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Secretary Stepp recognizes PRIDE Award winners during Capitol ceremony

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During her first presentation of PRIDE Awards in a ceremony at the Capitol on May 11, 2011, Secretary Cathy Stepp once again took the opportunity to express her appreciation for the hard work and commitment of department employees.



Human Resources director Carrie Mickelson joined deputy secretary Matt Moroney and Sec. Cathy Stepp to celebrate the accomplishments of this year's PRIDE Award recipients. The Bureau of Human Resources organizes the ceremony each year. WDNR Photo

"To say that I'm impressed by the nominations that your colleagues submitted in recognition of your accomplishments and can-do attitudes would be to repeat myself," said Stepp. "Since my first meetings with staff and during my ongoing interactions with you, I've become immensely proud of your devotion to the health of Wisconsin's environment and the management of our state's natural resources.

Record numbers of nominations recognize daily contributions

Former DNR Secretary **Matt Frank** created the PRIDE Awards program to give employees the opportunity to nominate their colleagues, either individually or as members of teams, in a highly visible way. A review panel of peers determined all

award winners.

"While there are many positive qualities DNR employees demonstrate every day to ensure DNR accomplishes its mission, a number of these key qualities are reflected in the five objectives of the PRIDE Award," said Sec. Stepp.

The PRIDE acronym reflects the positive qualities demonstrated by DNR employees as they work to achieve the department's mission, and these key qualities are reflected in the award categories:

- **Partnership: Partnership Spirit Award** recognizes an individual's exceptional efforts to achieve the DNR mission through the development and enhancement of internal or external partnerships.
- **Resource: Resource or Sustained Achievement Award** recognizes an individual for long-term, sustained accomplishments, and/or for leaving a special legacy of such value that they have become a DNR "resource."
- **Individual: Individual Achievement Award** recognizes an individual for their efforts to further the DNR's mission through innovation, efficiency, quality of work or working environment.
- **Dream Team: Dream Team Award** recognizes a work team, permanent or ad hoc, for work that furthers DNR's mission through innovation, efficiency, quality of work or working environment.
- **Excellence: Leadership Excellence Award** recognizes an individual for their leadership role in furthering the DNR's mission. Excellence is expressed in areas such as big-picture thinking, communicating a vision, strategic thinking, effective decisionmaking, building trust, managing conflict, promoting diversity, fostering innovation and advocating change.

This year's PRIDE Awards brought in a total of 84 nominations representing more than 200 employees and all divisions. Because of the number of quality nominations received, there are "Special Mention" recipients in each category.

- **Partnership Award: Adam Mednick**, research scientist in the Bureau of Science Services, was nominated by his supervisor **Dreux Watermolen**.



Adam Mednick accepted his Partnership PRIDE Award from Sec. Stepp
WDNR Photo

"In the spirit of collaboration, Adam Mednick leads by example," said Watermolen. "Initially, Adam joined forces with a team of researchers from the EPA's laboratory in

Athens, GA to develop a model to predict bacteria outbreaks at Great Lakes' beaches.

"He has since been able to expand this team to include researchers from EPA's Region 5 and headquarters' offices, the U.S. Geological Survey's Wisconsin and Michigan offices, and the National Oceanic and Atmospheric Administration.

"These partnerships have led to a high level of customer service and a higher level of public health protection.

Special Mention in the Partnership category

Matt Weaver and **Mary Weaver** make up a unique mother and son partnership. Matt is an IS system developer in the Bureau of Customer Service and Licensing, and Mary is an IS business automation specialist in the Bureau of Finance. They work together across bureaus to create efficiencies.



Jeff Myers received Special Mention in the Partnership Award category.
WDNR Photo

Jeff Myers, environmental toxicologist in the Division of Air and Waste is recognized for his work with partners, mentoring staff on the relationship among toxics, public health and other air pollutants.

- **Resource or Sustained Achievement Award:** This year's recipient is recently-retired **Richard Lathrop**, a research scientist in the Bureau of Science Services. He was nominated by his supervisor, **Jennifer Hauxwell**, with supporting nominations from **Jack Sullivan**, bureau director, and fellow employee **Alison Mikulyuk**.

"Lathrop has been a champion for lake science in Wisconsin for 33 years," read his nomination. "Wisconsin is home to 15,000 lakes, which draw billions of dollars annually in lake-related industries and are a source of pride and inspiration for many of Wisconsin's citizens.



Unable to attend the ceremony at the Capitol, Dick Lathrop joined Sec. Stepp in GEF 2 to receive his Resource or Sustained Achievement Award.
WDNR Photo

“Over his career Dick led a number of important lake research initiatives both on the local and state scale.

“His experience and training have allowed him to address aquatic issues on multiple levels from nutrients to algae and macrophytes to zooplankton to fish, as well as mercury bioaccumulation in lakes. His efforts on the restoration, protection and management of our lakes led to local, state and national recognition.

“Dick’s long term accomplishments have provided a valuable resource to not only those in Wisconsin, but across the world as well.”

Special Mention in the Resource or Sustained Achievement category

Adrian Wydeven is a conservation biologist in the Land Division and an internationally known guest lecturer and expert for his work with the wolves, as well as his work on other rare and endangered species in Wisconsin.

Sally Kefer, land use team leader in the Bureau of Science Services, has vast experience in multiple programs, which has made her “widely recognized as having expertise in Wisconsin’s comprehensive planning law, state and local planning processes.”

- **Individual Achievement Award: Rebecca Gass** is this year’s recipient of the Individual Achievement Award. She is a natural resource program manager in the Bureau of Forestry Business Services and was nominated by **Curt Wilson**, forestry leader for the Northeast Region.



Rebecca Gass (left) received this year's Individual Achievement Award from Sec. Cathy Stepp.
WDNR Photo

"Rebecca's outstanding contributions and service to the Forestry program led to her role in the coordination, facilitation, collaboration and writing of the Forestry Division's Strategic Plan; providing clear direction for the division's work force to accomplish their mission for the next 10 years," wrote Wilson.

"Strategic planning is very hard work. The Forestry Division leveraged Rebecca's organizational, adaptation and communication skills and she worked with numerous stakeholders through a challenging set of procedures and was the glue that held the process together.

"Rebecca's efforts have had a very positive effect on the quality of this planning process that will pay huge dividends into the future.

"It's always rewarding to see employees learn, grow and make positive contributions, and Rebecca's innovation and efficiency will be seen for the next ten years and beyond."

Special Mention in the Individual Achievement category



Margie Damgaard received Special Mention in the Individual Achievement category.
WDNR Photo

Marjorie Damgaard is an IS business automation specialist in the Division of Water whose work and efforts implementing GovDelivery have saved the agency hundreds of thousands of dollars and improved relations with customers and external partners.

Fred Hegeman, a wastewater engineer in the Watershed Management's Permit Section, saw a need for statewide training and developed a training course curriculum that explains in detail our regulations and disposal requirements.

- **Dream Team Award:** This year's recipient of the Dream Team Award goes to the **Bat Team** for their work on white-nose syndrome. This team was nominated by: Jack Sullivan, Science Services Bureau director; **Al Shea**, Office of Business Support and Sustainability director; **Tom Hauge**, Wildlife Management Bureau director; **Laurie Osterdorf**, Endangered Resources Bureau director; **Mary Ellen Vollbrecht**, section chief in the Bureau of Drinking Water and Ground Water; and legislative liaison **Elizabeth Kluesner**.

"The Bat Crew and their colleagues in the wildlife disease program and legal services recognized in advance a grave threat to the ecology and economy of Wisconsin and

the upper Midwest; they assembled thorough scientific documentation as the basis for recommended action; responded promptly, professionally and with personal attention to the concerns of all parties (which involved contacting well over 1,000 stakeholders).



Members of the Dream Team on hand to receive their PRIDE Award from Sec. Stepp included (those visible from left to right) Anna Rossler, Heather Kaarakka, Andrew Badje, Paul White, Erin Crain, Tim Andryk, Dave Redell, Linda Haddix, Jennifer Schehr, Stacy Rowe, Pete Flaherty, Tara Bergeson, Lindsey Long, Rori Paloski, Tami Ryan and Laurie Ross.

WDNR Photo

“And, after accomplishing all of this, they finished off the year by holding the first Wisconsin Bat Festival, which had 1,500 attendees and raised \$9,500 in donations for bat conservation in Wisconsin. They have met the challenges of this unprecedented disease and have established the department as this country’s leader in white-nose syndrome management and bat conservation. Their recognition is beyond well deserved.

“Department of Natural Resources staff to be recognized include: **Dave Redell**, conservation biologist; **Gregor Schuurman**, conservation biologist; **Tara Bergeson**, conservation biologist; **Rori Paloski**, conservation biologist; **Lance Potter**, budget manager; **Paul White**, conservation biologist; **Heather Kaarakka**, conservation biologist; **Tyler Brandt**, conservation biologist **Andrew Badje**, conservation biologist; **Jennifer Schehr**, conservation biologist; **Anna Rossler**, conservation biologist; **Erin Crain**, section chief; **Tim Andryk**, attorney; **Pete Flaherty**, attorney; **Tami Ryan**, section chief; **Lindsey Long**, veterinarian; **Stacy Rowe**, wildlife biologist; **Linda Haddix**, program specialist; and **Laurie Ross**, paralegal.

Special Mentions in the Dream Team category



Jill Voeltz and Cathy Cleland represented staff from the Human Resources Bureau as it received Special Mention in the Dream Team category.

WDNR Photo

Customer Service Bureau: The DNR Customer Service Team members have made exceptional contributions, both personally and professionally, exceeding expectations

in delivering services of superior quality to our customers.

The cross-divisional **Invasive Species Team**, created in 2004, effectively guided and organized the agency's efforts on invasive species.

The **Human Resources Bureau** which has worked diligently to cover a large number of retirements, transfers and hiring activities, while answering budget-related questions efficiently, cost effectively and with patience and kindness to staff throughout the department.

- **Excellence Award:** This year's recipient of the Excellence Award goes to DNR training director **Ralph Schwartz**, in the Bureau of Human Resources. He received a record 43 nominations.

All of the items listed describing this category Schwartz teaches and demonstrates every day. He was praised in the nominations for his work with the Leadership Academy, New Employee Orientation, Aspiring Supervisor Workshop, New Supervisor Training, and most recently the Natural Career Connection mentoring program the agency rolled out this spring.



Sec. Stepp presented the PRIDE Excellence Award to Ralph Schwartz, who received a record number of votes.
WDNR Photo

While the list of nominators and their comments are too numerous to mention here, the following nominating statement may best exemplify how staff feels about Schwartz:

"Ralph Schwartz is without a doubt the most professional, dedicated and devoted teacher in our agency. He exemplifies leadership as he works throughout the year to develop leadership skills in others. He is humble, intelligent and he leads by example, establishing very high standards for others to strive for. He has inspired me and others to be thoughtful as he demonstrates a quiet and diplomatic approach to showing others their own strengths and helping them understand how they affect the world around them. Ralph Schwartz is very deserving of the Excellence in Leadership Award."

Special Mentions in the Excellence category

Dan Baumann, water leader for the West Central Region is known for leading by example with tireless devotion to the departments mission; and Ann Coakley, director of the Bureau of Waste and Materials Management, who has done an excellent job leading her program through trying times of budget issues and a 25 percent vacancy

rate.

Sec. Stepp closes with words of encouragement

"It must be noted that the DNR is full of dedicated, hard-working employees – many of whom were nominated for PRIDE awards," said Sec. Stepp in closing the ceremony. "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."



Informational training on invasives control coming up

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Wisconsin's Invasive Species Identification, Classification and Control Rule went into effect on September 1, 2009. This rule, also known as NR 40, gives DNR the legal backing necessary to truly slow the spread of invasive species throughout Wisconsin.

DNR employees and the public are responsible for complying with NR 40, and as DNR staff, we're on the front lines of implementation.



Porcelainberry is an attractive non-native invasive vine regulated under NR 40.

WDNR Photo

To assist those working under this rule, the Bureau of Science Services is offering informational training on June 2, "A Training on Wisconsin's Invasive Species Identification, Classification and Control Rule." This training is open to all DNR employees.

This training will give you a solid understanding of the NR 40 regulations, as well as how the rule may impact your day-to-day work. You'll go away having learned how to support your customers with necessary information on rule compliance, seed choices, invasive control and disposal, and soil usage.

- **What:** Slowing the Spread with Chapter NR40: A Training on Wisconsin's Invasive Species Identification, Classification and Control Rule
- **When:** Thursday, June 2, from 1 p.m. - 2 p.m.
- **Where:** Room G09 in GEF II, central office in Madison. The session also will be

available live and recorded via Mediasite. Watch for link in future issue of the "Digest."

- **Why:** This training will help you understand the regulations of NR 40 and how to help your customers get the information they need about the regulations. Any project that involves restoration work will need to comply, as the requirements cover invasive species found in land, wetland and aquatic environments. NR 40 also impacts the types of seeds that can be used in restoration projects and the movement of seeds in soil.
- **Presenter: Chrystal Schreck**, Invasive Species educator in the Bureau of Science Services
- **Audience:** DNR office, field and customer service staffs.

Invited audiences include staff from the bureaus of Community Financial Assistance, Forestry Business Services, Remediation and Redevelopment, and other programs.

For DNR employees who need more technical and focused training, Science Services will make such an opportunity available in the near future. Email [Chrystal Schreck](mailto:Chrystal.Schreck@dnr.wisconsin.gov) or call her at (608)264-8590 to set up this training.

For more information about NR 40, visit the "[NR 40](#)" webpage or contact Chrystal Schreck.



Senate votes to confirm new Natural Resources Board members

By: Paul Heinen, Office of the Secretary

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The May floor period is now over, except for a final vote on the Voter ID Bill in the Senate on Thursday, May 19. The next time both houses will be back in session is June 7.

The Joint Committee on Finance continues to vote on the 2011-2013 Budget and other standing committees will hold hearings on bills during this recess.

There was a flurry of activity in both houses as bills, including those related to DNR, were passed and sent on to Governor Walker's desk for his signature.

DNR-related legislation:

- Special Session **AB 8** (Assembly Organization Committee), rulemaking changes for state agencies
- **AB 23** (Rep. Erik Severson): Municipal Water Disinfection
- **AB 35** (Rep. Joel Kleefisch): Tournament Fish Culling
- **SB 59** (Sen. Neal Kedzie): Pier Registration Date Change
- **SB 72** (Sen. Terry Moulton): Bear Hunting Changes

After the Senate Natural Resources and Environment Committee voted unanimously (7-0) last week to approve the three new Natural Resources Board appointees, it sent their names onto the full Senate where they were confirmed unanimously. See the May 5 "Digest" story "[Governor nominates board members to six year terms](#)" to read more about the new board members.

For a complete summary of DNR-related legislation, go to the "[2011 Bill Tracker](#)."

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



Removing gray wolf from endangered species list topic at conference

By: Adrian Wydeven, Bureau of Endangered Resources

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Midwest Wolf Stewards Conference an international gathering

At the end of April, about 100 wolf experts and enthusiasts came together for the Midwest Wolf Stewards Conference in Cable. They came from Wisconsin, Michigan, Minnesota, Ontario, Indiana, New York, Oregon, Ohio and Finland to attend the first in Wisconsin conference since 2007.

Retired DNR natural resources educator **Dick Thiel** was the keynote speaker on the opening evening, unraveling in an interesting and humorous presentation the early history of wolf research and the pioneers who began the work. **Rebecca Schroeder**, chief of the Ecosystems and Diversity Conservation Section in the Bureau of Endangered Resources honored Thiel and retired conservation biologist **Randy Jurewicz** for the 32 years of service each contributed to wolf conservation in Wisconsin.



Two years ago, Adrian Wydeven captured and collared yearling female 694F of the Ghost Lake pack, west of Clam Lake in Sawyer County. WDNR Photo

Numerous agencies and organizations sent representatives to this year's conference, including: the U.S. Fish & Wildlife Service (USFWS), U.S. Department of Agriculture-APHIS-Wildlife Service, U.S. Forest Service, various Native American tribes, the Great Lakes Indian Fish & Wildlife Commission, Wisconsin Conservation Congress, Wisconsin Trappers Association, Wisconsin Bear Hunters Association, Minnesota Deer Hunters Association, Defenders of Wildlife, National Wildlife Federation, Timber Wolf Alliance, International Wolf Center, universities (especially UW-Madison) and others.

Laura Ragan, USFWS, kicked off the conference by addressing the new delisting process starting the week of May 9, pointing out that the Western Great Lakes distinct population segment (DPS) of gray wolves would be the same as that used in 2007. She also indicated that the rule would include information about two wolves living in the region. The core of the region would be [gray wolf](#) populations in northern Minnesota, northern Wisconsin and the upper peninsula of Michigan.

Highlights of the conference included a workshop on genetics featuring three

speakers. Steve Fain, geneticist at the USFWS Wildlife Forensic Lab in Ashland, Oregon discussed his research that continues to support the idea that wolves in the Great Lakes region are a mix of gray wolves (*Canis lupus*) and eastern wolves (*Canis lycaon*).

Tyler Wheeldon, PhD candidate in genetics at Trent University in Ontario, Canada discussed his research on wolves in the Great Lakes region that has determined that wolves in the Great Lakes region are a unique hybrid mix that tends to be more closely related to gray wolves. His research also indicates that wolves in the Western Great Lakes are a healthy genetic mix, seemingly well adapted to their environment.

Roland Kays, mammalogist with New York State Museum in Albany, discussed a new research project on wolf genetics that focuses on the small segments of the chromosome where variations are detected. This new approach being developed in genetics is only possible when the whole genome for a species has been examined. Based on their assessment, Kays indicated there wasn't enough evidence to list eastern wolves as a separate species.

The panel discussion following the genetics talks was interesting in that, while there certainly was no consensus, it was agreed that the new system of analysis provided a new powerful tool for assessing the genetics of organisms. Most seemed to agree that if eastern wolves comprise a species at all, the species only exists in a somewhat pure form in and around Algonquin Park in southern Ontario.

Numbers seem to indicate populations up in Great Lakes states

Status discussions indicated wolf numbers also are up to about 700 in Michigan, compared with Wisconsin's approximately 800 to 860 animals. Although Minnesota doesn't conduct annual counts, its numbers likely are up, as well, perhaps higher than the 3,000.



Adrian Wydeven removed and collared yearling male 660M, which had been caught in a mink trap in Haystack Corner Pack southern Sawyer County in November 2008. WDNR Photo

All three states were at all-time highs for livestock depredations. Attitude surveys conducted in areas occupied by wolves in Wisconsin and Michigan show declining attitudes toward wolves.

An interesting talk by Juha Hiedenpaa of Finland revealed that human tolerance toward wolves also is low in his country. Finland is half the size of Wisconsin, with similar human population and about 100 to 150 wolves apparently regulated primarily by illegal kills. Within an area where a wildlife scientist counted 35 to 40 wolves, local hunters estimated 103.

Check out Northland's News Center's May 1 story on the conference: ["Wolf Researchers Want Wolves off The Endangered Species List."](#)

Footnote: *Adrian P. Wydeven is a mammalian ecologist with the Bureau of Endangered Resources stationed in Park Falls.*



Around the state...DNR employees shine

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Central office success stories

- Dear **Melissa Enoch**: I want to send this card to you to thank you for all of your assistance and guidance this past year. Your help with the Brownfield Work has been wonderful and I appreciate all of it. *Thank you again, Cassandra Lngenfeld, City Clerk, New Holstein, WI*

As a point of reference, the Remediation and Redevelopment program has been working with the city of New Holstein to assess environmental contamination at the former Heus/Tecumseh manufacturing plant, so that the city can work to bring in a new tenant, or find a new use for the property.

- *From Tammy Loka*, Maegan Loka's mother to Division of Land administrator **Kurt Thiede**, regarding Future Trappers of Wisconsin: I am attaching a photograph of Maegan Loka, president of the Future Trappers of Wisconsin, with the gentlemen of the Wisconsin Wildlife Federation. I believe that you gave my husband, Mark Loka, your card and asked for a photograph. I just wanted to tell you that Maegan was really inspired by the words that **Catherine Stepp** gave her. It's the time she spent in her busy day to take a few minutes and talk directly to Maegan. Ms. Stepp may or may not realize it, but it surely does make a difference. Thank you. P.S. Maegan wanted me to mention to Ms. Stepp that if she ever has another opportunity to go out to another bear den to see cubs please not to forget her! (Ms. Stepp does not realize what an outdoor girl she was talking to!)
- *From Joshua Kamrowski*, ranger-enforcement in Mercer, to **Ann Runyard**, IS specialist in the Bureau of Lands and Facilities: I was under the impression that you were the person who created the new Turtle-Flambeau Scenic Waters Area camping regulations/map brochure. I just wanted to thank you for a great job with the new map. I was very impressed with the detail and style of the map and received nothing but nice comments about the new brochures/maps during this last weekends fishing opener.
- *From Diane Schauer*, AIS (aquatic invasive species) coordinator for Calumet County. regarding **Chrystal Schreck**, invasive species educator in the Bureau of Science Services (addressed AIS coordinators on NR 40): Chrystal was at our AIS coordinators meeting today. She was wonderful. Her presentation was excellent. Chrystal presented herself as a partner to all of us, which I really appreciated. We have needed a bridge between AIS and TIS and she is it. I've worked with Chrystal a bit recently and have found her to be serious, focused, yet still pleasant and accommodating. She is a great hire and I applaud anyone involved in getting her on board. Let's keep her for a long time.

Northern Region success stories

Region names its 2010 Outstanding Service Award winners

- **Air and Waste Program: Rhonda O'Leary**, air management engineer,

Superior, was nominated for her outstanding contributions to several significant enforcement cases. In particular, she was the active motivating force behind the positive outcome in the recent settlement case of the Murphy Oil global agreement. While bringing the case to conclusion, she diligently reviewed and commented on hundreds of pages of legal and technical information, which aided in determining the final wording of the agreement. Rhonda is a tireless worker who serves with fine distinction. Her unparalleled character exemplifies the highest of tradition.

- **Customer and Employee Services: Ronda Helgeson**, Eau Claire, is a customer service representative officially assigned to the Eau Claire Hub. Helping the Cumberland HUB by filling in for a lead worker facing serious health issues prompted a regional employee to nominate her for this award. Helgeson has gone above and beyond expectations for her present position by taking on so many extra duties, including license account management and working the front desk. She displays a positive attitude and great work ethic, making a huge difference for other during transition. You can hear the sensitivity in her voice when talking to the public.

- **Forestry: Dan Schumacher** is the Ladysmith West forester-ranger and is recognized as an example of DNR employees who carry a heavy workload, yet quietly do their jobs at a high level without fanfare. In 2010, Dan completed a time-consuming assignment serving on a Division of Forestry fire landscape work group that produced a wild land fire landscape risk map. The map is a new concept and product that will serve the Division of Forestry in assessing a wide range of fire risks and determining how to best allocate resources across those landscapes in the future.

- **Land: Jeremy Holtz**, is the first wildlife biologist ever stationed in Florence. Nearly everything he does is groundbreaking, and most of his accomplishments are collaborative. He has acquired surplus equipment, made special purchases and borrowed from other areas to achieve his work goals. During his first months on the job, the Pine Popple Wildlife Recreation Area received a 5,000-acre addition, and the Legacy Forest was established in northeastern Wisconsin. The addition of those new properties required considerable coordination with the Forestry Division, Bureau of Endangered Resources, Bureau of Facilities and Lands, and outside partners. Administering the wildlife program in Forest and Florence counties, Jeremy has established working relationships with local units of government, sporting clubs and the local media. He has a regular column in the local weekly newspaper and is a regular guest on a weekly outdoors radio show.

- **Science and Enforcement: Andy Dryja**, is a conservation warden stationed in White Lake. He organized the 2010 Warden Recruit Class Fall Training, collaborating with private landowners and other DNR program staff. Dedicated to passing along his experience and knowledge to co-workers and citizens, Andy became a field training officer, sharing his passion of bear hunting by conducting an annual "Hunt of a Lifetime." Andy also conducts the Langlade County Spring Hearings for the department, and he attends community-based safety education programs taught by volunteer instructors. Andy has a well-rounded conservation program and is accessible to the public, responding in a timely fashion to any

complaints he receives.

- **Water: Pamela Toshner**, Spooner, is a lakes and rivers management coordinator who does an outstanding job working with the public to accomplish lake and river protection activities. She brings sound technical knowledge of aquatic systems to her job, and stays up to date on the latest research on topics ranging from water quality to fisheries to control of aquatic invasives. As the lakes and river coordinator for six lake-rich counties, she networks with county staff, consultants and lake groups, advising them on the best next step for protecting their lakes, and how DNR grants can help them accomplish these goals. Pamela also contributes to the statewide program through participation in the statewide Lakes Technical Team. In the past year, Pamela has worked with other multi-program team members in the Critical Habitat Program.

- **LTE: Josh Kamrowski**, Mercer, has worked as an LTE ranger at the Turtle Flambeau Area since 2009. During this time, he's proven to be dependable, courteous, and willing to help above and beyond what is required in his job. He can be counted on to respond to a call for help at any hour of the day or night, bringing gas to stranded boaters or helping a camper with a non-life threatening medical condition. On the night of July 27, 2010, a tornado ripped through the heart of the campsites on the Turtle-Flambeau. After having worked a full day, Josh came back to the park to help during the pouring rain and lightning. He assisted with several injured and shaken campers, working into the early morning hours of the following day, and was back at the office a few hours later to continue with the recovery and cleanup efforts. Josh works tirelessly, without complaint and with an eagerness to do his job well, subsequently leading to numerous compliments from the public.

- **Mercer Forestry Team:** The team consisting of **Heather Berklund, Chuck Norgren, Charlie Zinsmaster** and **Tim Fitzgerald** (retired) was nominated predominantly for its work to access and then establish salvage timber sales after the significant damage caused by Turtle Flambeau Scenic Waters Area tornado on July 27, 2010. Just before the tornado, five existing timber sales totaling 250 acres were impacted by the storm. The team developed a plan to examine the state and private forest lands surrounding the flowage, establishing eight new salvage sales on 667 acres and amending the five existing sales. They also provided reconnaissance and salvage sale advice to private landowners on approximately 700 acres during the summer and fall. The team completed exceptional work under extreme conditions in a relatively short time. Their team work, innovation and ambition was critical for accomplishing a large amount of work in a timely fashion. The team also was recognized for the assistance it provided with search and rescue operations, along with initial campsite clean up shortly after the tornado left the area.

Southeast Region success stories

- Congratulations to forester **Tim Beyer** (Plymouth) for being featured in a Sheboygan Press newspaper article on April 28, about the tree-planting program: The Department of Natural Resources is busy creating a new forest. About 1,000 trees per acre were planted in 40-acre section of farmland in the far western part of Sheboygan County. The field is next to a mature area of the Northern Unit of

the Kettle Moraine State Forest. The trees will serve to expand the Kettle Moraine forest, and provide new habitat for area wildlife, such as turkeys and other animals, said Tim Beyer, a DNR forester for Sheboygan County, who is overseeing the planting project. All told, Beyer said about 200,000 trees are being planted this year in the Northern Unit of the Kettle Moraine State Forest, one of the biggest efforts since the 1960s. The planting coincides with Arbor Day. The DNR also sold 70,000 tree seedlings from the state nurseries this week to private landowners. Schools around Sheboygan County are provided with free trees, and ceremonial Arbor Day plantings are planned. Beyer said the Kettle Moraine planting effort is funded largely through about \$50,000 in grants from several sources. The trees are going on a section of farmland acquired about five years ago by the DNR, so it could be preserved for conservation uses.

- Congratulations to statewide urban fisheries biologist **Matt Coffaro** (Milwaukee) for his fishing interview with Fox-6 Milwaukee on Sunday, May 1. Regional fisheries supervisor **Randy Schumacher** (Milwaukee) adds: Here's a very nice interview done by a Milwaukee TV station to let anglers know fishing season is coming. As usual, statewide urban fishing biologist Matt Coffaro does a great job explaining our programs.

- Congratulations to hydrogeologist **Jim Delwiche** (Waukesha) from Realtor Jeff Hoffman: I would like to applaud the efforts of James Delwiche from the Waukesha Service Center in his outstanding efforts to wrap up a conditional closure of a site located in Sussex that we just sold. There was a very tight time frame to make the deal work and James fast tracked the closure letter and achieved a time frame that certainly wouldn't have been possible with the DNR of the past. I can tell you the buyers and sellers were impressed with the level of service.

Deputy secretary **Matt Moroney** added: Outstanding work Jim. I was speaking at an event, and in the question and answer period Jeff mentioned your work in front of nearly 100 commercial Realtors. It was great to get such a report in a public setting. Keep up the good work.

- Congratulations to hydrogeologists **Binyoti Amungwafor**, **Margaret Brunette** and **Andrew Boettcher** (all stationed in Milwaukee) from *Benjamin Verburg, Principal Engineer of ARCADIS U.S., Inc.*: Thank you for your work on assisting with the closure of Centennial Place. It has been a great success moving the former 43-acre vacated factory into a viable redevelopment.

- Congratulations to air monitoring/transportation team supervisor **Jerry Medinger** (Milwaukee) from *Green Energy Summit Volunteers chair*. This is to appreciate your volunteer participation at the 2011 Green Energy Summit. The summit was a great success! The stature of presenters, the variety and depth of the programs, and the spectrum of more than 3000 participants put this summit at the leading edge of energy, sustainability, and green issues education in the city, state and across the nation. The summit owes its success to hundreds of people from the members of its planning committee to motivated volunteers like you who worked hard to help the Summit functions run as smoothly and efficiently as possible. On behalf of the summit planning committee I would like to thank you very much for your valuable time, effort, and contribution to this great cause. It

was a great pleasure to have you as a member of our team.

- Thank you to **staff and volunteers involved in the Spring Kids Fishing Clinics** from statewide urban fisheries biologist **Matt Coffaro**: The 27th annual Spring Kids Fishing Clinics were held on April 16 at 16 park ponds and lagoons in our area. The weather was as bad as I can ever recall in all 27 years. Wind, cold and rain in the morning became even colder and windier as the day went on. Then the rain turned into a blinding snow. The dedication of the 273 volunteers from our local fishing clubs made the day a success. They taught the basics of fishing to 927 kids! A good time was had by all and the fishing wasn't bad considering. Thank you to all the volunteers and to everyone else that contributed. At our clinic wrap up meeting we picked out dates for future winter and spring clinics out to 2015!

West Central Region success story

- From **Scott Watson**, basin supervisor in Wausau, to **Patrick Oldenburg**, water resources engineer in Eau Claire: I really appreciate you coming over this way and giving the PACRS (Petenwell and Castle Rock Stewards) group a presentation on the year-1-status of the Wisconsin River Project. I especially appreciate it, because I know you were scheduled for annual leave and rearranged your schedule to accommodate their meeting time.

I heard back from their president yesterday and he shared the ENTHUSIASTIC APPRECIATION of the entire PACRS group. It was an opportunity for them to see how important the monitoring work is and how importance their contributions to monitoring are. I can share that Rick said it was a shot in the arm for their group and helped them realize how important the long-term monitoring effort is.



Proper use of pesticide on the job is our responsibility

By: Thomas Boos, Bureau of Forest Management

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Now that field season is upon us, it's time to refresh ourselves on a few pesticide use issues. "Pesticide" is the broad term used in the department's manual codes to refer to the many chemicals, including herbicides, some employees use to control different species.

The first thing to remember is to make sure you understand when [pesticide certification](#) is required. It's our responsibility to make sure that the appropriate staff is certified.



Contractor spot sprays pesticide on invasive species.
WDNR Photo

DNR policy requires that anyone applying pesticides either be certified for that application or be working under the direction of someone who is certified. This can be a co-worker or supervisor. This has been a focal point of third-party certification audits, further emphasizing the importance of understanding the policy, should an auditor ask you about it.

Secondly, you need [approval](#) to use chemicals. You can get this approval by following the simple steps laid out in manual code. Approval to apply pesticides must be run through your regional program manager.

Lastly, after applying pesticides, you're required to submit a [chemical use report](#). As always, pesticide applicators must follow all product label instructions and wear appropriate protective gear. And, you must properly store and dispose of pesticides. More details on all aspects of pesticide use can be found on the "[Pesticide Use](#)" website, which you also can find under "DNR Tasks" on the "MyDNR" Intranet site. It's recommended that you review this information often to remind yourself about the responsibilities that you have when using chemicals.

Footnote: *Thomas Boos is a forestry invasive plant coordinator and co-chair of the DNR Pesticide Use Team.*



Radio station wins award for airing Fire Watch program

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On May 7, in Madison, the Wisconsin Broadcasters Association presented an Excellence in Broadcasting Award Small Market Radio second place award for Significant Community Impact to Hayward radio station WHSM for its "Fire Watch" program.

Current area forestry leader Larry Glodoski, Hayward, initiated this program 11 years ago. Forester-ranger **Kim Lemke**, also stationed in Hayward, took over the reins for the program nine years ago. A spring tradition for morning radio listeners, each week during spring fire season a DNR fire control employee or U.S. Forest Service (USFS) partner talks with radio show host Hans Evins about recent fire activity and fire safety measures people can take.

The Fire Watch Program runs for about 10 minutes each morning Monday through Friday. Special thanks this year to **Rebecca Mouw**, forester ranger, Minong; **Jay**

Riewestahl, forester ranger, Spooner; **Mike Omara**, forester ranger, Winter; the USFS; and “special guests” from Madison for their willingness to be interviewed for the show.

Last year, the Great Lakes Forest Fire Compact recognized [WHSM](#) for its commitment to fire safety through the Fire Watch Program.

For more information about Fire Watch, email [Lemke](#) or call him at (715)634-9658 ext. 3506.



Links of interest...don't miss them

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- **Title:** “Lyme Disease Remains a Health Threat in Wisconsin”

Description: May is Lyme Disease Awareness Month. A Department of Health Services news release from May 5 reports that cases of this disease numbered 35 percent higher in 2010 over 2009. The agency advises people to take precautions to protect themselves from the blacklegged, or deer, tick when outdoors. Read this advisory so you're “in the know” when it comes to avoiding this tick and recognizing symptoms if you're unable to ward them off. You'll find a link at the end of the news release with more information on Lyme disease.

Link: [“Lyme Disease Remains a Health Threat in Wisconsin”](#)

- **Title:** “Open Spaces”

Description: On Earth Day, April 22, the U.S. Fish and Wildlife Service began posting a series that will continue for 50 consecutive weekdays, each day focusing on a different state and exploring the ways “accelerating climate change is impacting or may impact fish and wildlife across America.” The daily blog also will bring visitors to this website news, issues and people from the U.S. Fish and Wildlife Service.

Link: [“Open Spaces”](#)

- **Title:** “Air and Waste Division Success Stories”

Description: The Air & Waste Division launched its regulatory improvement effort “Smart Regulation” in December 2003. As a part of this effort, managers and staff are accountable for assuring that the following attributes are reflected in the work of its programs: Responsiveness, Efficiency, Timeliness, Effectiveness and Consistency. One measure of evaluating success in implementing Smart Regulation is the feedback the division receives from its customers. Following is feedback received during January, February and March 2011.

Link: [“Air and Waste Division Success Stories”](#)

- **Title:** “2011 State of the Birds Report: A closer look at birds on public lands and waters in the Midwest”

Description: This first assessment of the birds that live or migrate via the lands and waters of the Midwest offers positive proof of the importance of these resources to more than 50 species of birds. “The report provides a scientific tool to help public agencies identify the most significant conservation opportunities in the forest, wetland and grassland habitats.” Take a look.

Link: [“2011 State of the Birds Report”](#)

- **Title:** “Natural Resources Board meetings audio recordings”

Description: Now available on the department's website, this catalog of audio

recordings of Natural Resources Board meetings goes back to April 28, 2010. Discussions are underway to enhance this site to make the board's proceedings even more transparent. You may want to make this site one of your "Favorites."

Link: ["Natural Resources Board meetings audio recordings"](#)

- **Title:** "Experimental release of stingless wasps may help control emerald ash borer"

Description: Breaking news from the department on May 5 reported that "tiny stingless wasps the size of a grain of rice may someday play a role in controlling the [emerald ash borer](#) (EAB) infestation in Wisconsin." Imported from China, this invasive pest has killed millions of ash trees since its discovery in Michigan in 2002.

Link: ["Experimental release of stingless wasps may help control emerald ash borer"](#)

- **Titles:** "Confident Caregiving: Essential conversations and planning for women caregivers of older adults"

"Caregiver Practical Skills"

Description: Eventually, many of us will find ourselves caring for our elderly parents or other family members. This relationship can be special, as well as challenging. Issues of communication, health care and personal finance management can be overwhelming if you're not prepared. These workshops strive to equip caregivers with the insights and tools needed to care for both the elderly person and themselves.

Links: ["Confident Caregiving: Essential conversations and planning for women caregivers of older adults"](#)
["Caregiver Practical Skills"](#)

- **Title:** "Conservation Congress elects new leadership"

Description: News release announces the election of Rob Bohmann to serve as its chair.

Link: ["Conservation Congress elects new leadership"](#)



First area director in Green Bay Les Neustadter dies

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Leslie "Les" Neustadter, 85, formerly of Allouez, passed away due to complications of heart bypass surgery on May 13. Upon reorganization of the Conservation Department into the Department of Natural Resources 40 years ago, he became the first area director in Green Bay.

Shortly after high school graduation, Neustadter enlisted in the United States Naval Air Corps. After WWII ended, he attended St. Mary's College in California and graduated from the UW-Madison in 1952.

Neustadter began working with the Wisconsin Conservation Department shortly after leaving the UW. His first position was as game manager for Rock and Dane counties, where he developed management plans. Later, he transferred to the game manager's position in Plymouth.

Neustadter was proudest of having acquired properties and developing management plans for the Collins Marsh Wild Life Area (WLA). Each year, he'd have to take a cruise through the Collins area and explain to anyone who was with him how individual properties were acquired and all the people he got to know in his work. He also acquired properties and developed management plans for the Killsnake WLA and

the Brillion WLA.

"Persons who today hunt and use these areas owe a debt of gratitude to Les for his foresight and tenacity in acquiring these properties for the public to use," wrote his family. "He enjoyed many years of hunting and fishing on these WLA areas with his sons, daughters and grandchildren."

In 1970, with the reorganization of the Conservation Department to the Department of Natural Resources, Neustader became the first director of the Green Bay Area and supervised all DNR fish, game and parks programs for that area. This included DNR activities in Door, Kewaunee, Brown, Manitowoc, Sheboygan and Calumet counties.

Neustader also had been the first park superintendent of Heritage Hill State Park in Green Bay. There, he was active in the acquisition and development of Heritage Hill State Park property, which still is heavily visited by Green Bay residents, school children and tourists as an example of life in Wisconsin in the 1800s.

After 34 years of public service, Neustader retired from DNR in 1986 to what he thought was a going to be a life of leisure. He then began carving the famous Neustadter Nutcrackers and Smokers, which found markets all over the United States and in Europe.

In his final years, Neustader took great pride in being the chairman of the Lakes Committee of the condo association where he lived, promoting good fisheries and water practices on the association's five lakes.

Services will be conducted on Thursday May 19. Neustader will be buried with full military honors in the Family Cemetery in Camp Douglas.

Condolences may be sent to Elaine Neustader at 1678 Twin Lakes Circle, Green Bay, WI 54311-4207. The family has asked that donations be made toward a memorial to be used to further educate the public about and enhance the wildlife programs at the Collins Marsh Wildlife Area.



Falcons return to nest atop Madison Gas and Electric plant

By: Madison Gas & Electric news release

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For the third straight year, a pair of peregrine falcons has returned to nest atop the Blount Generating Station, a power plant owned by Madison Gas and Electric (MGE). Four eggs were laid between March 28 and April 4, and the eggs hatched over the Mother's Day weekend. The eggs typically take about a month to incubate.

The MGE falcons raised three offspring in 2009 and four more in 2010. In a recent study, 95 percent of adult peregrines returned to the same nesting site year-after-year.

The peregrine falcon is listed as endangered in Wisconsin. Due to pesticide use in the 1960s, peregrines were declared extinct in the state. Falcons were reintroduced in the 1980s. In 2010, 82 were hatched at 27 known nesting sites in Wisconsin.

Wisconsin power plants have played an integral role in reintroducing peregrine falcons to the state. The first power plant nesting box was built in 1991 and used by falcons one year later. As of 2010, power plants are home to just under half the known nest sites in Wisconsin and produce more than half of all offspring in the state. On average, falcons nesting in Wisconsin power plants are now producing about 40

chicks a year.

Power plants provide security, limited disturbance, corporate support, employee interest and plenty of structural nooks and crannies for shelter.

The MGE chicks will be banded in late May or early June. Wisconsin peregrine falcon expert Greg Septon will take the chicks from their nest, put numbered bands on them and take a blood sample for DNA.

The first flight, or fledge, usually happens when the chicks are five to six weeks old.

For video clips tracking the progress of the birds in the nesting box and other information about the MGE falcons, go to ["Four falcons hatch atop MG&E power plant."](#)



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