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**Water resources management team honors Madison and regional employees**

By: Kristi Minahan, Bureau of Watershed Management

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The DNR Water Resources Policy and Management Team recently announced the recipients of its 2011 Water Resources Person of the Year Award. This award, started in 2010, goes to one regional employee and one central office employee from the Bureau of Water Resources Management program. Both permanent and LTE employees are eligible for the award.

**The recipients for 2011 are:**



Kris Stepenuck, known to travel to other states for her sport, was in her element kayaking in much nicer weather. She is DNR's Water Action Volunteer coordinator and liaison to the University of Wisconsin-Madison and UW-Extension Environmental Resources Center.  
WDNR Photo

- **Kris Stepenuck**, water action volunteer coordinator for the stream monitoring program, received last year's award for her exemplary leadership in growing Wisconsin's Volunteer Stream Monitoring Program for over a decade. Going above and beyond in her dedication to the program, Stepenuck performs her work mentoring volunteers with a positive energy that benefits Wisconsin's citizens and natural resources.



Alex Smith caught this northern while ice fishing on Long Lake in Washburn County in mid February. He was fishing with co-worker Nate Collier, Waste and Materials Management hydrogeologist, and his wife.

WDNR Photo

- **Alex Smith**, fisheries technician on the Spooner Lakes Team, has performed exemplary work in launching the Critical Habitat Designation program. He also monitors aquatic invasive species; coordinates lake and river management efforts; and partners with citizen groups. Day after day, Smith performs his job with a passion for conservation, the ability to make work fun, and a positive, professional attitude.

**Also nominated were:**

- **Tim Asplund**, state limnologist in the Bureau of Watershed Management, for his dedicated service to the department in leadership roles on the Lakes Team, Water Resources Monitoring Strategy Workgroup, Water Resources Working Group on Climate Change, Blue Green Algae Workgroup, and as acting section chief for the Water Evaluation Section.
- **Christina Anderson**, stream monitoring volunteer coordinator in the Bureau of Watershed Management, for her outstanding contribution to the Volunteer Stream Monitoring Program; development of road salt, thermal, and aesthetics monitoring programs; and dedication to the citizens and water resources of the state.

**Footnote:** *Kristi Minahan is a water quality specialist in the Bureau of Watershed Management.*



## Window's 7 project will require shared responsibilities

By: Annette Geringer, Bureau of Technology Services and Becky Brundidge, Northeast Region

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### User's responsibilities for data backup

Before migrating your computer from the current Windows XP operating system to the new Windows 7 operating system, you'll be required to backup data on your computer.

To assist you with this requirement, the department has established a new "automated" backup process, referred to as the User State Migration Tool (USMT), and has sent the USMT as an advertisement (Microsoft's way to get updates to your machine) to all DNR PCs. Instructions on how to install the USMT advertisement program is listed in the first link below.

The following links will take you to instructions for running the USMT or a manual process to backup data on your XP computer, which are located on a SharePoint site described below.

- Link to [XP USMT backup instructions](#)
- Link to [XP manual backup instructions](#)

You'll need to backup your data onto an external backup drive. See your program's [information technology coordinator \(ITC\)](#) or your [regional information management specialist \(RIMS\)](#) if you need to obtain an external drive.

### Migration pilot will determine departmentwide migration schedule

On February 29, the department will undertake pilot migrations that will involve the Northern Region's Rhinelander office and Mirror Lake State Park. The Rhinelander pilot will test the system center configuration manager (SCCM) that will push Windows 7 and any identified software over the region's local area network (LAN).

The Mirror Lake State Park pilot will test a manual Windows 7 installation using external

thumb drives.

The results of these pilots will provide the migration team with an average number of PCs that can be migrated in a day, using each deployment method. This information will help the team determine the department's migration schedule, which will be released to the department employees in the beginning of March.

### **Department creates Windows 7 project SharePoint sites**

In addition to the Windows 7 project team site, the department has created a new SharePoint (collaboration software) site for the agency and updated the existing support staff (ITCs and RIMS) SharePoint site.

You'll be prompted for credentials when clicking on these links. Enter "DNR\<(username)," which is your DNR network logon ID. Don't forget to put "DNR\" in front of your username. You'll use the same password you use to log onto your PC.

#### **New agency [SharePoint site](#)**

This site will contain Windows 7 project information that will be available during and after the migration project is completed. It currently contains information about training, project status, help desk and a knowledge base.

#### **Updated support staff [SharePoint site](#)**

This site will contain Windows 7 project information for ITCs and RIMS that will be available during and after the completion of the migration project. The site currently contains "Shop Talk" discussion boards in the left column.

These sites are a "work in progress." You're encouraged to pass along any questions you have about the migration to Windows 7 project manager [Becky Brundidge](#).

**Footnote:** *Annette Geringer is the Windows 7 project communications lead and Becky Brundidge is the project manager.*



### **“Natural Career Connections” will advance career development using mentors**

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**Editor's note:** Secretary **Cathy Stepp** sent the following message to department supervisors on February 16. She wants all employees to know about this undertaking.

The (DNR) training office will soon launch a second opportunity for staff to participate in the "DNR Natural Career Connections" mentoring program. This program was successfully piloted last year and aligns well with our retention and succession management efforts. With supervisor signature approval, interested mentors and mentees complete an application survey and, if successfully matched, participate in a six month relationship to explore career development.

I am asking for your support as staff request to participate. In fact, you may have an

interest in participating yourself! This program is in no way meant to usurp your role in the development of your staff, and I applaud you in your continued involvement in this important area.

The program will run from March 26 through September 19. The orientation and concluding events will be located in Wausau, however, all interested DNR staff (including LTEs) are encouraged to apply.

Thanks in advance for your support for this valuable staff development opportunity! Contact (DNR training director) [Ralph Schwartz](#) (608-266-7776) with any questions.

### **Training Director Ralph Schwartz details what it takes to be a mentor or mentee**

The Natural Career Connections program creates an effective, voluntary, safe and agency-supported vehicle to form a career development relationship between successful, more-experienced mentors and the less-experienced mentee. DNR's upper management endorses this concept to aid in employee retention and succession planning.

Candidates for mentor/mentee will:

- Exhibit enthusiasm, commitment and ability to articulate expectations.
- Not be on probation or have pending disciplinary action.
- Commit to a six month participation timeline from March 26 through September 19.
- Attend three days of orientation/training/concluding events in Wausau on March 26 and 27 and September 19.
- Commit to formally communicate with your mentor/mentee at least two hours per month.
- Complete and forward to Ralph Schwartz a [Mentor Application Survey](#) or [Mentee Application Survey](#) with supervisory signature approval. **March 2 is the deadline for submitting applications.**
- Complete program evaluations as requested.

If you previously submitted an application for the pilot, you need to submit a new application survey.

Schwartz will convene a task force to select and match mentors and mentees based on the application survey information submitted, so **do not personally select a mentor/mentee to work with you.** There is a limit of 20 pairs/40 participants.

The department does plan to offer this program again in different locations with dates to be determined in 2012. **You don't have to work in the location of the events, Wausau, to participate.**



### **Southeast Region's Black History Month celebration was inspiring**

By: Julie Atkisson, Southeast Region

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Central office's Black History Month celebration is tomorrow, February 24.

A great time was had by all! The 58 state employees, ex-employees, family members and others who attended Southeast Region's celebration of Black History Month already are looking forward to next year's event.



Members of the Black History Month Committee enjoyed themselves at the Southeast Region celebration. Left to right are **Julie Atkisson**, chairperson/program director; **Pamela Kinnie**, committee member/food preparation; and **Delaina Siltman**, committee member/administration. DNR photo

Held on February 10 at the region's headquarters in Milwaukee, the celebration played out even better than expected. The speakers used the theme of "Inspiration" in their speeches, sharing a bit more about themselves. Each speaker, performer and special guest received a "Certificate of Appreciation" plaque in recognition of their contribution to the success of the event.

Participating in the day were Regional Director **Eric Nitschke**; Milwaukee Mayor Tom Barrett; DNR Secretary **Cathy Stepp**; and Frances Starms Discovery Learning Center (SER's adopted school) students and their principal Clayvon Byrd. Tyrone Dumas of The Urban League and Robert Gould of United Credit Education Services were keynote speakers. DNR musical talents Warden **Gervis Myles** and Environmental Enforcement Specialist **Saji Villoth** performed live musical numbers for the potluck luncheon. The founder of the Ko-Thi Dance Company "Fern" spoke about the history of "The Drum," and the company's Youth Division performed a well-choreographed dance routine.

The variety of food ranged from the "soul food" collared greens and smoked meat, to authentic Nigerian dishes of peanut soup and the coconut dessert "shuku shuku." There was even a delicious theme/logo marble sheet cake. Among the several beverages provided was "Southern Sweet Tea," a favorite beverage in African American culture.



The logo and theme for 2012 Black History Month celebrations at DNR. DNR Image

An assortment of still photos including President Barack Obama and our 2011 Black History Month celebration filled the rooms. The sign-in table was covered with a Kente tablecloth, and African hand-carved wooden sculptures decorated the room.

Read the "Digest" story "[Central office's Black History Month scheduled for the 24th.](#)" The organizing committee hopes to see you there.

**Footnote:** *Julie Atkisson is an office associate for the Law Enforcement program in the region.*



## Employee Assistance Program will offer advice on transitioning to retirement

By: Jeff Carroll, Bureau of Human Resources

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When considering retirement, most people focus on the financial aspects of this momentous transition in their lives. While finances are extremely important, there are many other facets of our lives to consider. Retirement affects all areas of our day-to-day activities, as well as our relationships.

On March 6, Barbara White from the Deer Oaks Employee Assistance Program (EAP) will talk with employees in the central office and others via webcast about the mental, emotional, physical and spiritual aspects of this life-changing decision. White, a psychotherapist in Madison and an account manager for Deer Oaks, will help guide those considering retirement through these important areas of life so they can plan ahead and enjoy retirement to its fullest.

White's presentation, "Transitioning to Retirement: It's Not Just About Money," is a lunch brown bag seminar that will begin at 11:45 in room G-09 of the central office. Those employees in remote locations who are interested in the presentation can click into the live presentation via a webcast link that will be emailed to all employees closer to the date of this seminar.

Learn more about the Deer Oaks EAP by viewing an [orientation video](#) via DNR's Mediasite. You also can read about Deer Oaks in the June 16, 2011 "Digest" story "[State of Wisconsin hires Deer Oaks to assist with employee assistance services.](#)"

The DNR EAP website also includes a number of recorded lunchtime webcasts covering a variety of wellness topics e.g. budgeting, credit, holiday stress, conflict resolution and more. Once you're on the Bureau of Human Resources' EAP "[Webcasts and Articles](#)" page, scroll down to the bottom of the page to "Lunch Seminars – Mediasite Videos."



## Dan Baumann takes over as West Central Region's acting director

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Upon the retirement of West Central Region (WCR) Director **Scott Humrickhouse** on February 17, regional water leader **Dan Baumann** stepped into the position as acting

regional director.

"I am pleased to announce the appointment of Daniel Baumann as the acting director for the DNR's West Central Region beginning this coming Monday, February 20," said Secretary **Cathy Stepp**. "As you know, Regional Director Scott Humrickhouse is retiring Friday after 33 exemplary years of service to the DNR and to the people of Wisconsin, 15 of those years as the leader of the West Central Region. Scott has been a wonderful manager."



Dan Baumann is serving as acting regional director during recruitment to permanently fill the position. DNR Photo

Secretary Stepp continued: "Given the gaping hole this creates, we are so very blessed to have a manager of Dan Baumann's quality and experience willing to take on this important challenge. Dan shares many of Scott's fine qualities. He has confidence in his staff. He knows the science. He is calm in a crisis. He is quick to smile."

After graduating from the University of Wisconsin-Madison, Baumann joined DNR in 1993 as a dam safety engineer in the central office. In 1997, he relocated to the WCR where he has done engineering and water management work.

In 2003, Baumann assumed the position of regional water leader. During one critical transition period, for 12 months, he added the role of deputy water division administrator to his duties, shuttling between Eau Claire and Madison.

### **Baumann shares his thoughts on temporary assignment**

"Just a quick note to say how honored I am to be filling in for Scott Humrickhouse until the regional director position is filled permanently," Baumann said. "I appreciate Cathy, Matt and Gundy's confidence in me, and the opportunity to carry on Scott's work."

Baumann didn't hesitate to accept the added responsibilities. "I quickly accepted this

request to fill in because I know how great the staff is, in this region.

"WCR always has had an approach of cooperating to get things done. You work at a high-level of professionalism, caring about each other and the resource. These are traits that make me proud to work with all of WCR's employees, making the work meaningful and fun."

"I appreciate the hard work of WCR employees, and will do my best to meet the needs of the programs and staff in the region. I look forward to getting around the region and working with lots of you," Baumann concluded.

Baumann and his wife Sarah live in Eau Claire, where they're raising daughters Ellie (13), Katie (10) and Abby (8). In the out of doors, he enjoys trapping, fishing and hunting and celebrating that harvest on the grill and smoker.



## Legislature takes action on several DNR-related bills

By: Paul Heinen, Office of the Secretary

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The Wisconsin Senate passed **Senate Bill (SB) 368** (Sen. Neal Kedzie), the wetlands bill, passing it along to the Assembly, which passed it on February 21. It's now on the governor's desk for signing.

Both Houses passed and sent to the governor for signing **SB 111** and **SB 138**, introduced by the Joint Committee on Administrative Rules. **SB 111** changes current laws governing indirect sources of air pollution and SB 138 addresses agricultural wastes.

Two identical wolf hunting bills, **Assembly Bill (AB) 502** (Rep. Scott Suder) and **SB 411** (Sen. Terry Moulton), were introduced to establish hunting seasons and methods for hunting.

The Assembly passed the mining bill **AB 426** (Assembly Jobs Committee). The Senate introduced a companion bill, **SB 488** (Sen. Pam Galloway), which the Joint Finance Committee heard on February 17.

The Assembly also passed **AB 384**, the "lesser weapons bill." It has moved onto the Senate.

Before recessing until March 6, the Senate and the Assembly took the following additional actions:

- [SB 354](#): ATVs (Sen. Joe Leibham) Registration and operation of all-terrain vehicles and utility terrain vehicles. Now in the Assembly.
- [AB 377](#): Rough Fish (Rep. David Craig) Definition of rough fish and taking of rough fish with a crossbow. Now on the governor's desk for signing.
- [AB-383](#): Waste Disposal (Rep. Jim Steineke) The disposal of oil absorbent materials. Now on the governor's desk for signing.

Track legislation as it passes through the legislature and onto the governor in the ["2011 Bill](#)

[Tracker.](#)"

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

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## “Slow the Spread (of invasives) by Boat and Tread” poster contest is open

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*Poster contest for 4th and 5th graders*

June is Invasive Species Awareness Month in Wisconsin. This year, DNR is calling upon 4th and 5th grade students to share their artistic skills and passion for learning about invasive species and receive recognition for their efforts.



A previous year's entry focused on the invasive zebra mussel.

The Wisconsin Council on Invasive Species, in partnership with DNR and Invasive Plants Association of Wisconsin, is conducting a poster contest, challenging children to create full-color or black and white original posters of invasive species.

The goal of the poster contest is to increase awareness of shoreline and wetland invasive species and to teach people how to prevent the spread of invasives in these habitats. People enjoy wetlands by canoe, while hunting, by walking from trails to shorelines, and in many other ways. Enjoying these activities comes a responsibility to protect Wisconsin's natural

areas from invasive species.

**Note: The contest includes both invasive plants AND animals. All entries must be postmarked by April 2, 2012.**

The first-prize winner will receive a free family membership to the Natural Resources Foundation and a free field trip for themselves and their family.

The first, second and third-prize winners will be honored when they join other "Invader Crusaders" from around the state during the Invasive Species Awareness Month awards ceremony at Madison's Olbrich Gardens at 1 p.m. on June 6. Their artwork will be prominently displayed at the Capitol during June and on the [Wisconsin Council on Invasive Species](#) website.

### Find out how to get started

Visit the [contest's webpage](#) and use the Teacher's Toolkit to get started. You'll find the contest rules at this site.

If you have questions, email them to [isam\\_wi@yahoo.com](mailto:isam_wi@yahoo.com). Again, all entries must be postmarked by Monday, April 2, 2012.



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

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- **Title and Link:** ["Celebrating 40 years of caring for Wisconsin's natural heritage"](#)

**Description:** This year marks the 40th anniversary of Wisconsin's Endangered Species Act. The federal government enacted its protections a year later. Get in the right mind set to celebrate by learning about the successful recovery of such species as the gray wolf, bald eagle, trumpeter swan and osprey. Every month, there will be a news release on a featured species, a link on the department's [webpage](#) and posts on [Facebook](#).

- **Title and link:** ["Deer hunter forums to be held around the state and on the Internet"](#)

**Description:** The deer hunting seasons might still be months away, but DNR is already gearing up with a series of deer hunter forums in March. Anyone interested in the opportunity to discuss local deer management issues, hunting seasons, and any other deer topic is encouraged to attend.

- **Title and link:** ["February 22, 2012 summary of wetlands legislation"](#)

**Description:** Division of Water Administrator **Ken Johnson** sent a message to his employees containing an overview of Senate Bill 368, after both houses of the legislature passed it and sent it on to the governor for his signature. Johnson explains how DNR will move forward to implement the new wetlands law.

- **Title and link:** ["Manure Runoff Risk Advisory Forecast Available Online"](#)

**Description:** DNR and the Department of Agriculture, Trade and Consumer Protection issued this joint news release announcing online forecasts that will give farmers the most recent risk posed to lakes, rivers and groundwater from runoff of manure spread on their fields.

- **Titles and links:** ["Sturgeon Population Robust and Growing in 2012"](#)

["Ice Conditions for 2012 Season"](#)

["Features: 2012 Sturgeon Spearing Season"](#)

**Description:** 'Tis the season. Sturgeon spearing season, that is. The Office of Communication worked with **Ron Bruch**, Upper Fox-Wolf Fisheries Work Unit supervisor, to produce two new videos, one on the population of this ancient fish and another alerting anglers to beware of poor ice conditions. Secretary **Cathy Stepp** wanted to highlight the season, and the "Features" webpage provides a great way to do just that by telling the story of sturgeon in the state and the Winnebago system.

- **Title and Link:** ["Wisconsin DNR Secretary Stepp"](#)

**Description:** On February 9, Brownfield Ag News for America posted an interview with Secretary Cathy Stepp highlighting her first year with the DNR, including her views on creating jobs while still protecting the environment. In response to the longstanding issue of splitting the natural resource management functions of the agency from the environmental protection functions, Sec. Stepp voiced support for keeping them together.

- **Titles and links:** ["Testimony on AB 502--Wolf Legislation"](#)

["2011 Wolf Population Chart: Changes in Wisconsin wolf population"](#)

**Description:** Division of Land Administrator **Kurt Thiede** testified before the Assembly Natural Resources Committee on February 1, referring to that day as historic. The return of the gray wolf to Wisconsin has been so successful that DNR and the legislature now are talking about the possibility of a wolf harvest season. Check out the chart depicting the return of the wolf population over time.

- **Titles and links:** ["Tick borne diseases in Wisconsin"](#)

**Description:** Wisconsin Division of Public Health presentation reports on results of research on a variety of tick borne diseases that affect both humans and animals.

["On new map, Lyme disease risk areas include Minn., Wis."](#)

**Description:** Minnesota Public Radio News reported that three years of research pinpoints a high risk of Lyme disease for residents of most of Wisconsin.

["Lyme Disease"](#)

**Description:** The Department of Health Services website on tick borne diseases, including Lyme disease.

- **Title and link:** ["2012 Samsung Solve for Tomorrow Contest"](#)

**Description:** Northern Region conservation biologist **Jim Woodford** passed along the news that the small school of Mercer (a past citizen-based monitoring grant recipient) is competing in a national contest with their American Marten project. They've already placed in the top 12 nationally, won \$70,000 worth of equipment, and could win more for their school. Click on the above link to take a look at their entry and cast a vote in support.

- **Titles and links:** ["Save our Bats"](#) and ["Facebook"](#)

**Description:** Click on the first link to the department's website, then click on the "Save our Bats" button to reach the "Bats" webpage. If you click on the Facebook link, you'll be transported to the page where, when you scroll down, you'll find a recent photo of an albino bat.

- **Titles and links:** ["Learn to Hunt Turkey Events"](#) and ["Host a Learn to Hunt Turkey Event"](#)

**Description:** People who want to learn how to turkey hunt, and groups willing to host Learn to Hunt Turkey events, will want to check out the department's updated Learn to Hunt webpage. The video contains information about how a group can host such an event and have their costs covered. Groups are really answering the call to host hunts, giving hunters a lot of sessions from which to choose.

- **Title and link:** ["Bring hope. Be a partner in giving"](#)

**Description:** The 2011 Volunteer Awards Ceremony on March 20 will honor those who worked on the year's Partners in Giving Campaign for the State of Wisconsin and University of Wisconsin.



## **Required training offered on properly disposing of hazardous chemicals**

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DNR employees who handle and dispose of hazardous waste are invited to attend one of 10 free training sessions scheduled around the state in March and April.

The purpose of this training is to raise awareness among department employees whose responsibility it is to work with hazardous materials, hazardous wastes and universal wastes. Their supervisors also should attend to become familiar with proper waste disposal through the statewide hazardous waste contract.



Rechargeable batteries collected for recycling should be placed individually in plastic bags or the ends taped to prevent a fire hazard. Alkaline batteries can be disposed in the trash. DNR Photo

The State Hazardous Waste Contract provides this training to meet the state regulatory requirements for Small Quantity Generators of Hazardous Waste and Small Quantity Handlers of Universal Waste and includes shipping of hazardous materials and wastes, as well as a regulatory update. Employees who use products containing hazardous chemicals to do their jobs are required to be familiar with "proper waste handling, disposal and emergency procedures."

This training is open to employees working at state-owned or operated facilities, tribal governments, K-12 public schools, technical schools and municipal employees. Those agencies participating in the contract are DNR, the University of Wisconsin System, and the state departments of Administration (Procurement and Risk Management); Health Services; Agriculture, Trade and Consumer Protection; and Corrections.

The training targets employees involved in the following activities, because staff may handle and/or manage hazardous and/or universal wastes.

- facility operations, maintenance and buildings and grounds management;
- vehicle and equipment maintenance and repair, including: surface preparation and painting, cleaning activities, battery and lamp replacement, boiler and/or swimming pool maintenance, parts washing, fluid transfers and oil or antifreeze changes;
- working in laboratories that generate waste solvents or other chemical wastes;
- working in stock/supply-areas that order, receive or store chemical products; and
- supervising or overseeing personnel with the above duties.



Best work practices should be used to prevent mixing of hazardous wastes with automotive fluids to be recycled or reused. DNR Photo

DNR employees attending this training need to report their attendance to the DNR training office using the safety code SA061 and provide such information as the date of training, the length of training, who provided the training, and the cost.

Attendees are encouraged to bring specific examples and/or questions about hazardous material management from their workplace for general discussion.

#### **Dates and locations for 2012:**

- March 7: Mendota Conference Center, Madison
- March 8: UW-Fond du Lac
- March 15: UW-La Crosse
- March 20: UW-Marathon County, Wausau
- March 23: UW-Waukesha
- March 28: Volk Field, Camp Douglas
- April 3: UW-Green Bay
- April 10: Mendota Conference Center, Madison
- April 17: UW-Stout, Menomonie
- April 18: DNR Station—Spooner

Although the training is free, preregistration is required. To register, go to [Veolia Environmental Services](#). First, you'll need to create a login ID and password to use the online seminar registration site.

For more information, email [Amy Walden](#), DNR's representative on the Statewide Hazardous Waste Contract Team, or call her at 608-266-0272.



#### **Images of us at work and working for others**

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#### **SART keeps snowmobile trails safe for riders and environment**

Northern Region Warden **Jill Schartner** shared a story, published in the February 9 "Digest" about the work of the Snowmobile Accident Reduction Team (SART) in response to a snowmobile accident on February 3. Read the [kudo](#) then view these pictures that

Schartner wanted to share with you of some of the wardens involved in the accident response.

**Brave members of "The Blue Men Group" took the plunge for Special Olympics, surviving to tell about it**

In the same issue of the "Digest" the story ["Get in on the action on behalf of cancer research and Special Olympics"](#) DNR's "The Blue Men Group" announced its plans to raise funds for Wisconsin's Special Olympics by plunging into Lake Monona in Madison. Well, they raised \$800 on behalf of this charity. They raised \$800. Although the frigid waters didn't turn them blue, check out the reactions on their faces as they hit the water.



The extreme cold of the icy lake water drew expressions of shock to the faces of (left to right) **Randy Stark** and **Anthony Lindsey**, **Steve Sisbach** and **David Woodbury**. Team coordinator **Carlos Landeau** looks as though he had some reservations about his leap. Photo courtesy of Special Olympics Wisconsin



The team huddled together to proudly display



SART member Warden **Heather Gottschalk** is responsible for keeping South Central Region trails safe in Dodge County. DNR Photo



Northern Region Conservation warden **Lance Burns** patrols snowmobile trails in Douglas County. DNR Photo

a Polar Plunge t-shirt they received after their experience on Lake Monona on Saturday, February 18. Pictured (left to right) are Steve Sisbach, Randy Stark, Dave Woodbury, Anthony Lindsey, Todd Schaller and Carlos Landeau. Corey Robinson was on the road for work and Jeffrey Voltz opted out. Photo courtesy of Special Olympics Wisconsin



Warden Jill Schartner, assigned to patrol Bayfield County trails, uses binoculars to get a better view on a winter's day. Northern Region Warden Supervisor **David Oginski** joined Schartner on this outing. DNR Photo



## Around the state...DNR employees shine

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### **Central office success story**

- “Hi **Dawn (Hinebaugh)**, natural areas biologist) and information technology specialist **Tia Kropf-Beringer**: I just checked the hunting page as sort of a comparison to other states' pages I've used in the past. I'd have to say that the new WI hunting page has about everything you'd want to access on one simple page. Looks really good, easy to use, and I couldn't come up with any additions/suggestions for improvement. Looks like you and the rest of the ‘team’ are doing a great job! Thanks for the opportunity to comment.” Armund Bartz, regional ecologist
- From *Tami Jackson, Office of Justice Assistance* regarding the new DNR webpages: “This is wonderful! I was able to access some of the redesigned webpages. Big improvement. More white space, clear directional paths for users, usage of topical boxes to group related links for more information. Once the header and footer are redone, I think you will have a much improved look and tone.

“I’m also glad to see that the links take you to additional textual information (government websites are guilty of throwing up lists of links that all open different pdfs and think that it’s content). Chunking text is an art. A few more headings to help users navigate on long pages would be helpful.

“One of the great things about Wisconsin DNR is the amount of detailed content that is accessible on the website. Other states do a dismal job of providing information to help users understand complex regulations, administrative rules, etc.”

- To “**JD (James Smith)**, Office of Communication): “I just wanted to thank you for all of your help and pass along a compliment from Paula McQuire in Sen. Wirsch's office. I

knew Paula from when we worked in the capitol together. Last week I ran into her and she was very complimentary of what the DNR is doing with its webpage, the splash pages, the information that we sent to legislators leading up to deer season, and the information that we recently sent to them on ice fishing.

"Paula said it was fantastic. She was surprised the DNR had never sent information like this to legislators before. She said that Sen. Wirth is huge into fishing and that they always try to include information like this that we send to them in his e-newsletters. She said the deer information during deer season was especially helpful, since they have so many constituents who are interested in it.

"Again, I just wanted to pass along the compliment and thank you and your team for all of the great work they are doing." **Bill Cosh**, DNR spokesperson

- To Customer Service Representative **Shannon Becker**: "I just wanted to take a moment to compliment your staff for outstanding customer service. I called the toll free number after 9 p.m. on Tuesday, January 17th to obtain DNR numbers for my wife and son, as they are going to be taking a Hunter's Safety course. Not only was I impressed that the phone line is manned until 10 p.m., but the woman I spoke with was INCREDIBLY friendly and helpful. It was truly a pleasant experience, and I wanted to take a moment and let you know that you've got an entire family of very satisfied customers! Thank you! *Regards, Mike Flanagan, Appleton, WI*"

### ***Statewide success story***

An industrial hygienist from the Wisconsin Department of Safety and Professional Services wrote a [letter](#) to Secretary **Cathy Stepp** commending DNR Environmental Health Specialist **Marsha Present and staffs at the Thunder River Rearing Station and the Wild Rose Fish Hatchery** for their efforts to improve safety measures for their employees. It's expected that future employers would make use of the resulting template plan.

Present provided the names of those DNR employees deserving of recognition for this effort.

### **Science Operations Center/Integrated Science Services staff**

- **Gina LaLiberte**, natural resources research scientist
- **Jennifer Hauxwell**, natural resources program manager
- **Nancy Businga**, microbiologist
- **Sue Marcquenski**, staff specialist, Bureau of Fisheries Management
- **Tamara Ryan-Nadolny**, wildlife health section chief
- **Jack Sullivan**, director of the Bureau of Integrated Science Services

### **Northeast fish hatcheries in Thunder River and Wild Rose**

- **Lisa Sharkey**, regional safety and risk management specialist
- **Todd Rice**, fisheries technician
- **Tom Van Effen**, fisheries technician

- **Al Kaas**, chief of the Fish Culture Section
- **Neal Rosenberg**, field operations team supervisor

### ***Northern Region success story***

- A note to DNR Brownfields Specialist **Melissa Enoch** (Bureau of Remediation and Redevelopment): “I would like to express the city’s thanks to you and others from the DNR (Note: Chris Saari is the DNR project manager) and EPA who made (the) project not only happen, but also allowed it to morph and run super smoothly. Thanks for all your hard work, and I hope we can all work on another project very soon.” *Jason Serck, AICP, Planning and Port Director, City of Superior*

### ***Northeast Region success stories***

- “The Ridges Sanctuary is moving forward at building a new visitor’s center on property formally operated by the Sandpiper Restaurant. The different restaurants operating on the property over the years impacted the soil during their fish boils. Hopefully, we will have the environmental issues resolved later this year and the new visitor center will start taking shape. I just wanted to pass on that **Jason Moeller** (regional spills coordinator, Green Bay) has been very helpful throughout the process not only to me, but several other parties that have been involved in the project. This is the first project that I have had a chance to work on with Jason. He has been very responsive to my inquiries and has offered helpful suggestions during our discussions. I look forward to completing the project with him and see the new visitor center sit on property that had once been environmentally impacted.” *Brian D. Wayner*
- **Jennifer Borski** (hydrogeologist, Oshkosh): “Thanks for your response and follow-up. Commonwealth was approved for \$150,000 BF Grant that was in part justified by your email earlier this month. Your response was greatly appreciated and facilitated a quick turnaround on the grant request. Your outstanding cooperation is really valued by the Brownfield Program!” **Al Rabin**
- “In mid December, we had the opportunity to meet DNR forester, **Eric Roers** on our 42 wooded acres in Shawano County. We had requested the meeting hoping to get some information about the condition of our woods and recommendations on what, if anything, we should be doing. My wife and I both can say unequivocally that it was the most educational and inspiring two hours we have spent on our property in the past 39 years. We have been life-long students of Wisconsin’s outdoors. Our 42 acres have always been a place of beauty and solitude for us where we enjoy the diversity of wildlife and native plants and trees. While we have always considered ourselves to be good stewards’ of the land, we have never logged any of our timber except for some storm-damaged trees in 2008. So we finally decided a walk-through with a DNR forester would be a good thing. Actually, it was an excellent thing, exceeding our expectations. Mr. Roer’s impressive knowledge of the woodlands and forestry methods, his personable communication skills, as well as his enthusiasm and genuine interest in us and our property were delightful and awesome. In addition, he followed up with a comprehensive letter the following day, including a summary of our meeting, recommendations, and additional information of interest. We feel it is important to

acknowledge superior performance in one's profession, especially since we haven't seen a lot of that in recent years. For that reason we asked Mr. Roer's for his supervisors name so that we may let you know what an excellent job he is doing. His performance is a credit to himself, the DNR, and a bonus to the people he serves.  
*Sincerely, Roger and Lonna Wiedmeyer*

- **RJ Wickham** (forester, Wautoma): "Thank you for hosting a Job Sharing for Drew Wallace. I know that he appreciated the experience and found it very helpful. Thank you for your willingness to help the students at Berlin High School. *Sincerely, Sandra Beietman, Shadow Coordinator*"

- **Robert (Rosenberger)**, water management specialist): "Got your nice note, and the permit, yesterday. Yes we are very pleased. Please accept our grateful thanks for all of your help and guidance along the way. I think my Grandpa, a former Dickinson County sheriff, would be pleased also to know that the law can be administered in a right and reasonable way. *Best regards, Chris and Putnam*"

### ***West Central Region success story***

- "Hi **Loren (Brumberg)**, **Eric (Donaldson)**, **Glenn (Falkowski)**, **Brad (Johnson)** and **Lisa (Gutnecht)**: I just wanted you to know that I thought you all did a very fine job this morning representing the department and your respective program issues to the Wausau Paper Mill environmental staff, Cara and Gary and Lori, as they work through the issues of shutting down the Brokaw paper mill plant.

"Everyone came prepared for the meeting. Loren put together an agenda. Folks had done file reviews and printed information out and had brought along applicable reports. The staff offered ideas and suggestions and help and follow-up letters. The meeting really made me realize how complicated our environmental issues are for these companies - and especially so when there are so many other issues associated with an entire paper mill shutting its doors.

"I was heartened by what a swell job everyone did and how professional you all were today. Thank you." *Connie Antonuk, Northern Region Air and Waste leader*

- Fisheries biologist **Marty Engel** forwarded this [letter of appreciation](#) from the *Bass Lake District*, which chose to send copies of the letter to the governor's office and all local representatives. Regional staff worked with the lake district and several other partners to develop and set into place a management plan for the lake's diverse aquatic life.



### **Ten-year federal sentences in forest drug grow case**

By: "Warden Wire"

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*DNR warden among more than 200 law enforcement officers who assisted*

The U.S. Attorney for the Western District of Wisconsin announced 10-year federal prison

sentences for three citizens of Mexico for their involvement in a marijuana grow operation in the Chequamegon-Nicolet National Forest in northern Wisconsin. Additional sentencing proceedings are expected in the coming weeks for the remaining defendants.

Last fall, "Warden Wire" reported in "Public Lands on Pot" on the role Wisconsin conservation wardens played in the taking down of the operation. The wardens were among more than 200 law enforcement officers from local, state and federal agencies in the raid. Hunters first discovered the grow in November 2010.

Read the FBI release, "[Ten Year Sentences Handed Down to Men Who Grew Marijuana in the Chequamegon-Nicolet National Forest](#)" and the "Warden Wire" 2011 story, "[Public lands on pot: Marijuana grows tough on Mother Nature's health, Wardens' skills critical in halt of estimated \\$1 million illegal drug grow in Chequamegon-Nicolet National Forest in northern Wisconsin.](#)"



## Chili cook-off will send Toki middle schoolers outdoors

By: Carrie Morgan, Office of Communications

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Toki Middle School students will be headed outdoors this spring to learn more about natural resources thanks to a recent "spicy" event in the central office that raised \$841 for the school.



**Carrie Morgan** knew that her chicken chili was a hit when she ran out of it. DNR Photo

The central office and South Central Region headquarters staff adopted Toki Middle School on Madison's southwest side through the Foundation for Madison Public Schools. One of the goals of this year's DNR-Toki School partnership is to raise enough money to support field trips for the students. To help meet this goal, central office hosted a chili cook-off on February 9th.

Veteran chili-cooks, along with a few novices, plugged in their crock pots, decorated their tables and shamelessly encouraged tasters to "vote" for their chili by dropping spare change

into cups set out at each contestant's table. DNR bakers also volunteered their time so that diners could indulge in desserts, when they'd had all the chili they could stand.

The competition was fierce, but in the end, the voters' favorite was **Susan Cook's** (Customer Service and Licensing section chief) mole chili. She and other Customer Service and Licensing folks decorated their table as a "kissing booth" complete with two assistants handing out chocolate kisses.



**Karen Eckland**, on the "Wisconsin Natural Resources" magazine staff tucked dollar bill votes into a PFD while her co-worker **Kathy Kahler** dished out "Lifesaver Chili" billed as hypothermia prevention. DNR Photo

Cook went home with the coveted pepper-laden "Chili Queen" tiara. The "Most Unusual Chili" trophy went to Warden **Tom Van Haren** for his rabbit chili and the "Best Traditional Chili" trophy went to Ryan, "the intern," Toman for his eye-watering, make-your-nose run spicy chili.

**Footnote:** *Carrie Morgan is an educator and coordinator of DNR's online "EEK!- Environmental Education for Kids" website.*



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