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Comprehensive review leads to updated NHI Working List

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After undergoing a comprehensive review of more than 3,000 plant and animal species, the Natural Heritage Inventory (NHI) program in the Bureau of Endangered Resources recently published an updated version of Wisconsin's "Working List" of natural communities native to Wisconsin, as well as species legally designated as "Endangered" or "Threatened" and in the advisory "Special Concern" category.

Special Concern species are those about which some problem of abundance or distribution is suspected, but not yet proven. This category is designed to focus attention on certain species before they become endangered or threatened.



The Fairy Slipper (*Calypto bulbosa*) is a threatened species in Wisconsin and is found only in old growth white cedar swamps.

WDNR Photo

The list revision started in early 2010 with assistance and input from a variety of state and national agencies, organizations and universities, as well as naturalists throughout the state. Changes or new information on a species' population condition, status and distribution was reviewed and more than 1,000 state [ranks](#) were revised. Ranks provide an [assessment](#) of a species' persistence over time. These rank revisions resulted in the addition of 120 species to the advisory "Special Concern" category, while also removing 171 species from the list.

The "Working List" is meant to be a dynamic working document that the department updates as often as new information becomes available. The NHI program welcomes your input on any aspect of the list, as well as observations of these species and communities. The department published the 2011 "[Wisconsin Natural History Working List](#)" on June 1. To report rare plant and animal sightings, use the online "[Field Report Forms.](#)"

For more information contact Julie Bleser, Natural Heritage Inventory data manager at (608)266-7308.

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Dawn Hinebaugh, State Natural Areas Program, Bureau of Endangered Resources
Stay up-to-date with Endangered Resources news and events with the program's new email subscription service. Get information delivered directly to your inbox on bird outings, new publications, State Natural Areas, rare species and more. Visit the "[Endangered Resources](#) homepage, then scroll down to "Sign up for Endangered Resources News & Events."



Lisie Kitchel recognized by peers with 2011 Posekany Award

By: Dave Siebert, Office of Energy

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On June 2, **Lisie Kitchel** with the Bureau of Endangered Resources received the 2011 Lewis A. Posekany Award, an annual program award in the Office of Energy and Environmental Analysis (OEEA). This is a peer nominated award that recognizes "Outstanding Achievement in Environmental Analysis" and is our (Office of Energy's) way of staying connected to our program roots. The award is dedicated to the memory of **Law Posekany**, who retired in 1984 after 45 years of service to the people of Wisconsin and passed away in late 2004.



Lisie Kitchel accepted the 2011 Posekany Award from Dave Siebert.

WDNR Photo

Posekany was responsible for founding the Environmental Analysis program, much of the early Water Regulation and Zoning program development, and the concepts

within our cooperative agreement with the Department of Transportation (DOT). In 1952, he began coordinating with DOT to reduce the environmental impacts of highway construction. His efforts led to the current liaison procedures embodied by the DOT/DNR Cooperative Agreement. In 1970, following passage of the National Environmental Policy Act, Lew and former Secretary **Buzz Besadny** teamed up to form the Bureau of Environmental Impact, which today is the OEEA.

Kitchel is an “unofficial” member of our OEEA Team, working on Endangered Resources reviews for transportation projects since 1995.

Kitchel is known best for her tremendous expertise in mussels and other aquatic taxa, but we rely on her for help in the consideration of all taxa in the state. We look to her common sense approach that allows us to communicate to DOT designers and road builders what needs to happen.

Kitchel's peers recognized how she has saved DOT countless thousands of dollars by conducting endangered species surveys and mussel relocations.

“She has always been willing to share her knowledge of aquatic resources with staff from DNR, DOT and consultants, even if they didn't think they needed it, said **Al Stranz**, environmental analysis and review supervisor in the Northeast Region. “At the end of the day, they were better off and had a much better appreciation for the resource and the role all of us have in protecting the rare and unusual.”

Kitchel also is known as a great teacher, always spending time to explain the life history and habitat needs of the rare species of interest. She brings thoroughness, candor and readiness upon joining program staff in difficult meetings when needed.

“Lisie has been an asset to our program for many years,” said **Mike Halsted**, DNR's statewide liaison to DOT. “She displays the kind of professionalism that is a model in the department.”

Congratulations to all of the 2011 nominees: Mike Halsted; **Shawn Haseleu**, environmental analysis and review specialist in Spooner; **Toni Revane**, environmental analysis and review specialist in Milwaukee; Al Stranz; and **Mike Thompson**, Southeast Region's environmental analysis and review supervisor.

Footnote: *Dave Siebert is director of the DNR Office of Energy and Environmental Analysis.*



State of Wisconsin hires Deer Oaks to assist with employee assistance services

By: Jeff Carroll, Bureau of Human Resources

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In mid-May, DNR announced the addition of the Deer Oaks Employee Assistance Program (EAP) to complement services provided by our own internal EAP. Deer Oaks is a national EAP provider offering a wide range of services including counseling and wellness information to help you balance your work and personal life. Deer Oaks is supplementing the EAP services that I provide.

Some of the services provided by Deer Oaks include:

- Access by phone 24/7 to a licensed mental health clinician. Call 1(866)-327-2400 toll free

- Face-to-face short-term counseling (up to five sessions) for individuals, couples/domestic partners and families by over 300 affiliates who are licensed therapists located throughout Wisconsin. HMOs (health maintenance organizations) don't officially cover couples counseling, so this is a valuable resource that has been well used by other state agencies' employees
- Substance abuse/addiction services
- Critical Incident Stress Management/Debriefing
- Onsite training on a wide variety of topics
- Onsite conflict mediation
- Reimbursement for cab fare if an employee is unable to drive home due to an emergency or illness (a once a year benefit)
- An extensive web-based library of articles on wellness, work and personal topics; live chat with experts on a variety of topics; and regular newsletters
- Referral to legal, debt management and budgeting resources (I also can refer you to low-cost resources not affiliated with Deer Oaks.)

Several questions have come up since **Carrie Mickelson**, HR bureau director, emailed you last week announcing Deer Oaks. Following are some answers to those questions.

Why did DNR contract with Deer Oaks when we already have an EAP?

The Employee Assistance (EA) profession has noted an increasing need for specialized professional services due to the economy, an aging workforce and other trends. After a search by a team that included some of my state agency EA professional peers, Deer Oaks began providing EA services in 2008 for about 25 state agencies that didn't have professional EA services. The Departments of Corrections, Transportation and Health Services added Deer Oaks service to their existing internal professional EA services, at that time.

DNR has initiated Deer Oaks' services now because they've become a valuable, confidential part of EAP services at other large departments, supplementing those departments' internal professional EAP staff. Now, DNR employees have the same advantage of using either our internal EAP (me) or the external EAP, Deer Oaks. It's an addition to our EAP that I welcome.

Since budgets are tight, why are we paying for additional EAP services now?

DNR recognizes that many employees and their families face difficulties in these challenging times. When I'm out of the office, and in the evenings, at night and on weekends, Deer Oaks will be there whenever employees or their families need assistance. This greatly expands our EAP service hours, and it enhances a family assistance dimension by EA that wasn't active in the past. It also adds a professional "face-to-face" EAP option for regional employees, who usually are too far away to consult with me in person.

The majority of EAPs are cost-effective. Virtually all research shows that EAPs increase employee wellness, productivity and morale; and reduce absenteeism, accidents and turn-over. This is why most corporations, state and federal agencies have an EAP. The majority of Wisconsin's other state agencies already have been using Deer Oaks for several years, and our current administration supports and recognizes the value a combined external and internal EA program can bring to DNR employees and their families.

What about our volunteer Employee Assistance Coordinators?

Over the years, our dedicated group of volunteer EA Coordinators (EACs) has played an important role in helping coworkers with their problems and finding the resources for addressing them. They don't provide the personal counseling and resources offered by a professional EAP, however, and recruitment of EACs has become more difficult as workloads have increased. Our network of EACs will now transition to a role of linking employees with either Deer Oaks or me, and enhancing wellness efforts in the department. I commend them for the great support and guidance they've provided to coworkers since 1983!

Will my contact with Deer Oaks remain confidential?

Deer Oaks is regulated by the federal HIPPA law and state confidentiality guidelines, as well as the ethical standards of the PhD and masters level counselors who work there. Unless you decide to, no one in DNR will be informed of individuals who use Deer Oaks' services. Confidentiality can only be broken in life-threatening situations, with knowledge of child abuse, and when there is intent to harm department operations. These are the same exceptions under which the DNR's internal EAP operates. The same confidentiality guidelines apply to you or your adult family members, who won't be informed that the other has contacted Deer Oaks or me for EA services.

DNR will receive only a general, quarterly utilization statement from Deer Oaks. There is no information on this statement that could be linked to any individual. DOA receives anonymous, general utilization data for all agencies that use Deer Oaks, but that information isn't agency specific.

Go to "[Deer Oaks](#)" website and click on any of the "Member Services" links. The user name and the password are both "sowi" ("State of Wisconsin" and isn't case-sensitive). Keep in mind that the DNR Internet use policy applies to this site as well.

How do I access the Deer Oaks library of information?

You'll also find an orientation video about Deer Oaks on their website. After you login on their home page using "sowi" as your user name and password, you will be in "member services." Click on "employee training-SOWI" and then scroll all the way to the bottom of that page to the video.

To access the legal and financial services from Deer Oaks homepage click on "work/life services," scroll down to and click on "legal and financial services," then click on the login prompt. Once you're in, the login password is "deeroaks" (not case sensitive.)

You received a Deer Oaks brochure with your paycheck in early June. Please share it with the members of your household, because they're eligible to use this benefit, as well.

Additional information about Deer Oaks will be provided on the in the near future on the [DNR EAP](#) website.

If you have any questions about the DNR Employee Assistance Program or problems with Deer Oaks, contact me, [Jeff Carroll](#) or call me at (608)266-2133. My office is in room 810 in GEF 2.

Footnote: *Jeff Carroll, who is a Certified Employee Assistant Professional, has managed DNR's Employee Assistance Program for 22 years.*



Important printing deadline coming up for State Fair publications

By: Tim Sell, Bureau of Finance

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If you need publications in time for this year's [State Fair](#), August 4-14, you need to submit your requests to the Purchasing Section no later than June 30. Any request(s) received after June 30 may run into timing problems with processing and the printer's ability to complete and deliver the job on time.

Also note that print purchasing agent **Scott Wardell** retired on June 3. You can email his replacement [Jeannie McCarville](#) or call her at (608)266-0873.

Footnote: *Tim Sell is the chief of the Purchasing Section.*



Warden library for officers-on-the-go nets high honor

By: Joanne Haas, Office of Communication

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Warden world? Look in WERL

Think of it as "CliffsNotes" for wardens. But this is an award-winning version.

"Wardens handle a vast array of duties," Southeast Region warden supervisor **Kevin Mickelberg** says of the biggest reason he championed the Warden Electronic Resource Library (WERL), a collection of quick-read primers on nearly every issue a warden may encounter. "It is not usual to respond to a call about a stormwater runoff, then go to a call concerning all-terrain vehicles, and then be asked to handle an asbestos call."



Warden Kevin Mickelberg looks for an online publication from his "mobile office." He says tongue-in-cheek that this is "as close as I get to wildlife, these days."
WDNR Photo

The WERL was recently chosen as one of the two recipients of the "Anchor Award" from the University of Wisconsin Certified Public Manager Program. Forty entrants sought the honor. "Award winning projects reflect [Certified Public Manager] principles and demonstrate innovativeness in approach and improvement in quality within the work unit as a result of the project," Certified Public Manager Program director Susan Paddock wrote in her congratulatory letter to Mickelberg.

Mickelberg developed the idea, format and framework, but he is quick to credit the overall success of the project to the many wardens and others that have developed

the individual training power points. Found on the Law Enforcement Intranet web page, the library contains individual easily-understood PowerPoint presentations viewable in 20 minutes or under. "The whole idea is to get the warden the information and the skills set to handle that next call by the end of the PowerPoint."

Each call for warden assistance requires a specific set of skills and knowledge, Mickelberg says, adding the library reflects innovation to keep performance at a high level with limited budgets and staffing. And if a warden hasn't handled a particular issue in a while, a quick review of the basics is not only necessary – it's easy. "They can just go to WERL," Mickelberg says.

"And if the situation is more pressing, the warden is provided names and contact information for other experts on the issue to consult en route to the scene," Mickelberg says. "The goal of the library is to provide a resource the wardens can access to refresh their knowledge on issues so they can handle the call with the skill and competence."

Footnote: *Joanne Haas is a public affairs manager for the Division of Enforcement and Science.*



Help with game bird brood ten week surveys while out and about

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Since 1970, department personnel have recorded game bird broods they've observed while afield performing their regular work duties. This information has proven valuable in the past in estimating the productivity of our upland game birds and in making predictions for the upcoming hunting seasons. ["Ten Week Brood Observations"](#) provides a survey abstract, methods used and results.



A brood of wild turkeys is just one of the types of game birds included in the "Ten Week Brood Observations."

WDNR Photo

The Wildlife Surveys Section of the Bureau of Science Services again is asking for your help in recording game bird brood and mammal observations in 2011 (10-week game bird brood survey M.C. 2310.5). The survey period for 2011 is June 12 through August 20. In general, field personnel, aids, LTEs, work crews and anyone else that may work out of the office should participate in this survey. If you don't work or otherwise spend time in the field, but know of others in your program that do, please alert them of this survey

Instructions are simple, just record all game bird broods seen in the course of regular working hours as a DNR employee. This includes driving to and from work sites or field offices. The upland game birds to watch for are the

gray partridge, pheasant, ruffed grouse and wild turkey. Please use the tally sheet to keep track of your brood observations during the survey period; you can print a [tally sheet](#) here.

Record the date of the observation, the county, species seen, number of hens, number of young, and if you felt you counted only part or all of the brood (complete count No/Yes). Brood size information will be used to check other brood size surveys for turkeys and as an indicator of production for all of the species.

A reporting form will be made available on "E-Forms" at the end of the 10-week observation period. Use this form to summarize and report your sightings for the survey period. Don't use the tally sheet as a reporting form. Also, keep track of live or road kill sightings of the following mammals: bobcat, badger, fisher, pine marten, otter, red and gray fox, coyote, bear, white-tailed jackrabbit and wolf. Use the [mammal tally form](#) to record your observations.

Email any questions you have about this survey to wildlife surveys coordinator [Brian Dhuey](#), or call him at (608)221-6342. The Bureau of Science Services thanks in advance those helping out with these wildlife surveys.



Bucket Brigade brings back composting to central office

By: Elisabeth Olson, Bureau of Waste and Materials Management

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A typical American household throws away an estimated 474 pounds of food waste each year. That's equivalent to about 1.5 lbs per person per day. Food scraps generated by all U.S. households could be piled on a football field more than five miles high or 26,400 feet. Picture that in your head. According to a 2009 DNR study, about 10 percent of Wisconsin's municipal waste stream is comprised of food scraps.

As one way to help reduce food waste in Wisconsin landfills, DNR employees in the central office launched an effort this month to reduce their environmental impact by re-establishing composting. Central office staff had composted for many years, but the effort faded away due to retirements and volunteers leaving for other jobs.

Thanks to our new Bucket Brigade, composting is back in GEF 2.



Compost happens!

WDNR Photo

You can help reduce waste and compost items such as fruits and vegetable scraps, coffee grounds and filters, eggshells, nutshells and houseplant trimmings. The handy

information sheet "[DNR Office Composting](#)" is posted in each kitchen area of the building.

Every week, a volunteer will collect and transport the compost to [Community Groundworks](#), a nonprofit organization on the north side of Madison that connects people to nature and local food. Community Groundworks uses hands-on education that helps children and adults learn about gardening, urban farming, healthy eating and natural areas restoration.

The Bucket Brigade is comprised of volunteer "Compost Captains" and backups on each floor of GEF 2. Captains post information about composting in the kitchenettes, and keep an eye out for overflowing compost buckets or other problems. Below is a list of Compost Captains.

The Bucket Brigade:

- *8th Floor Compost Captain:* **Cathy Cleland**; Backup: **Diane Greisinger**
- *7th Floor Compost Captain:* **Margaret (Peggy) Hoene**; Backup: **Marty Burkholder**
- *6th Floor Compost Captain:* **Drew Feldkirchner**; Backup: **Lisie Kitchel**
- *5th Floor Compost Captain:* **Lyndsey Gieck**; Backups: **Cynthia Moore, Andrew Savagian**
- *4th Floor Compost Captain:* **Ryan Conner**; Backup: **Need a Volunteer**
- *3rd Floor Compost Captain:* **Mike Lemcke**; Backup: **Terry Donovan**
- *2nd Floor:* **Need Volunteers**
- *1st Floor:* **Need Volunteers**
- *Ground Floor:* **Need Volunteers**

Compost bins are located on floors three to eight in the kitchenettes, and there are two larger bins in the janitor closets on floors four and seven to handle any overflow. The remaining floors need a volunteer floor Compost Captain to get composting started again! If you're interested in volunteering as a captain or helping out in some other way, contact [Cynthia Moore](#) or at 267-7550; or [Andrew Savagian](#) or at 261-6422.

Many thanks to all of our volunteers and a special thanks to Community Groundworks for taking our compost and **Brad Wolbert**, Bureau of Waste and Materials Management, and Norseman Plastics for providing compost collection containers.

If regional offices are interested in starting an office compost system, email [Cynthia Moore](#) or [Andrew Savagian](#) for helpful advice. If you're interested in outreach materials, email me, [Elisabeth Olson](#).

Footnote: Elisabeth Olson is a natural resources educator with the Bureau of Waste and Materials Management.



Lightning Safety Awareness Week is June 20-24

By: Wisconsin Emergency Management news release

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"When Thunder Roars...Go Indoors!"

Each year more than 400 people are struck by lightning in the United States. Around 60 are killed and hundreds of others suffer lifelong pain and permanent neurological disabilities. In Wisconsin, 23 people have died following lightning strikes since 1982. This [map](#) indicates where those deaths occurred, as well as the number of strikes and injuries.

You can protect yourself and your family by knowing these simple lightning safety facts and tips:

- If you hear thunder, you are in danger. Don't be fooled by blue skies. If you hear thunder, lightning is close enough to pose an immediate threat. Don't wait, seek shelter immediately. Remember: When Thunder Roars...Go Indoors!
- A fully enclosed building with wiring and plumbing offers the best protection.
- Sheds, picnic shelters and covered porches DO NOT protect you from lightning.
- If a building isn't available, get into a hard-topped metal vehicle and close all the windows.
- Stay inside a safe building or vehicle for at least 30 minutes after you hear the last clap of thunder.
- Don't use a corded phone except in an emergency. Cordless and cell phones are safe to use.
- Keep away from electrical equipment and wiring.
- Because water pipes conduct electricity, don't take a bath or shower or use other plumbing during a storm.
- Stay away from isolated tall trees, towers or utility poles. Lightning tends to strike taller objects in an area.
- Get an Emergency Weather Radio. It will alert you to the threat of severe thunderstorms in your neighborhood.

Act fast if someone is struck by lightning

- Lightning victims don't carry an electric charge, are safe to touch and need urgent medical attention. Cardiac arrest is the immediate cause of death.
- Call 911 immediately.
- Give CPR if the person is unresponsive or not breathing. Use an Automatic External Defibrillator if one is available.
- If possible, move the victim to a safer place. Lightning can strike twice. Don't be a victim.

Read the entire Emergency Management [news release](#), where you'll find lightning facts and myths.

For additional information about lightning safety and awareness go to the ["Are you Ready Wisconsin"](#) website. You also can contact your local public health department, county emergency management director or the National Weather Service.



Around the state...DNR employees shine

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Northeast Region success stories

- To **Jennifer Borski** (hydrogeologist, Oshkosh): The suggestions (regarding SURF/Sustainable Remediation Forum, see June 2 "Digest") I have received about how best to move forward based on the panel discussion say it all! Tons of great ideas for us to evaluate. Lots of energy and, most importantly, a great sense that we're closer than we might think. I hope that you found the panel to be fruitful and a good use of your time. We certainly appreciate the effort you all made to

participate. Please extend my “Thanks!” to your organizations for supporting you at SURF. We look forward to more engagements. *Mike Rominger, SURF Facilitator*

- Thank you, **Bryan Woodbury** (wildlife biologist, Oshkosh) for speaking to the UW Oshkosh Environmental Studies 101 class on the topics of Wisconsin's ecological landscape, the structure of the WDNR, and the goals and duties of DNR Wildlife Management. It is a privilege to have a biologist with first hand experience come in and share their knowledge with a college classroom. You gave an excellent overview of your work, which undoubtedly broadened the students' perceptions of WDNR. Making direct contacts to help people understand the functions of the DNR is a crucial part of promoting citizen cooperation with environmental laws and regulations. Shannon Davis-Foust

- Thank you VERY much **Christine Lilek** (hydrogeologist, Plymouth). The attachment you sent is exactly what I hoped for and is clear, to the point and should settle this issue (waste/home composting complaint). Again, “thank you” doesn't begin to properly convey the gratitude we feel at this resolution through your department. We sincerely appreciate your input and the letter you've provided. *Linda and Bob Halfmann*

- Hi **Amy Callis** (wastewater specialist, Green Bay) and **Curt Wilson** (Northeast Region forestry leader): I have linked you to the most recent HSSD newsletter – there is a piece on the Earth Day tree planting. I am so happy that you had some Bay Port students helping out! Note page 10 of the newsletter for an article and photo. Just to let you know that one of our Bay Port students is doing some career shadowing with (water resources management specialists, Green Bay) **Brenda Nordin** and **Danielle Sippel** for an aquatic species/biology field, and Brenda has shared her expertise for the last 3 years in one of our 8th grade science classes. **James Harbaugh** (wildlife technician, Green Bay) has also spoken for several elementary and intermediate classes over the past few years. I love having the DNR in our community – you are all such valuable resources so I am happy that our students could reciprocate and help you out – thanks for the great experience! We are very appreciative of your willingness to reach out to the Howard-Suamico School District and contribute to science and environmental education for our students! *Take care, Anne Buttke Volunteer & Community Involvement Coordinator [Howard-Suamico School District](#)*

- Thank you (**Jennifer Borski**, hydrogeologist, Green Bay) so much for your quick response to a hazardous waste determination for the Kerwin Paper Redevelopment site in Appleton. It is appreciated. *Tom Metivier, President and CEO, CBC Coatings Inc., Appleton*

Southeast Region success stories

- Congratulations to monitoring specialist **Katie Praedel**, Milwaukee, from *Disease Control and Environmental Health* director **Paul Biedrzycki**: On behalf of the City of Milwaukee Health Department and the Milwaukee Biowatch Advisory Committee, I would like to express my sincere gratitude and appreciation for all the hard work and dedication everyone put into the design, planning and implementation of the Biowatch Table-top Exercise that took place on May 17 and 18. The diversity in participation and dialogue was impressive and resulted in

better understanding of the scope and breadth of coordination necessary to assure regional preparedness and protection of the public's health. This is a necessary and important event for our metropolitan area and surrounding county population. I enthusiastically look forward to future partnerships and similar endeavors toward the improvement of community resiliency and strengthen our regional emergency preparedness and planning.

- Congratulations to the **Southern Region Forestry Team** from *South Central urban forestry coordinator Jeff Roe (Fitchburg)*, regional *urban foresters Kim Sebastian and Olivia Witthun (both in Milwaukee)*: We have had another successful and busy Arbor Day and Tree City USA award season! We have 91 active Tree City communities in the Southern Region and 13 Growth Awards. This is a lot of active communities that value urban forestry and appreciate Department of Natural Resource staff taking time to acknowledge their successes. Each year the urban forestry staff makes numerous presentations for Arbor Day and Tree City, but we don't do it alone. We would like to thank the following staff for assisting with presentations and dropping off materials; **John Nielsen** (Southern Region's forestry leader); **Jeff Weatherly** (SER area forestry leader); **John Hammen** (acting SER director) **Mike Warnke** (forestry team leader, Necedah); **Todd Kenefick** (forester ranger, Richland Center); **Cory Secher** (forester, Fitchburg); **Mark Guthmiller** (regional forest health specialist, Fitchburg); **Tim Beyer** (forester, Plymouth); and **Randy Cooper** (forester, Sturdevant). Again, thank you! We know the communities really appreciate your time and it does help them continue their programs.

- Congratulations to municipal drinking water engineer **Thanintr Ratarasarn** (Waukesha), wastewater engineer **Jason Chappelle** (Sturdevant), and acting water leader **Michael Luba** (Sturdevant) from *acting regional director John Hammen*: Secretary **Cathy Stepp**, Deputy Secretary **Matt Moroney** and I met today with Racine Mayor John Dickert and water utility general manager Keith Haas. It was a general meeting to discuss partnerships, relationships and issues of mutual interest. Keith Haas went out of his way to acknowledge and express appreciation for the excellent assistance and very positive working relationship the city has with all three of you. It was a very nice reinforcement of what we already know about the work each of you does, particularly your professional approach, technical expertise and strong sense of customer service. Thanks for the ongoing great effort on behalf of the environment and citizens of southeastern Wisconsin.

- Congratulations to water resources engineer **Xiaochun Zhang**, Milwaukee River basin team leader **Sharon Gayan**, water resources biologist **Marsha Burzynski**, and director of the Office of Great Lakes **Stephen Galarneau** for Western Dredging Association's 2011 Environmental Excellence Award: Great news! The Kinnickinnic River project is going to receive a national award Tuesday evening at the Western Dredging Association National Conference in Nashville. Scott Cieniawski from Great Lakes National Program Office will be at the conference, and will accept the plaque for the project team. After the awards ceremony Western Dredging Association will have a press release, which we'll make sure gets around to the entire project team.

- Congratulations to hydrogeologist **Lawrence Fox** from the *Milwaukee County Department of Transportation and Public Works Environmental Compliance Manager Kevin O'Brien*: Just a quick thank you for your prompt and effective response to the abandoned asbestos containing siding in Oak Creek. I went by the site on the Root River earlier this week and the entire product had been removed. I appreciate the good customer service that you and the Department of Natural Resources provide.
- Congratulations to hydrogeologist **Andrew Boettcher** from *Anna Wildeman, Attorney at Michael Best & Friedrich*, regarding review of a cap modification plan for expansion of the Outpost Natural Foods store in Wauwatosa. Thanks so much for the quick turnaround on this. It was very nice working with you.
- Congratulations to Northern Unit Kettle Moraine State Forest team leader **Jerry Leiterman and his staff** from *a very happy camper*. I had reservations last weekend at the Mauthe Lake Recreation Area, and I wanted to pass along my compliments to the cleaning staff at the park. I had reservations at site 552 and the bathrooms were always clean and fresh smelling. We also used the shower facilities and they were amazing. They were up-to-date, very private and equally clean and well maintained. Keep up the good work. We really appreciated the clean facilities.

West Central Region success stories

- From **Tom Woletz**, regional Air & Waste leader regarding a letter complimenting **Mae Willkom**, hydrogeologist in Eau Claire: Nice [letter](#) on some excellent service provided by Mae Willkom, WCR Remediation & Redevelopment hydrogeologist. Mae is definitely one of our good ones and this is just the latest in many compliments we have received on her work over the years. Melody, this one is a good candidate for inclusion in our success stories. Hustler Hardware had been one of our long outstanding contaminated sites.

Willkom's supervisor **Bill Evans** wrote to Woletz: Mae received this letter of appreciation from an attorney involved with the estate of the abandoned Hustler Hardware property. She piloted a state lead cleanup where DNR acted as agent in order to utilize PECFA funding. We just closed the case out and Mae succeeded in facilitating the municipality taking ownership in hopes of redeveloping the downtown property. Mae had been getting local officials involved, including routinely updating the local judge due to his interest in the fate of this property.

- Hi, **Scott (Bowe)**, conservation warden, Cornell): THANK YOU for braving the cold weather with all of us at Angler "Ed-Venture." I felt like a Popsicle when I got home! I hope it's not too unprofessional, but I am emailing a ["thank you"](#) rather than snail-mail. That way you can print off dozens and dozens of copies and post them all over your office!

Seriously though, thank you so much for being part of the event again this year and, more importantly, for ALL the wonderful things you do for Chippewa County and its residents. You're a great, positive representation of the WI DNR! *Andrea Smith, Community Education Coordinator, Cornell/Lake Holcombe 21st Century Community Learning Centers*



Outdoor Skills Day scheduled for MacKenzie Center

By: Ruth Lee, MacKenzie Environmental Education Center

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Gather near the main lodge at the MacKenzie Environmental Education Center between 9 a.m. and 2 p.m. on July 9, 2011 to enjoy a variety of outdoor skills, including archery, fishing, outdoor cooking, hikes, shooting sports and more. Rotate among the skills at your own pace.



A young visitor to a previous Skills Day at the MacKenzie Center tried his hand at archery.

WDNR Photo

The event is free, and you can purchase food at a concession stand that will be available on the grounds. The MacKenzie Center is located just two miles east of Poynette and 25 miles north of Madison. You can find directions and more information on the ["MacKenzie Environmental Education Center"](#) website, or call (608)635-8105.

Footnote: *Ruth Ann Lee is the lead educator at the MacKenzie Environmental Education Center and chair of the Wisconsin Wildlife Federation's Education Committee.*



Central office employees' donations bring Red Cross honor for 2010

By: Linda Miller, Bureau of Community Financial Assistance

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Because DNR central office and South Central Employees donated 175 pints of blood last year as members of "One a Week Club #29," the Red Cross has named the department the ["2010 Top State Department Club."](#) There are 187 clubs in Dane County, 11 of which are made up of state agency employees.

Approximately 75 employees belong to DNR's Club #29. Formed in 1994, department donors have contributed 3,751 pints of blood during the Red Cross downtown Madison blood drives. A blood drive is scheduled for downtown Madison at least once

a month.

As a One a Week Club, the department must donate at least 52 pints of blood per calendar year. Family and friends of club members can donate under the club's #29, assuring that the gift is credited to DNR's overall contribution for the year.

On average, 38,000 pints of blood are needed to treat patients around the country everyday. The Red Cross is the single largest supplier of blood products to hospitals throughout the nation.

An individual donor can give whole blood every 56 days and platelets up to 24 times per year, if they continue to qualify. A donor must be 17 years old, weigh at least 110 pounds and be in good health. They'll be asked a series of questions upon arriving at the donation site. About 38% of the U.S. population is eligible to donate blood, but only about eight percent give.

A person has 10 to 12 pints of blood in their body, giving a pint per whole blood donation. Red blood cells have a shelf life of 42 days, and platelets are only useable for up to five days. This means that there is a constant need to replenish the supply. Every unit of whole blood can be separated into several components, i.e. red cells, platelets and plasma, potentially saving the lives of three or more patients.

The number one reason people don't donate blood is that they haven't been asked. The DNR club's members come and go, so new members are always welcome. And, tell your family and friends that they can pitch in, too.

Email me, [Linda Miller](#) or call me at 267-0801 for more information on how you can donate to the Red Cross.



Boat inspectors will patrol for invasive aquatic species on holiday weekend

By: Jon Fischer, Bureau of Watershed Management

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In an effort to prevent the spread of aquatic invasive species, DNR Water Guards, volunteers and citizens will be educating boaters and conducting free courtesy boat checks over the Fourth of July weekend to assure that boaters don't accidentally spread Eurasian water-milfoil, zebra mussels and other non-native aquatic species.



Park ranger **Kathy Oginski**, Winter, showed a boater how to inspect and clean his boat.

WDNR Photo

The inspectors will be stationed at boat landings to help boaters understand Wisconsin's invasive species laws and what they must do upon pulling their boats from the water and before leaving. A [landing sign](#) will be posted to alert boaters of

the inspections.

"Wisconsin is a great place for fishing and boating. By following simple steps, we can preserve the quality of our lakes and rivers for future generations to enjoy," says **Bob Wakeman**, the DNR's Aquatic Invasive Species program coordinator.

Invasive species can crowd out native species, disrupt lake ecosystems, and interfere with boating, fishing and other recreation. The main way that invasive species and fish diseases such as viral hemorrhagic septicemia (VHS) spread to new waters is aboard boating and fishing equipment and live fish, or in water moved from one waterbody to another.

The citizens, who've been trained through Wisconsin's "Clean Boats, Clean Waters" program, will demonstrate the required prevention steps boaters must take, provide stickers for boaters to place on their trailer posts to remind them of these steps, and talk about Wisconsin invasive species and VHS laws.



Danielle Sippel, Northeast Region AIS coordinator, and **Chris Hamerla**, (former DNR employee and now Lumberjack AIS coordinator) inspected a boat.

WDNR Photo

Boaters, anglers and others enjoying Wisconsin waters are required to:

- **Inspect** boats, trailers and equipment.
- **Remove** all attached aquatic plants and animals.
- **Drain** all water from boats, vehicles and equipment.
- **Never move** plants or live fish away from a waterbody.*

*Limited exceptions apply.

Visit DNR's Internet [homepage](#) and search "bait laws."

Footnote: *Jon Fischer is an aquatic Invasive species outreach assistant.*



Lake Belle View fish stocking next on restoration agenda

By: Greg Matthews, for City of Belleville

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Work continues on a lake rehabilitation project in Belleville that aims to restore both the aquatic environment and fishery of reconfigured Lake Belle View. To that end, and a critical component of the project, DNR is establishing a diverse warm water fishery by transferring native fish species from the Sugar River to Lake Belle View.

More than \$441,000 in DNR matching grant monies have been awarded to the Village of Belleville to help pay for the restoration project.



Jim Amrhein (front) water resources management specialist, Fitchburg, and Nathan Laderman counted and separated fish prior to stocking.

Photo courtesy of Greg Matthews

Already, a berm has been constructed to separate the lake from the Sugar River with the earthen structure also serving as a recreational corridor connecting this village of 2,385 residents to lake and river.

"To our knowledge, there's no other project like this in Wisconsin, especially the establishment of an off-channel ecosystem with native plants and fish. It's a great living outdoor laboratory. We believe that by creating a unique recreation area people from all over the region will come here to enjoy fishing, canoeing, bird watching and bicycling," noted village president Howard Ward.

"We are the little village that could," he added.

The original 94-acre shallow impoundment of the Sugar River was drawn down in conjunction with the berm construction so it could be dredged, sediment could be removed from the lake bottom, and invasive carp can be eradicated.

Due to the berm, "an estimated 99 percent of the phosphorus and sediment (carried by the Sugar River) will bypass the lake, an important factor for sustaining the lake for decades to come," said **Dave Marshall**, one of the project's environmental consultants and retired DNR employee.



Jim Amrhein preparing to stock a northern pike.
Photo courtesy of Greg Matthews

The lake re-filled through groundwater seepage, which will also maintain water in the newly reconfigured 40-acre lake.

The Sugar River now has been separated from most of the lake, but it still flows through a small impoundment and over the dam which created the former Belleville Millpond in 1920.

DNR biologists and environmental consultants will collect fish species using electro-shocking gear in sections of the Sugar River. The fish will be transported in aerated coolers from river to lake immediately after collection and stocked by volunteers, village officials and others. **Nathan Harpold**, fisheries technician (Fitchburg), and fisheries biologist **Kurt Welke** (Fitchburg) contributed by electro-shocking fish from the Sugar River.

Species expected to be stocked include bluegills, largemouth bass, pumpkinseed sunfish, green sunfish, black crappies, bluntnose minnows, flathead minnows, golden shiners and johnny darters. All of these fish are compatible with the new lake environment and are considered common-to-abundant in the Sugar River.

“The game fish (augmented with hatchery stocking) will provide recreational fishing while the diverse non-game fish will support the game fish population (as prey species) and attract birds and other wildlife as well,” noted Marshall.

The project also calls for creating wetlands and floodplain forest by redistributing dredged lake sediment conducive to wetland plants. Trees, grasses and other plants will be established by planting and seeding.

Native aquatic plant species already are being introduced in the lake. These include Water shield, Coontail, American lotus, Yellow and White water-lily, Large-leaved Illinois and Longleaf pondweed, and Wild Celery.



Dave Marshall, consultant with Underwater Habitat Investigations, Jim Amrhein, Steve Fix and Nathan Laderman separating fish.
Photo courtesy of Greg Matthews

“We hope that Lake Belle View will ultimately mimic a natural river floodplain lake that harbors many native fishes, including largemouth bass and bluegills,” added Marshall.

Restocking, augmented with hatchery stock, and electro-shocking will continue throughout the summer. For more information on this fishery restoration project, go to the city’s [“Lake Belle View Restoration Campaign”](#) website or [“The Badger Trail”](#) website.

Footnote: *Greg Matthews is the retired public affairs manager from the South Central Region. He is handling communications on this project for the City of Belleville.*



Office of the Great Lakes announces photo contest winners

By: Jo Temte, Office of the Great Lakes

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DNR’s [Office of the Great Lakes](#) has announced the winning photographers in DNR’s third annual “Wisconsin’s Great Lakes” photography contest. Their photos will be featured in a 16-month calendar available this summer.

Four DNR employees shared their talent in this year’s contest and **Gervase Thompson**, fish propagation technician in Brule, received honorable mention awards in the categories of “Natural Features and Wildlife” and “Cultural and Historic Features.” This year’s submissions and winning photos can be found on the Office of the Great Lakes website.



"Lost Creek Falls" entry taken by Gervase Thompson
WDNR Photo

Carolee Euritt Salat of Land O'Lakes, Karen Gersonde of Milwaukee, Eric Poggemann of Fredonia and John Glowacki of Carey, IL won first place honors in the contest's four categories. Tim Feathers of Schofield, Jessica Zalewski of Milwaukee and John Glowacki of Carey, IL won second place honors for their photographs.

Winning photos will be featured in the 2011-2012 calendar that DNR's Office of the Great Lakes will give out at this year's Wisconsin State Fair in West Allis, August 4-14.

The Great Lakes staff was impressed again this year by the beautiful photos submitted to the contest and happy to see the participation of DNR employees in both the photography contest and in the Wisconsin's Great Lakes writing project. They note, however, that the category of "Lake Protection Activities" received only two submissions. We know that many of you are out there doing wonderful things on Lake Michigan, Lake Superior and their tributaries and wetlands, and we'd love to see your work featured in next year's calendar. Snap a few photos of your co-workers in the field and send them in. The office hopes that, with ongoing Great Lakes Restoration Initiative work, we'll see more entries in this category next year.



"Shades of winter" photo taken by Gervase Thompson
WDNR Photo

This year the "Wisconsin's Great Lakes Writing Project" received fourteen submissions, eleven of which are available on the [Office of the Great Lakes](#) website, including one from DNR employee **Beth Bartol**, fire control dispatcher in Brule. The Office of the Great Lakes will begin accepting photos for next year's contest on August 1, 2011. You can submit writings at any time. For more information on the calendar and writing contests, email me, [Jo Temte](#) or call me at (608)267-0555.

Footnote: *Jo Temte, Great Lakes Office water specialist, coordinates the photo contest, writing project and production of the calendar.*



Links of interest...don't miss them

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- **Title:** "Endangered Resources News and Events"

Description: Consider signing up to receive the Bureau of Endangered Resources' "News and Events" via GovDelivery. You'll be able to stay up-to-date on the program with the new email subscription service. Get information on bird outings, new publications, State Natural Areas, rare species and more - direct to your inbox. Visit our "Endangered Resources" homepage, then scroll down to "Sign up for Endangered Resources News and Events."

Link: ["Endangered Resources News and Events"](#)

- **Title:** "Bureau of Facilities and Lands Facilities Management Section"

Description: The Facilities Management Section recently completed a redesign of their Intranet website that includes new url addresses with information on capital development, cultural resources and ADA (Americans with Disabilities Act) information. The section redirected a few of its old webpages.

Link: ["Facilities Management Section"](#)

- **Titles:** "Free Electronics Recycling Events in Janesville and Madison, WI"

"E-cycle Wisconsin"

Description: Universal Recycling Technologies will be holding free electronics recycling collection events at East Towne and West Towne malls in Madison and in Janesville, on Saturday, June 18. In addition, Dane County will hold its annual free collection event at the Alliant Center on Saturday, June 25. More details to follow.

There also are a number of permanent electronics collection sites in the area now. We keep an updated list at "E-cycle Wisconsin."

Links: ["Free Electronics Recycling Events in Janesville and Madison, WI"](#)
["E-cycle Wisconsin"](#)

- **Title:** "How to link to a specific tab"

Description: As this example demonstrates, you now can link to a specific tab on DNR's external website that uses the "/news/js/activetabs.js" script. [This link](#) takes you to the "Fishing Media Kit" page. You can use Dynamic Tags, as they're called, by adding "#tabx3" to the end of the link reference to the tabbed page (href attribute) where "3" is the number of the tab you would like to show first. Get complete instructions for doing this at the link below.

Link: ["How to link to a specific tab"](#)

- **Title:** "Anglers can reel in prizes for introducing someone to fishing"

Description: A recent news release attempts to stir up more interest in fishing. Some lucky anglers will net big prizes in addition to the fun they have catching fish. Although DNR employees and their families aren't eligible to collect these prizes, help spread the word to encourage folks you know enjoy the fun of fishing in Wisconsin.

Link: ["Anglers can reel in prizes for introducing someone to fishing"](#)

- **Title:** "National Geographic's 2011 Traveler Photo Contest"

Description: Send in your best travel photos and you'll be in the running for great prizes, including a 14-day expedition to the British Isles and publication in "National

Geographic Traveler" magazine.

Link: ["National Geographic's 2011 Traveler Photo Contest"](#)

• **Title:** "New Executive Residence Theme Highlights Wisconsin's Historic Role in the Civil War"

Description: In recognition of the 150th anniversary of the Civil War, Civil War themed artwork and artifacts temporarily decorate the interior of Wisconsin's Executive Residence. Among the pieces now on display at the residence are a painting of "Old Abe," the bald eagle which served as the mascot for many Wisconsin soldiers, "Old Abe" glassware, vases depicting Presidents Lincoln and Grant, a letter from Lincoln to General McClellan, and other artifacts from the war including a rifle, sword, and flag.

Link: ["New Executive Residence Theme Highlights Wisconsin's Historic Role in the Civil War"](#)



Additional entrances to State Capitol to open on June 27

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Department of Administration Secretary (DOA) Mike Huebsch announced today that all eight ground floor entrances to the State Capitol Building will be open to the public on Monday, June 27 and that metal screening will be discontinued.

The change in building security was agreed upon this week after a day-long mediation with the Wisconsin State Employees Union (WSEU) and other plaintiffs, who filed a lawsuit over entry procedures at the Capitol in March. Under the agreement, DOA retains its authority under the Wisconsin Administrative Code to adjust security and change practices and procedures in the building as circumstances require. The lawsuit and subsequent contempt motion will be dismissed.

"I am pleased that we were able to find common ground with WSEU and open additional Capitol entrances to the public without limiting DOA's statutory authority to manage the building and take the steps necessary to keep visitors and employees safe," Sec. Huebsch said. "With the Legislature set to complete its work on the state budget in the coming days, I am confident that this is the right time to open the four remaining entrances and ease security procedures. Our plan was to return to eight entrances while remaining vigilant in our mission to ensure public safety and this agreement allows DOA and the Capitol Police to do that."

After reviewing safety needs, staffing requirements and costs, DOA increased the number of public entrances from two to four on the ground floor of the Capitol earlier this week, with the goal of eventually returning to eight entrances. The Capitol had been operating with two public entrances since sustained demonstrations began in February.

The agreement between DOA and WSEU also provides that only employees can remain in the Capitol building after it closes and that anyone violating this policy can be removed, which is consistent with the Wisconsin Administrative Code. A March court order by Dane County Circuit Court Judge John Albert required DOA to remove anyone attempting to spend the night in the Capitol.

"The refusal of hundreds of people to leave the Capitol each night when it closed in February and March hindered our ability to manage the building and ensure the health and safety of visitors and employees," Huebsch added. "I appreciate the

recognition by WSEU that this situation should not occur again.”

The agreement between DOA and WSEU also designates the ground and first floor rotunda as public assembly areas, allowing rallies and demonstrations to continue inside the building while also ensuring that the Capitol is able to function as an office building where hundreds of employees carry out the state’s business daily. Under the agreement, DOA will continue allowing signs that are not on sticks on the ground and first floor Rotunda areas. DOA retains the ability to require permits for those areas of the Capitol.

The agreement provides that the WSEU lawsuit is dismissed on its merits and with prejudice, without costs to either party. Mediator Judge Gordon Myse presented the agreement to Judge Albert today for his signature.



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