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## ***New energy efficient Northern Region Service Center nears completion***

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***Work on the new DNR Service Center in Spooner is winding down, and more than 70 employees are expected to move into the \$5 million, 18,100-square foot facility in early March.***



***A construction worker entered the \$5 million, 18,100-square foot new home for DNR's northern operations. Scheduled to be completed soon, this building will house more than 70 employees. WDNR Photo***

***Construction at the site, located immediately behind the current 48-year-old building on Highway 70, began in the fall of 2010. When the new building is operational, the existing one will be razed and replaced with green space and parking space.***

**The new building will replace the current structure, which is neither energy efficient nor energy code compliant; consolidate staff currently housed in several locations; and meet 21st century demands of DNR's northern operations. Moving employees from currently rented spaces will improve operational efficiency and cut costs.**

**In addition to being more energy efficient and cost-effective, Northern Region director John Gozdziwski** said the new facility also will result in improved customer service and staff effectiveness.

"This new building emphasizes both our commitment to meeting the natural resources needs of northern Wisconsin and the residents and visitors who depend on those resources," Gozdziwski said.

"The building is designed and constructed to meet or exceed the requirements for Gold Level certification of the Leadership in Energy and Environmental Design (LEED) Green Building Rating system," Gozdziwski said.

LEED is an international standard created to define green buildings by establishing a common measurement and promoting integrated whole building design.



A Peshtigo company manufactured the southern pine beams found in the new headquarters/service center building in Spooner. WDNR Photo

Some of the energy improvements include a high efficiency HVAC heating and cooling system using natural gas in an under-floor distribution system. The building is built on risers about 18 inches above the concrete slab, allowing room for the HVAC, electronics and telecommunications equipment.

The new building features a metal roof, quarried stone walls, curved wood-beamed ceilings, and red pine paneling harvested from the site. Most of the staff will work from open cubicles, but there will be some administrative offices.

**Footnote:** Kevin Harter is the public affairs manager for the Northern Region.



## **Answers are available on study of Wisconsin Retirement System**

By: Julie Sauer, Division of Customer and Employee Services

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Recently, the Department of Employee Trust Funds (ETF) posted a document titled "[The WRS Study: What You Need to Know,](#)" on its website. This document clarifies

information on the Wisconsin Retirement System Study, which is required under Act 32, the Biennial State Budget.

We know that many DNR employees have questions about the study and may find this information useful.

Under Act 32, the ETF, the Department of Administration (DOA), and the Office of State Employment Relations (OSER) are to study the structure and benefits of the WRS, specifically addressing the following issues:

- establishing a defined contribution plan as an option for participating employees;
- and permitting employees to not make employee required contributions, and limiting retirement benefits for those employees to a money purchase annuity.

The study is due to the Governor and the Legislature's Joint Committee on Finance by June 30, 2012.

For up-to-date information about the WRS study or other programs administered by ETF, you can sign up for email alerts. Visit [ETF's website](#) and click on the "Receive ETF E-mail Updates" link at the bottom of the page.

**Footnote:** *Julie Sauer is administrator of DNR's Division of Customer and Employee Services.*



## ***Volunteers monitoring road salt impacts on waterways across Wisconsin***

By: Kris Stepenuck, Bureau of Watershed Management

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***The goal:*** *collect high quality data on the impact of road salt on water quality conditions for aquatic organisms, while on a limited budget.*

In fall 2010, U.S. Geological Survey (USGS) researcher Steve Corsi approached DNR's and UW-Extension's Water Action Volunteers (WAV) Stream Monitoring Program about developing a monitoring program that would enable volunteers to assist in studying the impacts of road salt on urban streams.



Before being washed away, salt left a telltale sign on this pavement. Photo courtesy of David Thompson

Corsi and his colleagues recently had found that some streams were toxic to fish and other aquatic life due to excessive salt washed from nearby roads during winter months. The results of their study can be found in the journal "Environmental Science and Technology," available through the [USGS website](#).

In February 2011, WAV's co-coordinator, Christina Anderson and I, trained 21 volunteers from the Milwaukee and Madison areas to monitor specific conductance levels in the field and collect water samples, which the State Lab of Hygiene would analyze for chloride.

Through the next month, volunteers monitored a total of 33 sites every other week, plus on "triggered" days when road salt was spread or specific conductance levels were known to be high in streams continually monitored by USGS. Volunteers continued monitoring monthly April through November to assess if there were differences in specific conductance or chloride levels during winter salting months versus those months when communities use no salt.

The volunteers monitored more than 320 times collectively. To read about the results, go to the ["Stream Monitoring News Summer 2011"](#) newsletter.

Unfortunately, of the 33 sites monitored, eight exceeded U.S. Environmental Protection Agency (EPA) acute standards and 14 exceeded EPA chronic chloride levels during the winter months. This means salting that helps keep us safe on the roads and sidewalks is potentially harmful to fish, insects and other life in our streams.

### **Study partnership ongoing during winter of 2011-12**

Based on results as of November 2011, project staff selected Madison and Milwaukee area sites to continue monitoring this winter. In addition, the project was expanded to other urban areas in the state including Eau Claire, the Fox Valley and Wausau. So far, Wisconsin's minimal winter precipitation has meant volunteers are collecting regularly-scheduled data every other week, but haven't yet been triggered to do extra monitoring due to road salting.. This could change, however, depending on the weather.



This pile of salt was left sitting outside the Tommy Thompson Office Building, located just blocks from Lake Monona in downtown Madison. Photo courtesy of David Thompson

The project has been successful not only in determining sites with water quality concerns, but in terms of partnerships among volunteers, students and local organizations.

A good example of cooperation can be found through [Milwaukee Riverkeeper's](#) support of local monitors. The organization helps recruit volunteer; hosted the initial training; acts as a central drop off point for chloride samples; and coordinates with volunteers to meet their equipment needs and answer site questions.

Additionally, a UW-Madison Geography Department intern assisted with the project design, monitoring and data analyses in 2011. A UW-Oshkosh Environmental Studies Department intern will assist with the project this winter.

In the soon-to-be-added urban areas, DNR biologists, UW-Extension natural resource educators, and city employees have assisted with site selection. More-and-more

volunteers are stepping up to assist with the monitoring. In addition to current WAV monitors, joining the effort are students and teachers from several University of Wisconsin campuses, Carthage College near Kenosha, and high schools in these communities.

**Footnote:** *Kris Stepenuck is DNR's Water Action Volunteer coordinator and liaison to the University of Wisconsin-Madison and UW-Extension Environmental Resources Center.*



## ***Two people drown over the weekend after falling through thin ice***

By: DNR News Release

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### *Mild winter weather makes ice conditions precarious*

Following two drownings over last weekend after people broke through thin ice on Wisconsin waters, state recreational safety specialists are again strongly cautioning that ice on many state waterways is not thick enough to safely support a human -- much less any type of vehicle.

Conservation warden **Todd Schaller**, chief of the Recreation Safety Section, said the ice is always unpredictable, but this winter's mild weather has resulted in ice levels much thinner than normal for this time of year.

A car with two occupants broke through thin ice on the Big Eau Pleine Reservoir near Mosinee on Saturday. One occupant was able to exit the vehicle and make it out of the water, but another drowned.

Early Sunday a man walking on thin ice on the Fox River in Oshkosh broke through. His body was recovered Monday.

Two other people fell through thin ice in December, bringing to four the number of people who have died in such incidents this winter. An ice angler fell through thin ice on High Fall Flowage in Marinette County and drowned, and a teenager broke through the ice of a quarry near Oshkosh.

Temperatures that have reached into the 50s in southern Wisconsin in the last week have continued to slow ice formation, and even helped melt ice that already had formed.

Conditions vary throughout the state with the water of some of Wisconsin's larger lakes, such as Winnebago and Mendota still open. Many river systems also remain open.

"It is important that ice fishers use caution if conditions in their area allow them to venture out," Schaller said. "If ice thickness is unknown, stay on the shore and stay dry. The ice fishing season will be here soon."

Schaller said people should use this time to brush up on some ice safety precautions. Review these with others who enjoy the outdoors -- especially children. Ice poses dangers on ponds, lakes and rivers.

### **Before you go out on the ice**

- Contact local sport shops or bait dealers to ask about ice conditions on the lake or river you want to fish.
- Learn about the water you're going to use. Know if the lake has inlets, outlets

or narrows that have currents known to thin the ice.

### **When you go out on the ice**

- Don't go out alone. If you do, carry a cell phone and let someone know where you are and your expected return time. Follow that timeline.
- Carry a spud bar to check the ice while walking to new areas during daylight only.
- Carry a couple of spikes and a length of light rope in an easily accessible pocket to help pull yourself or others out of the frigid water.
- Don't travel in unfamiliar territories at night.

### **Be hyper observant while on the ice**

- Look for clear ice. Clear ice generally is stronger than ice with air bubbles in it or with snow on it.
- Watch out for pressure ridges or ice heaves. These can be dangerous due to thin ice and open water, and can be an obstruction that you may hit with a car, truck or snowmobile.

For more information contact Todd Schaller at (608)267-2774



## ***Join in on Black History Month events this coming February***

By: DeLaina Siltman, Bureau of Human Resources

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DNR's Office of Diversity Affairs invites all to participate in the upcoming central office and Southeast Region (SER) Black History Month events in February. Observed annually to recognize the achievements and contributions of African-Americans and their central role in our nation's history, Black History Month is observed in the United States every February.

The theme of this year's Black History Month is "Connecting with the Future."



Black History Month grew out of "Negro History Week," the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president and Congress has officially designated February Black History Month. Other countries, including Canada and the United Kingdom, also devote a month to celebrating black history, at different times during the year.

The Southeast Region event will be held on Friday, February 10, 2012, from 11 a.m. to 2 p.m. in rooms 140 and 141 at DNR's SER headquarters, 2300 North Martin Luther King Dr. in Milwaukee.

The central office event will be held on Friday, February 24, 2012, from 11 a.m. to 1:30 p.m. in Room G09 of the GEF II building. The central office event will be a joint venture of the DNR and the Department of Children and Families (DCF) and will be streamed live via Mediasite to the regional offices. Bookmark the ["Black History Month"](#) Mediasite page for viewing during and after the event.

The planning committees for both Black History Month events have developed exciting programs for this year.

SER will host a performance by students of the Frances Starns Discovery Learning Center School and the internationally renowned Ko-Thi dance group. SER partners with the Frances Starns School through the Adopt-a-School Program.

Invited guests include Tyrone Dumas, interim president at Opportunities Industrialization Center-Greater Milwaukee; students from the Starns Discovery and Learning Center; the Milwaukee-based, but internationally renowned Ko-Thi Dance Company; Milwaukee Mayor Tom Barrett; and Southeast Region director, **Eric Nitschke**.

The central office event will include performances by students of Toki Middle School, which the central office partners with in the Adopt-a-School Program. The Madison East High School Girls Step Team also will perform. Invited guests include DNR Secretary Cathy Stepp, Department of Children and Families Secretary Eloise Anderson, Madison Mayor Paul Soglin, and DNR employee Meja Maka. Check out the [agenda](#).

During the course of the day at each event, participants will share and socialize with one another, including a potluck lunch. You're encouraged to share your favorite foods, works of art, music or literature that reflect the theme of cultural diversity in our communities. You can sign up to bring food on the [Office of Diversity Affairs](#) website. Check out the [agenda](#).

Members of the SER planning committee are **Julie Atkisson**, **Pamela Kinney** and **Andre Ash**. Members of the central office planning committee are **Rick House**, **Julie Atkisson** and DCF employee Toya Pedracine.

If you have questions about the upcoming Black History Month events, or have ideas for celebrating your cultural or ethnic background, email me, [DeLaina Siltman](#) or call me at (608)266-6831.

Although this Black History Month celebration is department sponsored, you should obtain your supervisor's approval before attending. Supervisors are encouraged to approve their staffs' requests to attend. Because the event is similar to a brown bag lunch, you can attend on work time.

**Footnote:** *DeLaina Siltman is an equal opportunity program specialist.*



## ***Apply for income continuation insurance in January***

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

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

**30 calendar days.**

**New employees have an initial enrollment period, but employees who didn't enroll during that period and meet certain sick leave balance requirements may enroll by completing and returning an ICI application to your [payroll and benefits representative](#) in the central office or your region no later than January 30, 2012. Coverage will begin April 1, 2012.**

**The category you enroll in and the premium you pay are based on your sick leave use and balance as of December 17, 2011. The state contributes to the premiums in four categories for eligible employees. These are the only categories that you're eligible to enroll in during January:**

- **Category 3:** An employee accrued at least 80 hours of sick leave (the difference between the hours earned during the calendar year and the amount of those hours used during the calendar year), but less than 520 hours, for 2011 by December 17, 2011.

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

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

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

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

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

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

**Your payroll representative must receive your application no later than 4:30 p.m. on Tuesday, January 30, 2012.**

Employees who already have ICI automatically will be put into the proper categories effective with the February 2012 premium, which will be taken from the February 23, 2012 paycheck.



## **Growing popularity and upcoming seasons feed DNR social media**

By: Trish Ossmann, Northeast Region

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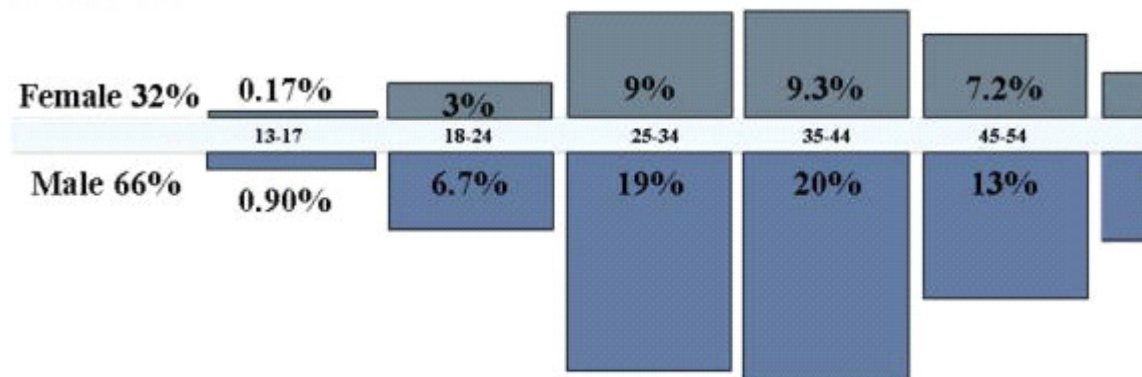


It may be winter in Wisconsin, but things sure are heating up in the world of social media at DNR. The number of followers to our social media outlets continues to grow and with it, excitement about the upcoming outdoor seasons. In the coming winter months, you can expect to see more focus put on ice fishing and snowmobiling information.

We've also started to cross promote some of our other social media channels. Now you can find not only our YouTube page by clicking on a tab from our Facebook page, but our new Flickr account as well.

**Facebook visitors not limited to within U.S. borders**

"Likes" of the department's Facebook page grew to 3,100 in the past month. We can pull a lot of interesting information about who is using our page, everything from age demographics to what people do on our page, to where they live. For example, while you'd expect most of our followers to be from the United States, we've also had several people from Canada, Australia, Bangladesh, Germany and the United Kingdom. And, people are reading DNR's page in more than English, including Czech, French, Hungarian and Japanese. Following is a breakdown of male and female followers by age.



Just a reminder, if you have an idea for a Facebook post, send it to 'dnrfb@wisconsin.gov' so we can see how it works into the schedule. You can see the calendar of potential posts by opening the shared calendar called DNR CAL Social Media. You can view the calendar, but only Office of Communication staff can add to it, so email your ideas to the address above. You can find our [Facebook](http://www.facebook.com/WIDNR) page by going to '[www.facebook.com/WIDNR](http://www.facebook.com/WIDNR)'.

**Twitter is "atwitter" with new followers**

Twitter activity has taken off like gang busters. We're up to 1,005 followers. That's an increase of more than 300 in less than two months. There are a lot of events coming up, so we'll be busy keeping followers up-to-date on the latest developments.

If you have an idea for a Twitter post, send it to the 'dnrfb@wisconsin.gov' email address, as well. We'll put those potential posts on the same DNR CAL Social Media calendar as Facebook ideas. You can follow our [Twitter](https://twitter.com/WDNR) account by going to 'twitter.com/WDNR.'

**Flickr makes DNR's vast photo archive available to public**

Flickr is the newest member of DNR's social media offerings, allowing access to the department's photos—free of charge—both internally and externally.

DNR has an extensive image library in the Office of Communication. Many programs have additional image libraries. Calls from the media and public for DNR images were a significant workload – with staff often having to drop everything, research, locate and scan slides for people on deadlines. The OC pushed for Flickr to alleviate this

workload and to better serve the public by making DNR's image collection more accessible.

Since Google's recent announcement of DNR's Flickr site, there already have been in excess of 11,740 views of the collection—that's before DNR has done any publicity about the service

The Office of Communications social media team currently has input about 3,000 images, along with metadata for each. Plans are to add collections from other programs over time.

Flickr will be accessible as a social media option in the DNR Newsroom on our website. Additional links, such as on our Facebook page, will be added as the collection and our experience with Flickr grows.

More information will be coming soon about how staff can contribute photos to our Flickr account. Click on [Flickr](#) or type '[www.flickr.com/photos/widnr](http://www.flickr.com/photos/widnr)' into your browser. You'll also find a button/tab for "WIDNR Flickr" on our Facebook page.

### **YouTube features seasonal eagle watching and ice fishing fun videos**

The WIDNR YouTube page is up and running and there's a lot of great material there for you to check out. You can peruse the videos by going directly to the department's [YouTube channel](#), pasting '[www.youtube.com/user/WIDNRTV](http://www.youtube.com/user/WIDNRTV)' into your browser, or by clicking the tab titled "WIDNRTV YouTube" on our Facebook page.

Since its debut, viewers of our YouTube channel have reached more than 9,760, accounting for about 18,890 total upload views.

**Footnote:** *Trish Ossmann is the public affairs manager for the Northeast Region.*



## **Resolve to be Ready in 2012: Don't Drop the Ball for the New Year**

By: Wisconsin Emergency Management News Release

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What's your New Year's resolution? Why not "Resolve to be Ready in 2012?" It could help keep you and your family safe.

"Wisconsin experienced its share of disasters in 2011 including a blizzard, 38 tornadoes, devastating windstorms in northern Wisconsin and a heat wave that killed five people and impacted the entire state," said Tod Pritchard, Wisconsin's Emergency Preparedness coordinator. "Emergencies can range from inconvenient to devastating, but resolving to take easy steps now can minimize the impact of an emergency on you, your family and your community."

"Resolve to be Ready" is a nationwide effort designed to increase awareness as well as encourage individuals, families, businesses and communities to take action and prepare for emergencies by taking three important steps:

- Get an emergency supply kit
- Make a family emergency plan
- Be informed about the type of disasters and emergencies that can happen in Wisconsin

The moment disaster strikes is the worst time to think about buying emergency supplies. Having food, water, medications, first-aid kits, flashlights, battery-powered radios and other items ready to go is essential. An emergency plan will help your family communicate during a crisis. Being informed about possible dangers near you

could save your life. And don't forget to always have your NOAA emergency weather radio turned on for immediate alerts to danger.

Information about Wisconsin disasters, safety tips and checklists to help make your resolution happen are available at the "[ReadyWisconsin](#)" website.

You also can follow "ReadyWisconsin" on its [Facebook](#) page or on [Twitter](#) to find great tips and real-time information on emergencies in Wisconsin.



## ***Around the state...DNR employees shine***

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### ***Statewide success stories***

Kudos for DNR's customer service chat service just keep rolling in:

- "First time user today on webchat. Very nice tool for customers. I will be using it again. Thanks!"
- "I was able to obtain the requested information quickly and also was able to print out the chat session so that I can forward it to another person inquiring about a non-resident hunting license and miscellaneous requirements. Thanks - excellent service."
- "Your live chat is awesome. Don't stop."
- "Well done....its nice to see a government agency embrace technology. Thank you"
- "Your chat line is a great customer service feature. You DNR agent Stephanie (Sailing) was very helpful and friendly."
- "Thanks for this service, one more reason I love to hunt in your state."
- "I caught a tagged fish and wanted to report it. **Carrie (Bean)** was very friendly and helpful. She gave me the information I needed in a very short time. By using the chat it saved me a great deal of time since I am no good with computers. I will definitely use it in the future. *Thank you, Pat*"
- "I am very grateful for the online chat. My son and I are new to hunting and have many questions. We don't want to get into trouble, so we go to the online chat. The answers are always very clear and helpful. Thank you"
- "I was on live chat with **Lynn (Erickson)** today twice and she was very helpful both times, I even learned something about serial numbers on a jet ski I didn't know before.. She is a plus to you guys. *Thank you, Jody*"
- "This is a vey fast way to get answers I need! I am really happy that this is available to the public because sometimes it takes a couple days for my local DNR to provide an answer, we know they are busy! Very positive attitudes and helpful in many ways a big THANK YOU to all of you!"
- "I often use the DNR website for different information and different topics and the chats are so helpful - the site is truly a treasure and so are the folks that chat with me and help me out."
- "I just want to say thank you for having this option for contacting the DNR about questions we have. It was so much easier than looking all over the internet for it, much less time consuming and a whole lot more personable. The rep who I talked

too was very helpful and that's twice in the same week I've had the pleasure of dealing with a DNR rep. First was on Pike Lake by a DNR officer checking in on us (was nice to see them out and about checking for violations), and now with a live chat. Thanks again and may all your officers and everyone have a safe rest of the year".

- "I was very pleased that chat was available late in the evening, in a matter of minutes I was able to have inquiry resolved."
- "The chat worked really well and **Laura Nelson** was of great help and provided lots of information I was seeking, Thanks for providing this service. Especially for people seeking additional information from abroad (like myself living in Germany) it is of great value!"
- "Great service! Your agent gave us a contact phone number to help with an injured eagle. And, it's almost 9:30 pm, which is extraordinary service. Good for you!"

### **Central office success story**

- A conservation warden with the Great Lakes Fish and Wildlife Commission complimented the Bureau of Law Enforcement on its media training for new wardens: "Hi, Ron (**Cork**). I just wanted to say I concur fully with Sherry--this was an excellent training. I think it is among the most helpful training experiences I have had since leaving the academy. " *Lauren Tuori, Conservation Officer, Great Lakes Indian Fish and Wildlife Commission*
- Another kudo for the warden media training: "I enjoyed having the opportunity to observe and gain some new insight with the 2011 recruits yesterday. I just wanted to mention how impressed I was with the media training that was offered and provided by **Joanne Haas** (Office of Communication), Doug Wahl (Channel 3) and Jerry Davis (Freelance Outdoor Writer. A job well done."

"It was very well organized and presented, enlightening, informal, practical and informative. It was just the right amount of material to absorb and work with. The valuable expertise and knowledge that our media folks were willing to share allowed for some great hands on experience and was a wonderful component to the training provided. Everyone did an awesome job. Thank you so much." **Sherry Van Haren, Bureau of Law Enforcement**

- "I wanted to express my gratitude towards **Sarah Murray** (Bureau of Waste and Materials Management) who was instrumental, professional, patient, and kind in walking me through the E-recycle Process."

"This was my very first time doing this process, as I have been with Goodwill for a year now...and let me tell you I would have pulled my hair out and gone crazy if it weren't for Sarah! She answered all my calls promptly (and let me tell you I made many of them), and walked me through and answered all of the questions I had. I just wanted someone to know how greatly she represents your company." *Ronald C. Tatum, Warehouse/Secondary Markets manager, Goodwill Industries of SEW, Inc.*

- **Brad Wolbert**, section chief in the Bureau of Waste and Materials Management, expressed his appreciation to **Sarah Murray**, waste management specialist, for an early morning interview she did on Wisconsin Public Radio on Wisconsin's electronics recycling program. "Sarah, thanks very much for getting

up VERY early, and on a holiday, to represent the DNR and the WMM program and to provide this valuable information to radio listeners across Wisconsin!"

"Sarah: Thanks much for your hard work and dedication! It is appreciated!" **Pat Stevens**, administrator, Division of Air and Waste

- Conservation warden **Tom Van Haren** received the following expression of gratitude after responding to a question regarding current gun laws that DNR enforces for hand guns and long guns/bows: "Hello Mr. Van Haren. Thank you for your time and effort. Things happened so fast in regards to the current gun laws, many, way overdue. As a sportsman, I wanted to know the law and not second guess anything. Your response filled the gap between knowing and not knowing. I admire people in your capacity. Thanks for helping to keep Wisconsin a safe sportsmen's paradise. Have a Great New Years." *Bud Marschall*

- Dear **Mary Rose (Teves**, Bureau of Community Financial Assistance director): "As a part time environmental consultant who frequently works on river and lake grant projects and volunteer facilitating grant projects, I know first hand the outstanding service your bureau and regional staff provide environmental partners around the state. Most recently, as a grant project facilitator/volunteer, I had asked for two deadline extensions (TPE and FLOW) and only received the most responsive and best possible service. In particular, representing FLOW or Friends of the Lower Wisconsin State Riverway and their efforts to establish a 501c3 nonprofit environmental organization, I phoned DNR on what I would describe as "a very long shot" last minute effort to extend the grant deadline. By late in the day on December 23rd we realized that we couldn't complete the grant obligations by the end of the year. Only half expecting to reach anyone at 4:35 on December 23rd right before the holidays, I reached **Pat Kirsop** (chief, Grants Section) and he quickly got the ball rolling. He then got a hold of **Diane Glodoski** (office operations associate) who also had to stay late to make this happen for us. Thanks to you, Pat, Diane and **Sandy (Chancellor**, environmental grants specialist in Southeast Region) for all your great assistance on this and other grants that I've been involved with." *Sincerely, Dave Marshall (DNR retiree)*

"Mr. Marshall: Thank you for your kind words. The staff in my Bureau is all about service to our project sponsors. Pat Kirsop, Grants Section Chief, and Diane Glodoski, assistant for several of our grant programs, are among our best. Happy New Year!"  
*Mary Rose*

- To **Kari Beetham** (financial assistance specialist, Bureau of Community Financial Assistance): "I sure appreciate that you took the time to let me know and forwarded this to someone who may be able to help. Thank you, thank you!!

"Keep your head up--state employment is an honorable service to the state. Thanks to you." *Karen Lindholm, Chippewa Valley Habitat for Humanity*

Hi Karen: "I'm sorry but the Recycling Grant Program here at DNR is available only to local units of government (cities, towns, villages, etc.). I don't know of any other programs that might help you to start a ReStore. I am copying **Cynthia Moore** of our Waste and Materials Management office in case she has any suggestions for you."

*Kari*

Email to Kari Beetham: "Is it possible that the Chippewa Valley Habitat for Humanity (non profit) would qualify for a state grant (I saw your name in the state recycling

grant information) to establish a ReStore in the Eau Claire/Menomonie/Chippewa Falls area? A ReStore sells donated household and building/house materials and recycles items not saleable, using proceeds to build new homes for qualifying families. We are in the process of trying to find funding to start our ReStore. Any ideas you have would be helpful. Thank you." *Karen Lindholm, CVVHF board member*

- **Kathy (Kahler), Karen (Ecklund) and Natasha (Kassulke)**, staff of the Wisconsin Natural Resources magazine, received the following compliment on their work creating and building the department's Flickr website: "A note of gratitude and awe for getting the Flickr site up and running. I'm lovin' it. I know it was a long haul and I very much appreciate your hard work and perseverance!" *Carrie Morgan, DNR educator and coordinator of "EEK!-Environmental Education for Kids*

"Wow!! Outstanding work by all. This is an awesome example of our efforts to streamline and reduce workload while increasing customer service. Win, wins!" *Deputy secretary Matt Moroney*

### **Northeast Region success stories**

- **Jennifer Easterly** (waste management specialist): We shipped a DF30 to Reclamation Technologies which probably saved us about \$450. If we had used them at the beginning of the year we could have saved an additional \$2,000 or so. I talked to Kevin today and we plan on using them in the future. This would be another tweak to the program to shave off costs a bit at a time. A bit here a bit there will add up. Thank you again!" *Chris Blan, Brown County Port & Solid Waste*

- **Bob Olynyk** (fisheries technician): "Thank you for taking the time to give the presentation for our members and volunteers. I heard many good comments on what people learned. Thank you and hopefully we'll see you at the Ledge again some time." *Linda Meyer, volunteer coordinator.*

- "I have been working as a permit liaison between the marina operators who are volunteering to become certified under the Wisconsin Clean Marina Program and the water permitting staff. Most recently, **Dick Sachs** (wastewater specialist) and **Gus Glaser** (water resources engineer) have provided outstanding service by conveying storm water and wastewater permits to the Egg Harbor Marina. Yesterday, the Egg Harbor Marina was certified as the 18th Clean Marina in Wis. This was a result of Dick and Gus providing excellent and timely customer service to the marina! Thank you." *Cheryl Bougie, water resources management specialist*

- "**Kelley O'Connor** (basin supervisor): I saw the class today in lab and they LOVED you. They had absolutely NO idea that these issues were ongoing. You did them a great educational service by making them aware of these concepts. Truly. Thank you. Will you come back next term?" *Jill, NWTC*

- **Raquel Sanchez**, (information technology specialist): "I just wanted to thank you so much for contacting Outagamie County and figuring out how to load the topographic layer into their GIS viewer on their website. I need to use this layer so I can properly evaluate sites and I had been able to in the past. But I recently went to use the site and could not find this layer so I phoned you for help. Without your help, I had given up on being able to use this feature on their website. Thank you so much! You have always been an important resource for me." *Jennifer*

**Huffman**, waste management specialist

- **Jennifer Borski** (hydrogeologist): “Thanks for your quick response and all your help on this project (proposed Western Townhouses in Neenah, Wi.). A closed site with residual soil and groundwater contamination.” *Marissa Downs, Commonwealth Development corp.; Steve Thuemling, Assistant Environmental Division Mgr., Giles Engineering and Assoc. Inc.*
- The following unsolicited comment came quite some time ago from a Mr. Garrity, a salvage yard owner after **Cheryl Bougie** had left the Stormwater Program. It offers a unique perspective on how we affect other people and why the nature of our regulatory conversations are important. He asked how Cheryl was doing and he was told she was enjoying her new job. He said that she's "good people. I was so afraid of the DNR and she was so friendly and always made me smile. She changed my life. I'm 70, and if I hadn't had to clean up this yard, my wife would be left with it. I sure appreciate that she gave me time to get this taken care of." **Rick Stoll**, (basin supervisor) via contribution by **Judy Polczynski**, (program supervisor)
- **Mike (Baumgartner)**, fisheries technician) received a [letter](#) from Charlie Luthin, executive director of the Wisconsin Natural Resources Foundation, expressing his appreciation and sharing the comments of participants in field trips Baumgartner has lead.
- “Thank you, **Jean (Romback-Bartels)**, regional director), for your attendance and contribution to the ribbon cutting. Your presentation was a large benefit to the event and we appreciate your effort. Hickory Meadows has enjoyed a good working relationship with the DNR and we appreciate the effort your department has made to our success. Please extend our appreciation to **Jim Zellmer** (waste and materials management supervisor), **Sally Hronek** (waste management engineer), and **Craig Stemler** (air management engineer). They have been a great help and represent your department very well.” *Mark Manske, Site Manager, Veolia-Hickory Meadows Landfill/Biogas Facility*

**Northern Region success stories**

- Secretary **Cathy Stepp** received a [letter](#) on December 22 praising forester **Amy Morales** as an exemplary employee for her assistance in explaining how to purchase land in the managed forest law (MFL) program in Washburn County.
- Compliment for **Scott Sapper**, fisheries technician and Scott Hulse, fisheries research technician: “I wanted to thank both of you for your time with the students this morning. I overheard many of the students on the ride back to Ashland speaking positively about the experience and further discussing some of the ideas, concepts, and thoughts that you each expressed. I firmly believe that it was a valuable learning experience and, again, want to express my gratitude to each of you. Hopefully we can get out (and back) on the boat next year! *Dr. Derek H. Ogle, Professor of Mathematical Sciences & Natural Resources, Northland College*
- "**Chuck McCullough**, wildlife area supervisor, Wisconsin was awarded funding via the National Fish and Wildlife Foundation's Early Successional Habitat Keystone Initiative to promote the development of early-successional forests in the northern part of the state. The award, in the amount of \$90,000 distributed

over two years, will support alder shearing, trail and opening maintenance, and aspen regeneration on four demonstration sites, and will also include funding to develop and implement workshops for private landowners. Taking advantage of these funding opportunities at the state level, however, depends on the willingness of agency personnel to step forward and put finger to keyboard and ear to phone to pursue them. Chuck stepped forward early on in the development of the Grouse & Young Forest Initiative, and has recently led efforts to garner additional funding through this grant and pursue additional early-successional habitat funding through the Golden-winged Warbler Initiative. The Upland Wildlife Program staff would like to thank Chuck for his recent efforts, and we look forward to working with him on future endeavors in the northern forests. Thanks, Chuck!"  
From the September/October "Wildlifer"

- I am pleased to write a letter that describes **Darren Miller's**, fisheries team supervisor, involvement in our summer "fishing event" for residents who live a Northern Lights Health Care Center, a skilled nursing facility. The resident life staff was fortunate to be able to utilize Darren's talents, strengths, and knowledge to provide an afternoon of education, reminiscing, fun and laughter to those with a lifelong interest in fishing. With Darren's assistance, each person was able to participate to his or her ability which was the goal for everyone involved. Incidentally, when residents were recently asked to name their favorite "outings" of the summer, you guessed it, "fishing" ranked in the top five. *Lauri Moreland, Resident Life Coordinator*

#### ***South Central Region success story***

**Bob Nack**, director of the state game farm in Poynette, forwarded the following **kudo to DNR game farm and other Columbia County wildlife management staffs**: "A local pheasant hunter stopped in to say thanks for the pheasant hunting we are providing in Columbia Co. He was impressed with the quality of the birds, the challenge they provide, the habitat on properties we stock, and the actual placement of the birds in the field. He mentioned that he took a few friends from a local conservation club pheasant hunting. They hadn't been pheasant hunting for years, really enjoyed themselves, and plan to go again next year. He thought about writing a letter or making a phone call, but opted to stop in for a hand shake and word of thanks in person. I told him I would extend his gratitude to the people that made his positive outdoor experience possible. Congrats to game farm and Columbia Co wildlife staff on a job well done!"

#### ***Southeast Region success story***

- "**Rachel Sabre** (Watershed Management water management specialist) issued a wetland permit to the City of Franklin for an infrastructure project, and a group of neighbors filed an appeal to the permit. The City contacted our attorney Jane Landretti, concerned that they could lose their Clean Water Fund support for the project if the appeal wasn't resolved quickly. Jane and Rachel acted quickly to set up a meeting with all parties, the City was able to modify their project to avoid wetland impacts, and the funding was able to be used for the construction.

"Thanks to both of you, on resolving this case and avoiding a hearing. I really appreciate your extra efforts to work with the City in such a short timeframe. **Liesa Lehmann**, *Waterways and Wetlands Section Chief, Bureau of Watershed*



## *Management*

"We wanted to pass on our appreciation of **Andy Boettcher's** (Remediation and Redevelopment hydrogeologist) work on the Former Maritime Savings project, 2342 S. Howell Avenue, Milwaukee, WI. Two buildings are being demolished in preparation of the construction of an Alterra Coffee & Bakery, and Andy has gone the extra mile to help us on our Remedial Action Plan (RAP) revisions so we [can] complete remedial actions, including affected soil excavation prior to construction." *Timothy P. Welch, P.G senior project manager, Environmental Services Line Terracon*

- "Good Morning Matt and Cathy: Our Waukesha Office took the initiative to donate over 900 pounds of food to a local food pantry. This is another great example of being a good neighbor in the communities we reside in.

"Jim (Antuono), you and the staff in the Waukesha office have my appreciation and respect for your thoughtfulness and giving attitude. Regards, **Eric (Nitschke,** Southeast Region director)

- The Southern Kettle Moraine Horse Trail Association recently commended **Don Dane**, facilities repair worker at the Southern Unit of the Kettle Moraine State Forest, for providing outstanding customer service: "The Southern Kettle Moraine Horse Trail Association greatly appreciates the support we have received from Don Dane. We truly enjoy working with Don, and he has consistently been a valuable contributor to our club's plans and activities for many years.

"Don has worked closely with our trail coordinators, making certain we had the equipment necessary to effectively and efficiently clear and clean the horse trails. When our fellow riders notify us about trees down and other trail issues, we contact Don and he always addresses the issues promptly.

"As a result of this support from Don and **the rest of the KMSF-SU staff**, the desirability of the Southern Kettle Moraine horse trails has been raised within the equestrian community, and Horseriders Campground is even more of a 'destination campground' for Wisconsin."

- After driving up from Chicago, Kathy and Brian Muzik arrived at Kettle Moraine State Forest last fall for a weekend of rest and recreation that turned into a night of disappointment and misery. They credited **Ashley Murray**, visitor services associate, with turning around their bad luck and now look forward to a return trip.

"Turning around someone's bad day is not easy, but Ashley managed to do just that and sent us home happier than she found us," the Muzik's wrote in a thank you letter to DNR officials. "Every employee we've ever met at Kettle Moraine has always been courteous and helpful but we had a particularly bad trip and (Ashley) went well out of her way to be particularly pleasant to us."

Murray's reaction, while she appreciates that the Muzik's took the time to write a thank you letter, was that she was simply doing her job and following the Golden Rule.

## ***West Central Region success stories***

- *From **Scott Humrickhouse**, West Central Region director:* " Guys, I just got this [letter](#) from Jon Schweitzer. It made my day! Thanks for your excellent service to the resources and citizens of Jackson County."

"Gentlemen, Awesome work! After the day I had yesterday, it was a great way to

start today by reading this letter. Keep up the good work!!" **Matt Moroney**, deputy secretary

"Thanks guys, these are the kind of success stories we need to talk about with our management teams!" **Ken Johnson**, administrator, Division of Water

- "**Doug (Joseph)**, hydrogeologist, Remediation & Redevelopment Program) went out of his way to accommodate a review of a Phase II Environmental Site Assessment (SA) with a request to close out the cleanup of a contaminated property, along with other liability issues that needed review, all in a matter of two days to allow this transaction to occur.

"As you know, our firm recently approached the Department of Natural Resources (DNR) on behalf of a client who is contemplating a transaction involving a property affected by certain contaminants. The timeframe for our requested assistance was very short, and required the department (and you in particular) to perform a quick review of multiple complex reports containing information on a variety of technical issues. I just wanted to take a moment to extend a formal "thank you" for your office's responsiveness, fast turnaround, and willingness to assist us on such short notice. It has made a big difference." *Jessica Franklin*, attorney, *Godfrey & Kahn, S.C.*



## **Warden media training advice: Be confident, concise--and smile!**

By: Joanne Haas, Office of Communication

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Four recruit conservation wardens came armed with thoughtful questions and mild cases of easily-remedied stage-fright when they arrived at the December 15 media relations training at South Central Regional Headquarters in Fitchburg.



Jerry Davis (left) interviewed DNR warden recruit Jake Donar (right) and GLIFWC warden recruit Steve Amsler. WDNR Photo

As public affairs manager for the Division of Law Enforcement and Science Services, I facilitated the session for DNR recruit wardens **Jake Donar** and **Sean Neverman** (now stationed at Fort McCoy) and two recruit wardens from the Great Lakes Indian Fish and Wildlife Commission (GLIFWC), Steve Amsler and Lauren Tuori.

I dedicated the first couple of hours to DNR policies and offered tips from working with sources as a reporter and editor for The Washington Post Company, Gannett, United Press International, WisPolitics.com, to doing live television spots for Wisconsin Public Television and Madison network affiliates.

I then turned the session over to two well-respected Madison media veterans: reporter/videographer Doug Wahl of WISC-TV, Channel 3 in Madison; and freelance reporter/syndicated columnist Jerry Davis. Both men provided the wardens compelling stories about their experiences as reporters, along with useful insight and suggestions on how to make media relations part of their outdoor beat. The wardens spent the final hour practicing being interviewed, then received performance analyses.



Doug Wahl, Channel 3, ran GLIFWC warden recruit Lauren Tuori through the paces of a TV interview. WDNR Photo

The wardens learned from each other, the lively conversations and questions with the panelists, and the practice interviews.

As Tuori summed up the session in a message to DNR warden team supervisor **Ron Cork** of the Training Section: "This was an excellent training. I think it is among the most helpful training experiences I have had since leaving the academy."

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



## ***Madison begins new year by adding recyclable items to pickups***

By: Elisabeth Olson, Bureau of Waste and Materials Management

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With the new year come changes to the City of Madison's curbside recycling program. Residents now can toss the following items into their green recycling carts before placing them out for pickup:



### Rediscover Recycling

- plastic bags, e.g. grocery and retail bags, produce bags, newspaper bags, etc.; dark green and black bags still are excluded
- plastic dairy tubs and deli containers; remove their lids and place in the cart separately
- other plastic containers numbered 1-7
- number 1 (one) plastic clamshells and berry containers
- empty steel paint cans and lids
- metal pots and pans
- small metal appliances, e.g. toasters, blenders, etc.
- small metal plumbing fixtures and pipe, e.g. faucets, valves, pipe up to 18" long, etc.

#### **Additional tips for making recycling work**

- Place all your recyclables in your green recycling cart. No need to separate or bundle.
- Flatten boxes, cans and plastic bottles to save space in your cart for other material.
- Don't put trash, pet waste or yard waste in your green recycling cart. The city won't empty carts containing trash or yard waste.

Remember, Madison collects recycling materials every other week and won't empty recycling carts placed out during the wrong week.

When in doubt, check out the annual ["City of Madison Recyclopeda"](#) or call (608) 267-2626. For even more information, visit ["City of Madison Streets and Recycling Guidelines."](#)

Every Wisconsin community recycles paper, cans and bottles. For specifics about your recycling collection program, visit ["RecycleMoreWisconsin.org."](#)

**Footnote:** *Elisabeth Olson is the department's Recycling and Waste Reduction*

Education and Outreach coordinator, as well as the Wisconsin Green and Healthy Schools director.



## **DNR-related bills await Legislators' return to capitol**

By: Paul Heinen, Office of the Secretary

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Although the Senate and Assembly remain on recess until January 17, four new bills were introduced since my final [2011 Bill Tracker](#) report in the December 1 issue of the "Digest."

- **SB 354** (Sen. Joe Leibham) would create laws for the operation of Utility Terrain Vehicles (UTVs).
- **SB 365** (Sen. Luther Olsen) would create a new snowmobile trail fee for snowmobile club members.
- **SB 368** (Sen. Neal Kedzie) and **AB 463** (Rep. Jeff Mursau) introduced identical bills that would make changes to wetland regulations in Wisconsin.

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



## **Links of interest...don't miss them**

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- **Title:** "Testimony of the Department of Natural Resources regarding AB 463"

**Description:** *On January 10, Division of Water administrator **Ken Johnson** testified before the Assembly Natural Resources Committee on proposed Assembly Bill 463. In his words, the intent of the bill is "to improve Wisconsin's wetland mitigation program, and making the state's permitting process more efficient. This bill maintains Wisconsin's landmark protection for isolated wetlands, and in fact protects all federal and isolated wetlands equally." Follow this link to Johnson's complete testimony.*

**Link:** ["Testimony of the Department of Natural Resources regarding AB 463"](#)

- **Titles:** "Wisconsin's long fought battle to manage growing wolf populations within its borders almost over"

"State officials praise federal ruling to delist gray wolf"

"Reaction to gray wolf delisting mixed"

**Description:** *With recovery of the gray wolf population in the Western Great Lakes region, the U.S. Fish and Wildlife Service has removed the wolf from the Threatened and Endangered Species List. For Wisconsin, this means that DNR now will implement the strategies found in the Wisconsin Wolf Management Plan. DNR played a key role in advocating for delisting of the gray wolf.*

**Links:** ["Wisconsin's long fought battle to manage growing wolf populations within its borders almost over"](#)

["State officials praise federal ruling to delist gray wolf"](#)

["Reaction to gray wolf delisting mixed"](#)

- **Title:** "Volunteers sought to help with deer research project"

**Description:** In a December 20 news release, the department called for volunteers to assist with DNR's whitetail deer research project, referring to their involvement as vital to the success of the project. If you helped out last year, consider giving of your time again.

**Links:** ["Volunteers sought to help with deer research project"](#)

- **Title:** "Consumers, don't discard those old electronics this week"

**Description:** Wired Wisconsin attributes the ease of recycling electronics after Christmas to DNR's "E-recycle Wisconsin" program. Wired Wisconsin is the Wisconsin-based project of Midwest Consumers for Choice and Competition (MCCC), a non-profit organization of individual consumers working to support an environment for innovative technology, high-tech job creation, and economic growth.

**Link:** ["Consumers, don't discard those old electronics this week"](#)

- **Title:** "Final Supplemental Action on the Cross-State Air Pollution Rule"

**Description:** U.S. Environmental Protection Agency (EPA) is including five additional states in the ozone season NOX program of the final rule entitled "Federal Implementation Plans to Reduce Interstate Transport of Fine Particulate Matter and Ozone" (Cross-State Air Pollution Rule, also known as Transport Rule), finalized on July 6, 2011. This rule requires Iowa, Michigan, Missouri, Oklahoma, and Wisconsin to reduce summertime (May through September) NOX emissions as part of the Cross-State Air Pollution Rule (CSAPR) ozone season control program

**Link:** ["Final Supplemental Action on the Cross-State Air Pollution Rule"](#)

- **Title:** "Bird-Friendly Building Design"

**Description:** As part of a national program to reduce the massive and growing number of bird deaths resulting from birds flying into buildings, the American Bird Conservancy (ABC) recently announced the availability of its new publication, "American Bird Conservancy's Bird-Friendly Building Designs." The 58-page document is available online.

**Link:** ["Bird-Friendly Building Design"](#)

- **Title:** "USGS Historical Topographic Map Collection"

**Description:** The U.S. Geological Survey (U.S.G.S.) is the largest producer of printed topographic maps of the nation. Since 2009, the agency has been converting historical printed topographic quadrangles to an electronic format (GeoPDF). Currently, there are 90,000 GeoPDF maps available to view and download from the U.S.G.S. Store. More information is available at this link.

**Link:** ["USGS Historical Topographic Map Collection"](#)

- **Titles:** "Employee Enhancement Newsletter" and "Supervisor/HR Supplement Newsletter" (January 2012 and December 2011 issues)

**Description:** In this month's employee newsletter from Deer Oaks, you'll find advice on easing anxiety, making your New Year's resolutions attainable, and quitting smoking. "Matters of the Heart" reviews family history of early heart attacks. "Money Management International" discusses how caring for your car can help you avoid costly repairs in the future. This month's Deer Oaks supervisor newsletter illustrates the five practices of exemplary leadership and what video games can teach us about work motivation. (Links to the December 2011 employee and supervisor issues also are provided.)

**Links:** ["Employee Enhancement Newsletter" \(January 2012\)](#)  
["Employee Enhancement Newsletter" \(December 2011\)](#)

["Supervisor/HR Supplement Newsletter" \(January 2012\)](#)

["Supervisor/HR Supplement Newsletter" \(December 2011\)](#)

- **Title:** "The 2011 Law Enforcement Deer Gun Season Report"

**Description:** Found on the Bureau of Law Enforcement's "[Warden Wire](#)" webpage, this report provides "readers a snapshot of the role of conservation wardens during this time when more than a half million people enjoyed spending time in the outdoors, carrying on traditions with family and friends." The document also provides advice on recreation opportunities, safety reminders and answers to popular questions.

**Link:** "[The 2011 Law Enforcement Deer Gun Season Report](#)"

- **Title:** "The ForestTREEporter"

**Description:** Published on the first and third Fridays of each month, this internal staff newsletter from the Division of Forestry offers an abundance of information on the division's programs, projects and employees. Given the integrated nature of the management of our urban and rural forest resources, staff from other programs may find content of interest to their work, as well. Check out the first issue of 2012 and consider including this website with your other favorites. Some of the content of "ForestTREEporter" is shared outside of the agency in the division's monthly external newsletter, "[Wisconsin Forestry Notes](#)."

**Link:** "[The ForestTREEporter](#)"



## Worth a thousand words...images of us at work

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### Packers pile on the yards for trees



WDNR Photo

Secretary **Cathy Stepp** was flanked by Natural Resources Board chair David Clausen and Green Bay Packer board director Ave Bie as she presented the reigning Super Bowl champion with a letter of appreciation for its team's \$16,000 contribution to "First Down for Trees" (FDFT) program.

In its second year, the FDFT's goal is to plant 1,000 trees in Brown County communities. FDFT has paid for purchasing and planting 400 trees in 22 communities, one for each first down the team has made. This year, the department hopes to more than double the number of trees by way of a partnership with the

*Packers, the U.S. Forest Service and communities.*

*The only NFL team in the FDFT program at this point, the Green Bay Packers are striving to reduce the team's carbon footprint from travel to away games by planting trees. The Forest Service hopes this will catch on with other teams in the league.*

**Urban park staff blends nature with skyscrapers**

**Jeremy Siebel** worked on the path in the [Lakeshore State Park](#) rain garden, last summer. A spectacular view of the Milwaukee skyline serves as a backdrop for this urban park set in the midst of Wisconsin's largest metropolitan area.



WDNR Photo



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