veteran reporter Dick

Wheeler provides a rundown of the leadership of the Wisconsin Assembly and Senate, as well as the members of committees in both houses.

Link: ["TheWheelerReport.com" "Legislative Leadership"](#)

- **Title:** "Gov.-elect Walker: Special session part 2: Regulatory reform"

Description: Gov.-elect Scott Walker announced he wants to approve all administrative rules before they're allowed to take effect. Walker said the change in state law will be part of the special session he calls early next month to deal with job creation. The proposed overhaul of the regulatory process also calls for reining in the power of agencies to implement rules that go beyond existing statutes and allowing residents to challenge the rules in the counties where they reside. Currently, they can only be challenged in Dane County court.

Links: ["Gov.-elect Walker: Special session part 2: Regulatory reform"](#) and ["Regulatory Reform Info Paper"](#)



Apply for income continuation insurance in January

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An illness or injury that causes you to miss work for an extended period of time doesn't have to be financially devastating. As a state employee who accrues sick leave, you can receive Income Continuation Insurance (ICI) that pays 75% of your gross salary, excluding overtime and shift differentials, in the event that you become disabled.

Benefits under this plan won't duplicate benefits available from state, federal or employer-sponsored programs such as the Wisconsin Retirement System, long-term disability insurance, Social Security, etc. ICI benefits begin when you exhaust your sick leave, with a minimum waiting period of 30 calendar days.

New employees have an initial enrollment period, but employees who didn't enroll during that period and meet certain sick leave balance requirements may enroll by completing and returning an ICI application to your [payroll and benefits representative](#) in the central office or your region no later than January 30, 2011. Coverage will begin April 1, 2011.

The category you enroll in and the premium you pay are based on your sick leave use and balance as of December 18, 2010. The state contributes to the premiums in four categories for eligible employees. These are the only categories that you're eligible to enroll in during January. The categories are:

- **Category 3:** An employee accrued at least 80 hours of sick leave (the difference between the hours earned during the calendar year and the amount of those hours used during the calendar year), but less than 520 hours, for 2010 by December 18, 2010.

Sick leave is prorated for part-time employees. For example, those employees on a half-time basis only need to accrue 40 hours of sick leave in the prior calendar year instead of the 80 hours required for full-time employees.

To remain in Category 3, an employee must accrue 80 hours or the prorated 40 hours sick leave each calendar year. This pro-ration applies only to category 3. To calculate your hours, compare your 2009 sick leave record to your 2010 record.

- **Category 4:** An employee has a balance of 520 hours as of December 18, 2010, but less than 728 hours.
- **Category 5:** An employee has a balance of 728 hours as of December 18, 2010, but less than 1040 hours.
- **Category 6:** Employees with more than 1040 hours of sick leave can enroll any January without question.

Employees with earnings exceeding \$64,000 also may be eligible for supplemental income continuation insurance.

More information on ICI can be found at Employee Trust Funds ["Income Continuation Insurance Members"](#) webpage. You can find the ["Income Continuation Insurance Application"](#) on the ETF website.

If you're a regional employee, you can obtain an application from your region's payroll office. Central office employees can request an application by emailing [Betty McWilliams](#) or by calling her at (608)266-0850. She's located in the Bureau of Human Resources, on the 8th floor of GEF 2.

Your payroll representative must receive your application no later than 4:30 p.m. on Tuesday, January 30, 2011.

Employees who already have ICI automatically will be put into the proper categories effective with the February 2011 premium, which will be taken from the February 24, 2011 paycheck.



MacKenzie Environmental Education Center's mountain lion dies

By: Ruth Lee, MacKenzie Environmental Education Center

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The male mountain lion at the MacKenzie Environmental Education Center died last week following a week-long illness. A long-time favorite of many visitors to the center, the captive-bred lion arrived at MacKenzie 18 years ago, along with his sibling.



The male mountain lion that spent the last 18 years of his life educating thousands of visitors, young and old, about the ways of mountain lions.
WDNR Photo

Like the other captive animals in the exhibit, the mountain lion couldn't be released back to the wild. Instead, they serve as "educators" and are treated with the utmost respect and care. The center has no immediate plan to replace him.

DNR owns the [MacKenzie Environmental Education Center](#), which is operated by the Wisconsin Wildlife Federation. The center is located two miles east of Poynette on

county highway CS. For further information and hours of operation, call (608)635-8105.

Footnote: *Ruth Lee is the lead educator at the MacKenzie Environmental Education Center.*



“Partners in Giving” wraps up at \$98,271 from DNR contributors

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This year’s “Partners in Giving Campaign” finished with a total of 289 contributors pledging to donate more than \$98,000. The seventh, and last, week brought in \$29,894 from 81 new contributors.

Drawing winners for the last week of the campaign were:

- **Ann-Nichol Swenson**, waste management specialist in the South Central Region, selected the fall wreath.
- **Mike Scott**, attorney in the central office, selected the 2011 Bass Daily Planner & Fishing Guide.
- **Tom Portle**, waste management specialist in the Bureau of Waste & Materials Management, scored four UW women's basketball tickets.



Miss Wisconsin tied to interpretive program at Peninsula State Park

By: Kathleen Harris, Peninsula State Park

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Check out the [Miss America video contest](#).

What does this link have to do with park business? Well, listen up!

In 2008, Kimberly Sawyer, then Miss Door County, came to Peninsula State Park.

Though my boss rolled his eyes, I said, "I can tie this into an interpretive program."

Camp Meenahga, a girls camp, operated at the park from 1816-1948 during decades that initiated cultural acceptance of women's athletics. Aha!



Miss Wisconsin Kimberly Sawyer autographed a photo for a young visitor during centennial celebrations at Peninsula State Park.

WDNR Photo

Because Kim graduated from my kids' high school, I knew her. She was a star softball pitcher in high school and college. Her dad coached my son's baseball team. Her brother was in my son's class.

Kimberly came to the park in her softball uniform, flip flops and tiara to demonstrate the fast pitch. She also has a beautiful singing voice, and sang a couple of patriotic songs. Our staff proceeded with a story on Camp Meenahga (park history), including showing historic photos of the girls. I think we had about 200 people show up - even the boys lined up to have Kim sign a baseball or photo. We got her autograph, too, and it became the first entry in our centennial scrapbook. We also have photos of her with interpretive staff, in front of the Nature Center.

Lo and behold, two years later Kimberly was crowned [Miss Wisconsin](#), and is heading to the Miss America pageant on January 15 (ABC stations). She'll be singing an opera aria at the competition. I think she's got a shot at the title. Watch her video above (sure hope you consider voting for her) and compare it to some of the others. She's the real deal and is an excellent role model for both young women and men. She has experienced state parks in Door County and is a potential friend to the entire system. At her Door County send-off, she raised \$13,000 for local youth groups. Miss Wisconsin visits various places throughout the state; maybe she'll visit your park before her title expires next summer. If not, she's a person to watch, because her life path will take her places far beyond good ol' Wisconsin.

Footnote: *Kathleen Harris is a natural resources educator at Peninsula State Park.*



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

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