

In this issue

1. Eileen Pierce assumes role of new DNR small business ombudsman
2. **DNR unveils redesigned website**
3. **Send in your nominations for two prestigious awards**
4. **Bureau of Finance unveils simplified purchasing process**
5. **Paul Bruggink honored as one of state's "Unsung Heroes"**
6. **Reminder to use Employee Reimbursement Account 2011 funds by March 15**
7. **Governor signs wetlands bill; mining bill moves on to Senate**
8. **Register for 2012 Natural Heritage Inventory Training via LiveMeeting**
9. **Get your nominations in for this year's Virginia Hart Award**
10. **Bureau of Finance releases 2012 purchasing deadlines**
11. **Black History Month opened eyes to the many stories of a diverse culture**
12. **Links of interest...don't miss them**
13. **Public begins to offer feedback via deer hunters' survey**
14. **Around the state...DNR employees shine**
15. **Employee Trust Funds to survey health insurance satisfaction**

[Secretary's Corner](#) | [Weekly News](#) | [News Releases](#) | [Outdoor Report](#)

Eileen Pierce assumes role of new DNR small business ombudsman

By: Beth Goldowitz, Bureau of Air Management

[Index](#) [Next](#) [Top](#) [Print](#)

Under the Clean Air Act Amendments of 1990, each state is required to implement a small business technical and environmental compliance assistance program that includes a small business ombudsman, a technical assistance program and a compliance advisory panel. On February 21, **Al Shea**, director of DNR's Office of Business Support and Sustainability, announced that **Eileen Pierce** will serve as the department's first small business ombudsman.



Eileen Pierce is DNR's small business ombudsman. DNR Photo

The Wisconsin program resided with the Department of Commerce from 1993 until it moved to DNR in 2011.

"Pierce has worked for the DNR for more than 23 years in the Bureau of Air Management and the Division of Air and Waste," said Shea. "In addition to the ombudsman role, her current responsibilities include serving as the division's program manager for southwest Wisconsin and serving as lead for regulatory oversight of environmental clean-up at the Badger Army Ammunition Plant."

The small business ombudsman has three main responsibilities: communication, advocacy and compliance assistance. Spelled out this means:

- The primary role of the ombudsman is to serve as a liaison to small business, connecting small businesses with both department staff and the information they need.
- The ombudsman serves as an advocate for small business. In this role, the ombudsman provides recommendations on behalf of small business and facilitates resolution of disputes.
- In coordination with department programs, the ombudsman provides compliance assistance to small business and makes recommendations about regulations impacting small business.

Although the role originated in the Clean Air Act, in many states including Wisconsin, the scope of these responsibilities includes all environmental regulatory programs that affect small business.



Serving Small Businesses and the Environment

For further information go to the Wisconsin ["Small Business Clean Air Assistance Program"](#) website. To learn more about the national effort, click on ["Small Business Ombudsman and Small Business Environmental Assistance Program."](#)

If you have any questions or comments for Pierce, email her at [Eileen Pierce](#) or call her at 608-275-3296 (office) or 608-279-5637 (cell).

Footnote: *Beth Goldowitz is an air management specialist in the Bureau of Air Management.*



DNR unveils redesigned website

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

[DNR's website 'dnr.wi.gov'](#) has undergone an extreme makeover and now it's ready for the big reveal.

The new layout, global navigation, footer, topic-based landing and content pages will make it easier for those looking for information or ways to access permit applications and purchase licenses online. This new look and functionality is designed to provide better customer experience.

"I'm absolutely thrilled with this new design," said Secretary Cathy Stepp.

"It's been a challenge but I think it's turned out wonderfully, and I'm very interested in hearing from our customers what they think of this effort. I hope they will be pleased and, as they explore the site, give us feedback for ways to make it even better."

In addition to a cleaner design and improved search functions, the new website features images of Wisconsin outdoors and outdoor activity in all seasons of the year, as well as one click links to news of the day and other popular features. Visitors also will be able to link directly to the department's "Facebook," "YouTube," "Twitter" and "Flickr" sites from any page.

"Our visitors will notice a cleaner, simplified, more customer and business-friendly layout," said JD Smith, redesign project manager. "We've improved our search function using keywords with the goal of helping website visitors find the information they're looking for easier and faster."

In a message to employees on the February 29 rollout, Sec. Stepp recognized the team that made it a reality.

"It always amazes me what this agency can do when we work together toward a common goal. While many staff contributed valuable work on this project, the redesign team has been truly outstanding. I want to first thank **JD Smith** for his leadership of the team, his hard work and his vision," said Sec. Stepp. "I would also like to thank the redesign team members **Lena Arvola, Karl Brooks, Jess Coda, Tia Kropf, Carlos Landeau, Anthony Lindsey, Rich Manteufel, Jeff Margenau, Ryan Marty, Jennifer McDonough, Corey Robinson, Chris Welch** and **Brian Yulga** for all of their hard work, long hours and dedication to the project! Special

mention goes to **Carrie Morgan, Paul Holtan** and **Andrew Savagian** for their editing expertise. If you see them, please thank them for their work. You can find a list of "[Topics and keywords](#)" available to search on the redesigned DNR website. You may want to bookmark this page. Smith explained that one of the strategies for the redesigned site is to use keywords as a marketing tool. He asks that employees begin using these words in publications, social media sites, discussions, etc., so both DNR employees and those they serve get used to them and conduct more effective searches, as a result.



Send in your nominations for two prestigious awards

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

Nominate your co-workers for the PRIDE Awards by April 2

Secretary **Cathy Stepp** soon will send out a personal announcement departmentwide calling for employee nominations for the fifth annual "Secretary's PRIDE Awards." In 2008, then Secretary Matt Frank created the PRIDE Awards to recognize the everyday accomplishments of DNR employees. Co-workers submit the nominations because they many times are in the best position to observe, directly or indirectly, the exemplary work their colleagues perform for the department.

Submit online nominations **beginning on Monday, March 12 and ending on Monday, April 2**. The secretary's announcement will include a link to the nomination page for this valued and highly-respected award.

Staff will conduct peer reviews of all nominations, the difficult task of narrowing the field to three candidates for each of the five PRIDE award categories. These candidates will receive recognition at the annual ceremony held in the Governor's Conference Room at the State Capital on May 2 from 1:30 p.m. to 3:30 p.m. The Department Leadership Team (DLT) will determine the actual winner in each category.

Employees may nominate more than one individual or team in any of the categories listed below. Nominations must qualify in one of the following five categories to be considered:

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

promoting diversity, fostering innovation and advocating change.

You can read the May 19, 2011 "Digest" story "[Secretary Stepp recognizes PRIDE Award winners during Capitol ceremony](#)" to learn about last year's recipients.

Again, nominations are **due by Monday, April 2**. Take this opportunity to praise your colleagues and recognize your fellow workers by submitting your nominations.

Rebecca Wallace Award nominations also due by April 2

As will be announced in another note from Sec. Stepp, the department also is accepting nominations through April 2 for the [2012 Rebecca Wallace Award](#). This award is given to a DNR employee nominated for:

- making the greatest contribution toward either improving relationships with external partner agencies and organizations on mutually-shared environmental quality issues, or
- excelling at mentoring other department staff.

The Natural Resources Board (NRB) established the Wallace Award in memory of water program manager **Rebecca Wallace**, who died with her husband in an automobile accident in 1997. The first Rebecca Wallace award was given to **Karen Voss**, in 1998. Subsequent award recipients were **Janet Beach Hanson**, 1999; **Eileen Trainor**, 2000; **Kathy Bartilson**, 2001; **Ron Preder**, 2002; **Nancy Larson**, 2003; **Laura Herman**, 2004; **Tom Lovejoy**, 2005; **Carol Bentzler**, 2006; **David Zebro**, 2007; **Cheryl Bougie**, 2008 and **Sandy Manthei**, 2009.

All department employees are eligible for the Rebecca Wallace Memorial Award. The award committee points out that either an individual employee or a group of employees can submit nominations for their co-worker.

The recipient of the 2012 award will receive a print by retired DNR graphic artist Jim McEvoy at the award ceremony. Begin the nomination process at the "[2012 Rebecca Wallace Memorial Award Nomination Format](#)" webpage. Email nominations to [Paul Zuccarello](#). If you have questions regarding the award or the nomination process, feel free to email [Andy Morton](#) or call him at 608-275-3203.



Bureau of Finance unveils simplified purchasing process

By: Tim Sell, Bureau of Finance

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

DNR Purchasing is proud to announce plans that will simplify the process you use to get things you need, as well as provide new information that can help make your purchasing experience a pleasurable one. Read on for what's coming this year!

Electronic requisitions

New electronic requisitions will have features such as electronic signatures, auto forwarding, nearly unlimited funding lines, save features, smart field recognition and tracking abilities.

We currently have the Print Requisition Form (9500-034) in the final testing stages and are working with the Forms Team on the regular Purchase Requisition Form (9300-012).

Here's what this means to you:

- A more expeditious process in getting authorized requisitions to Purchasing;
- a tracking function that lets you view where your requisition is at any given

time;

- and, a save feature so you can fly through those commonly requested items without having to start from scratch each time you want to send in a new request.

New extended term contracts

- New contracts for continuous purchasing will make purchasing of commonly purchased items easier and more cost effective. These contracts will streamline the purchasing process and allow you to purchase items from the contracted vendor without having to do a bid each time you need these common items. After reviewing and analyzing your purchases over the past three years or so, we have identified areas where a contract would be beneficial. These contracts have the potential to save tens of thousands of dollars on product alone and will provide a substantial savings in time and administrative costs for the agency.
- If you have areas of continuous purchasing and would like us to help evaluate your expenditures, buying trends and look for other efficiencies, we'd be happy to do that. We'll provide professional advice for saving time and money when it comes to procuring goods and services. If interested, contact a [purchasing agent](#) and get us involved. You'll be glad you did!

Various training improvements

Purchasing has been working on upgrading the documentation that will guide you through purchasing issues. Training for first-time purchasers, new employees and even experienced staff now is available in many formats. We'll still be glad to give you live training in person and by phone, but we clearly understand that you all have busy schedules, so we're making this [training](#) available online for your convenience.

Purchasing website updates

The Purchasing Team has updated the "[How to Purchase Goods and Services](#)" webpage. Content has changed throughout the site, as well as on the home page. We'll keep things up dated on a regular basis, so bookmark this page for the most current information on purchasing.

Manual codes updates

The Purchasing Team also has been working on purchasing process documentation and, as a result, soon will have new and updated manual codes for your reference.

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



Paul Bruggink honored as one of state's "Unsung Heroes"

By: Kevin Harter, Northern Region

[●Index](#) [▲Prev](#) [▼Next](#) [▲Top](#) [Print](#)

On January 15, DNR Secretary **Cathy Stepp** saluted **Paul Bruggink**, district park supervisor stationed in Woodruff, for being recognized as one of Wisconsin's "Unsung Heroes."



Deputy Secretary **Matt Moroney** recognized Paul Bruggink as an "Unsung Hero" in a surprise gathering in the Secretary's Office. Bruggink's colleagues from the Bureau of Parks, members of the Secretary's Office, and others in the central office who had worked with him joined the celebration. DNR Photo

Bruggink manages more than 50 properties and associated staffs in northern Wisconsin. Wildlife Biologist **Jeremy Holtz** nominated his colleague for daily going above-and-beyond his regular agency duties by volunteering to help with Wildlife Management brood surveys, summer deer observations, and collecting samples to assess deer herd health. He was the third place finisher in the "Outstanding State Employees Award for Unsung Heroes."

"Paul is one of those employees you want to shout from the rooftops about. Respected throughout the department, he's a doer. He volunteers to help others, and he really cares about doing the very best job possible for our state and for the natural resources," said Stepp.

"To quote his colleague, 'Paul is always willing to make time (to help other DNR managers) and share his expertise.' It's people like Paul who make sure the public has access to our state lands to recreate and enjoy the outdoors. We are very proud of him."



Reminder to use Employee Reimbursement Account 2011 funds by March 15

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

The deadline for using funds remaining in your 2011 Employee Reimbursement Account is fast approaching. Eligible medical and/or dependent care expenses must be incurred by March 15, 2012 to be reimbursed from any funds remaining from 2011.

This also is a reminder that you must submit claims for medical or dependent care expenses using 2011 money to FBMC Benefit Management by April 15, 2012. Any money left in your ERA account after the April 15 deadline will be forfeited.

Now is also the time to submit documentation for any outstanding "myFBMC" debit card transactions that you may have. Check your monthly account statement or log onto your account at "[FBMC Benefit Management](http://www.myfbmc.com)" 'www.myfbmc.com' to see if you have any claims that still need documentation.

You can either click on [ERA Claim Form](#) to start the process, or go to the [ETF website](#). If you have any questions, contact FBMC Customer Care at 1-800-342-8017, Monday through Friday, 6 a.m. to 9 p.m. CST.



Governor signs wetlands bill; mining bill moves on to Senate

By: Paul Heinen, Office of the Secretary

[●Index](#) [▲Prev](#) [▼Next](#) [▲Top](#) [🖨️ Print](#)

The Senate and Assembly will hold their last day of the current session on March 15. I expect that a number of DNR-related bills will pass quickly prior to this date. I'll do a final report on March 16.

The "[2011 Bill Tracker](#)" will bring you up to date on proposed and enacted legislation. Governor Scott Walker has signed **Senate Bill 368** (Sen. Neal Kedzie), the wetlands bill, into law as **Wisconsin Act 118**. The new law updates regulations related to wetlands and streamlines the permit process while protecting wetlands. The Assembly mining bill, **AB 426** (Committee on Jobs), passed the Assembly on a 59-36 vote, then went on to the Joint Finance Committee on March 5, where it passed on a 12-4 vote. The bill remains in the Senate Organization Committee. Two wolf hunting bills, **AB 411** (Rep. Scott Suder) and **SB 502** (Sen. Terry Moulton), have passed their respective committees and are up for votes in the full Assembly and Senate. The two bills create hunting seasons and regulations for hunting wolves, now that the wolf no longer is classified as an endangered species.

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



Register for 2012 Natural Heritage Inventory Training via LiveMeeting

By: Stacy Rowe, Bureau of Endangered Resources

[●Index](#) [▲Prev](#) [▼Next](#) [▲Top](#) [🖨️ Print](#)

New for 2012, the Natural Heritage Inventory (NHI) Training will be available in-person at the central DNR office in Madison and off-site via LiveMeeting for staff around the state. The April 10 session is already closed to registration, but the June 5 and October 2 trainings still are open for registration. The Bureau of Endangered Resources will offer future sessions in 2013.

You should participate in NHI Training if you are responsible for any of the following:



Among other topics, the training will address the use of the NHI Portal and interpretation of its data when considering the potential impact of developments and other projects on endangered or threatened species that may be present on or adjacent to the project area. DNR Photo

- you issue DNR permits or grants;
- you conduct on-the-ground management work for DNR properties;
- you update or build new DNR facilities;
- you use the NHI Portal;
- and finally, you're responsible for any action the department conducts, funds, or approves on private or public lands with the potential for impacting lands, wetlands or waterbodies.

If you're responsible for any of the above, then you should attend this training. Any DNR employee who uses NHI data in their work should take and remain up-to-date on this training. If you haven't taken the training in five or more years, we strongly recommend that you retake it, both to refresh your knowledge and to receive updated information.

Past attendees of NHI Training included staffs from Watershed Management, Forestry, Wildlife Management, Fisheries Management and Habitat, Parks and Recreation, Waste Management, Facilities and Lands and Community Financial Assistance.

NHI Training agenda

The training is a 3.5-hour session that will run from 8:30 a.m. to noon, with a morning break. Training topics include:

- Overview: NHI Program, Endangered Species Law, and Step-by-Step Guide for Conducting Endangered Resources Reviews.
- Tutorial on using the NHI Portal, along with example case study projects.
- Interpreting the data and filling out Form ER 1700-046, what to do with a hit, who to contact, etc.

Guidelines for attending NHI Training

Participants may either attend the training in person at the central DNR office in Madison or attend via LiveMeeting. All attendees must:

- Register online at ["NHI training registration."](#) Registration is due one week in advance of each training date, unless the class fills up prior to that date. This includes a registration fee of \$65 to cover training costs. If attending the training via LiveMeeting, you'll receive the web address two days before the event.
- Upon completing the training, you'll be required to take a 25 question, multiple-choice online exam. Once passed with a score of 70 percent or greater, you'll receive a "Certificate of Completion" to document full attendance and completion of the training.

If you have questions regarding the NHI Training, email me [Stacy Rowe](#) or call me at 608-266-7012; or email [Angela White](#) or call her at 608-266-5241.

Footnote: *Stacy Rowe is an endangered resources review specialist in the Bureau of Endangered Resources.*



Get your nominations in for this year's Virginia Hart Award

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

The Office of State Employment Relations (OSER) is seeking nominations for a prestigious award that recognizes the contributions and achievements of women in Wisconsin state government.

The February 10, 2011 issue of the ["Digest"](#) called for last year's nominations and included the names of DNR's previous Virginia Hart recipients.

Gov. Scott Walker urges state workers to nominate women who are making a difference in state government.

Nominations may be made by anyone, and are accepted through April 6, 2012. Nominees can be in classified or unclassified service, and from any part of the state. Limited-term employees and employees of the Legislature and University of Wisconsin aren't eligible.

The winner of this year's award, who also will receive \$250, will be honored at the annual Virginia Harts Award Event in Madison in May.

Virginia Hart was Wisconsin's first woman cabinet secretary. Friends and colleagues established a fund after her retirement in 1983 to annually recognize the contributions of a woman in state government.

To obtain a nomination form, visit OSER's ["Virginia Hart Special Recognition"](#) webpage. For more information, email [Dee Surillo](#) at OSER, or call her at 608-266-9820.



Bureau of Finance releases 2012 purchasing deadlines

By: Tim Sell, Bureau of Finance

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

It's that time of year again! Almost like its own season. As purchasing deadlines for the fiscal year 2012 ending on June 30 rapidly approach, it's also time to finalize year-end projects.

To ensure that the Bureau of Finance staff can complete all the necessary procurement steps, e.g. bids, requests for proposals, purchase orders, etc., by the Department of Administration's deadlines, the bureau has established the following

cut-off dates. These are the latest dates that you can submit purchasing or printing requisitions. As is always a good practice, the sooner you submit procurement requests to Finance, the better.

Purchasing requisitions cut-off dates

- Materials and services costing **more than \$50,000** are due in the Bureau of Finance by **March 16**.
- Materials costing **less than \$50,000** are due in the Bureau of Finance by **April 20**.
- Services costing **more than \$50,000** are due in the Bureau of Finance by **March 9**.
- Services costing **between \$25,000 and \$50,000** are due in the Bureau of Finance by **April 6**.
- Services costing **less than \$25,000** are due in the Bureau of Finance by **April 20**.

Printing services requisitions cut-off dates

- Printing services bids **more than \$25,000** are due in the Bureau of Finance by **March 16**.
- Printing services bids **less than \$25,000** are due in the Bureau of Finance by **April 8**.
- Printing services that you can **purchase off a contract, regardless of the dollar amount**, are due in the Bureau of Finance by **April 27**.

You can contact one of the [central office purchasing agents](#) with any questions regarding these cut-off dates.

Development, grants, aids and other encumbrances for FY2012

The Bureau of Finance must receive all development, grants and aids requisitions, as well as any other amounts to be encumbered in FY2012, no later than May 4.

Submitting fiscal year 2013 purchase requisitions

Beginning April 30, you may submit purchase requisitions needed for July 1, 2012 (beginning of fiscal year 2013) to ensure uninterrupted operations. You also can begin at this time to send to Finance those orders needed in July or August. Be sure to allow sufficient lead time to conduct any required procurement steps, e.g. bids or requests for proposals, to ensure sufficient time to issue the purchase orders on July 1. **It's important that you clearly indicate on the purchase requisition that the order is for FY2013.**

You also can find these deadlines at "[Fiscal Year-End Cut-Off Dates for Purchase Orders and Printing Services](#)" on the Bureau of Finance webpage.

Footnote: *Tim Sell is the Purchasing Section Chief in the Bureau of Finance.*



Black History Month opened eyes to the many stories of a diverse culture

By: DeLaina Siltman, Bureau of Human Resources

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

Despite the weather, central office employees successfully celebrated Black History Month on February 24, coming away with new stories of a diverse culture.



Captain Jim Wheeling narrated his personal story of rising through the ranks in the Madison Police Department. DNR Photo

This event was one way of opening our eyes to other cultures.

I'd recently heard a talk about the danger of a single story forming the basis of our opinions about other countries and cultures. It's true. This is especially true with our perception of both Africa and African Americans. We've all heard the story that Africa is a continent filled with internal strife and poverty, but it's so much more. There are millions of other stories about Africa that many of us haven't had the opportunity to hear.

The same goes for the stories of African Americans. What story that you've heard has stuck with you? How does your perception of the African American culture change when you hear a new story?

Black History Month is just one means of exposing ourselves to more stories. It gives us the opportunity to gain more knowledge of a culture with which we're unfamiliar. Do you have a culture that you'd like to celebrate or learn more about? If so, contact me.

If you weren't able to attend the central office event, or were only able to attend part of it, you may have missed out on some wonderful stories. Secretary Eloise Anderson from the Department of Children and Families (DCF) had some great stories about African Americans who've made significant historical contributions. Captain Jim Wheeling of the Madison Police Department had a story about his journey from Philadelphia to Madison, and his experience as a cop. LeVon McAllister shared a story he'd like to see come true, one in which we're all working together as an integrated family to achieve common goals.



DNR Air Management Specialist **JR Sims** presented Department of Children and Families Secretary Eloise Anderson with a certificate of participation in the central office celebration. DNR Photo

It was fitting that following McAllister, we shared a meal. We had a delicious potluck lunch with plenty of food for everyone. Silas Johnson, a former employee at the Department of Workforce Development, cooked 60 pounds of ribs that were a big hit. Many other employees from DNR and DCF brought scrumptious dishes to help maintain the food, fun and fellowship.

After lunch, students from Toki Middle School told stories of African Americans they'd researched that had made important contributions to the environment.

Following the Toki students, we heard the personal story of Jackie Hunt, a substance and abuse counselor at Journey Mental Health Center. She told a riveting story of her journey out of addiction, depression and incarceration. Her story followed her as she went back to school, began a family, adopted a pair of foster kids and started investing in her community. And, the story isn't over. It's a work in progress, and the best chapters are yet to come.

Our second group of students, the Kioja Step Team from Madison East High School, told the story of their coach's dream and the empowerment of sisterhood. The girls put on an amazing show that included not only dance, but glimpses into their own lives.



Students from Toki Middle School made a presentation on African American environmentalist [Van Jones](#). DNR Photo

Our last speaker was **Meja Maka**, a financial assistance specialist from the DNR's Bureau of Community Financial Assistance. He told his story of growing up in Africa and the importance education has played in his life. He stressed that education needed to be a part of everyone's story. It doesn't matter if you're young or old, rich or poor, black or white. Everyone benefits from education.

As you can see, the 100-plus people who were able to attend some or all of the event had the opportunity to carry many stories away with them. If you missed it and wished you hadn't, you can check out the recorded version on [Mediasite](#). More photos are available on the Office of Diversity Affairs' "[Black History Month Event 2012-Central Office](#)" webpage.

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



Links of interest...don't miss them

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

- **Title & link:** ["Wildlife Management Partner Recognition Report"](#)

Description: This bimonthly wildlife report published by the Bureau of Wildlife Management focuses on providing its readers information on accomplishments, efforts, challenges, issues and public forums for the wildlife management and research programs. In this issue, the program thanks its many partners for the important work they do in conservation of wildlife resources in Wisconsin.

- **Titles & links:** ["Deer hunting/deer hunting forums"](#) (website)
["Deer Hunter Forum Invitation"](#) (Mediasite)

["Deer hunter forums to be held around state and on the Internet"](#)

Description: Secretary **Cathy Stepp** seeks deer hunters' input on managing the herd by inviting them to attend one of 35 Deer Hunter Forums to be held around the state this month.

The forums will give the public an opportunity to discuss management of local deer herds with the wildlife biologist responsible for their area of the state. The "Weekly News" lists dates and locations for the events.

- **Title & link:** ["Transitioning to Retirement: It's Not Just About Money"](#)

Description: On March 6, Barbara White from the Deer Oaks Employee Assistance Program (EAP) talked with employees in the central office and out state via webcast about the mental, emotional, physical and spiritual aspects of the life-changing decision to retire. A psychotherapist in Madison and an account manager for Deer Oaks, White provides guidance so retirees can plan ahead and enjoy retirement to its fullest.

- **Title & link:** ["Wild Mississippi Raging Waters: Life Below"](#)

Description: Excerpted from a National Geographic Wild documentary on the Mississippi River, this segment features long-time DNR Fisheries Researcher John Lyons' work on paddlefish and lamprey.

- **Titles & links:** ["Deer Oaks Employee Enhancement Newsletter"](#)
["Deer Oaks Supervisor/HR Supplement Newsletter"](#)

Descriptions: March is the national MS awareness month, and the "Employee enhancement Newsletter" discusses Multiple Sclerosis and its symptoms. The "Matters of the Heart" section brings information on good nutrition, giving you a recipe for low-sodium lemon chicken. In the "EAP Spotlight," Deer Oaks' online legal document library is highlighted. Finally, "Money Management International" shows you how to lose excess weight and excess debt this year.

This month's "Supervisor/HR Newsletter" discusses leadership lessons on missing deadlines and how to help your employees manage stress. In addition, this issue answers frequently-asked questions from supervisors about their employees and referring them to an employee assistance program.

- **Title & link:** ["Guide to Wisconsin trout fishing regulations 2012-2013"](#)

Description: This edition of the trout fishing regulations contains an abundance of details on seasons, locations, limits and regulations for this popular outdoor sport.

- **Title & link:** ["Winners for the 2012 U.S. Water Prize were announced"](#)

Description: The Clean Water America Alliance recently announced that the Milwaukee Metropolitan Sewerage District is among the recipients of its 2012 [U.S. Water Prize](#) for watershed-based approaches toward water sustainability. DNR

Southeast Region wastewater engineers **Gerry Novotny** and **Ted Bosch** work with the MMSD.

- **Title & link:** ["Armed with spears at a an Icey Stakeout for Sturgeon in Wisconsin"](#)

Description: This February 27 story in the New York Times story refers to Lake Winnebago as "the place to catch the sturgeon of a lifetime." DNR and Wisconsin citizens receive praise for protecting this ancient and highly-valued species.

- **Title & link:** ["ForesTREEporter" \(March 2, 2012 issue\)](#)

Description: Among the many stories and updates in the Division of Forestry's internal newsletter is the lead story "State Assembly Honors Division Employees." Read the joint resolution for a little bit of history about the value Wisconsin places on its forests and the measures forestry employees have taken to protect not only that resource "but also assists with disaster relief, aids in search and rescue missions, and offers their services and heavy equipment to other states."

- **Title & link:** ["Wisconsin Public Radio teams with DNR to highlight rare wildlife"](#)

Description: The February 28 DNR "Weekly News" included a story on a segment of National Public Radio host Larry Meiller's year-long series highlighting the 40th anniversary of Wisconsin's Endangered Species Law.

- **Title & link:** ["Science Times February 2012"](#)

Description: This issue of the Bureau of Science Service's newsletter for its employees and customers starts out with a list of upcoming Science Operations Center's seminars this spring.

- **Title & links:** ["Winter Sampling on Lake Mendota Yields Unusual Results"](#)

Description: This UW-Madison Center for Limnology blog documents the collection of winter data for long-term ecological research, noting that the mild temperatures will result in notably different results. "If current forecasts for our changing climate are correct, winters like 2012 may become much more than mere outliers," predicts the blog's author.

- **Title & link:** ["Water Division Message February 2012"](#)

Description: Division of Water Administrator **Ken Johnson** begins this newsletter about the division's programs with a personal note about the importance of balance in our lives and wraps up this issue by welcoming new staff to the division.

- **Title & link:** ["Royster-Clark Video Highlights Groundwater Awareness Week"](#)
["Ready for Reuse Funding Summary"](#)



The cleanup of the Royster-Clark property leveled a long-standing eyesore on

Madison's eastside. Photo courtesy of DATCP

Description: A soil clean-up project at a former Madison fertilizer plant stars in a new short video produced by the Wisconsin Department of Agriculture, Trade and Consumer Protection (DATCP), just in time to celebrate National Groundwater Awareness Week March 11-17. The cleanup of the 27 Royster-Clark property on Madison's far eastside.

DNR's Remediation and Redevelopment Program has provided technical assistance and a Ready for Reuse loan of \$1.5 million for the demolition and final cleanup at this site. See the funding summary chart above for details on DNR-administered brownfields grants and loans.



Public begins to offer feedback via deer hunters' survey

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

Editor's note: As of this morning, March 8, about 415 people have completed the "Wisconsin wildlife deer hunter survey," which the department sent out to 66,031 recipients who subscribe to "DNR Updates." More than 590 recipients began replying to the survey. Of those responding, 53 percent commented on the hunting unit in which they own land; 88 percent hunted on opening day of the season.

Secretary Stepp sent out message on 2012 Wisconsin Deer Hunters Forums

"While the deer season is months away, DNR staff is hard at work getting ready for the 2012 season! My [personal invitation](#) to you is available on the DNR's YouTube channel.

"In our sincere effort to improve how we communicate and involve Wisconsin deer hunters, wildlife staff around the state has organized 35 public [deer hunting forums](#). These forums are your opportunity to participate in deer management in Wisconsin. The forums will be held in March. You'll be able to ask questions and learn about the local herd's status, and any other aspect of the deer management program. Your comments will help the department shape the 2012 season. Local wildlife biologists responsible for herd management will be on hand. So come with questions and be an active participant. Doing so is easy.

"And something new this year, we are also excited to offer a similar opportunity available right from our hunters' own homes. This year we have created a web-based Deer Hunter Forum for the DNR website. You can still learn about your favorite DMU (deer management unit), as well as provide input and observations to the local biologist. For a list of the locations of the upcoming meetings or to participate in the web-based forum, go to our [homepage](#) 'dnr.wi.gov' and search [Deer Hunter Forum](#).



Around the state...DNR employees shine

[Index](#) [Prev](#) [Next](#) [Top](#) [Print](#)

Central office success stories

- "Hi all. I wanted to forward the message I received from Secretary (**Cathy Stepp**) last night. You have all done such wonderful work. Thank you again!!" **JD Smith**, DNR web redesign project manager

"I can't get enough of the site! Each page leaves me happier than the last!" *Secretary*

Cathy Stepp

- “I couldn't resist sharing this. What a remarkable team. They came together and got this done so well, so quickly. And please, let me gush a little about JD Smith's leadership. He had a vision, he communicated it, and his team members were motivated and united. I am really proud of DNR on this one.” **Laurel Steffes**, *director, Office of Communication*

Laurel Steffes shared this [collection of kudos](#) received about the department's newly-redesigned website.

Northeast Region success stories

- “I was able to observe your fish shocking crew led by **David Bartz** (fish biologist, Wautoma) and I am forced to write a short letter to commend you on his excellent attitude and great public relations. He described all the goings on and took the time to tell in detail everything I asked him. It sure was a pleasure observing his crew at work and to get a detailed story on what was happening. You and your people, especially David Bartz, are to be commended for a great job done. Thank you.” *Russell Meyer*
- “I want to thank **Scott Koehnke** (water management specialist, Shawano) for speaking at our recent wetlands business forum (in Shawano). I believe attendees came away from the session with a better understanding of how much more smoothly development and permitting can go if they engage the DNR and Army Corps earlier in their planning processes. That was clearly evident based upon how well things proceeded in our recent meeting with Braatz Welding and J&R Machining re their upcoming expansion plans. So thanks for the assist on their projects, too. Hopefully we can hold similar business forums in the future in which we can address how legislative changes will impact business's approach in planning future development activities. Thanks again and have a great Wednesday.” *Steve Sengstock, executive director of Shawano County Economic Development Corporation*
- “Thank you to **Kristin Dufresne** (hydrogeologist, Remediation and Redevelopment) and **Diane Hansen** (Remediation and Redevelopment environmental program assistant) for their quick and helpful service regarding a UST Removal Assessment report for Radtke Variety Store.” *Chad Fradette, environmental consultant*
- **Jennifer Easterly** (waste management specialist) received this [thank you](#) after providing items to teach about recycling to the St. Paul Pioneers.

Southeast Region success stories

- Congratulations to Hydrogeologist **Mike Zillmer** for his assistance to *Patricia Shanley, Department of Ecology, Waste 2 Resources Program, State of Washington*: “Mike was able to pull together a number of reference materials for the State of Washington environmental regulator regarding her request for information on Wisconsin's groundwater monitoring requirements and analytical procedures for data collection for municipal solid waste disposal facilities (landfills). Wisconsin is considered to be one of the top leaders in the country in the area of environmental governance and she would like their State to follow our lead while establishing their own rules. Patricia was very appreciative of the help she received from Mike. She writes in an email: ‘Thanks so much for your email

and all the excellent references.”

- Congratulations to Environmental Program Associate **Heidi Jasso** from *Richard Blasi, President of Chromium, Inc.* In an email to the Bureau of Waste and Materials Management and supervisory personnel: “I recently had problems with log on to the DNR Hazardous Waste reporting site. After several failed attempts, I called for assistance. I was fortunate to connect with an associate, Heidi Jasso. After several attempts to assist me to get on the website, I was “locked out.” At that time, Heidi offered to help me, step by step, to complete my annual reporting requirements. In my thirty-two years of being in business, one rarely comes across an individual as helpful and courteous as she was. In my opinion, her expertise in her field is impeccable. By receiving this type of assistance, it is clear there is a professional environment within the DNR Hazardous Waste (Program) Department. It is refreshing in today’s business environment to find dedicated, professional, and courteous employees. Please take a moment to commend Heidi for going the extra distance and for a job well done! Thank You.”

- **Paul Sandgren**, supervisor of the Southern Unit of the Kettle Moraine State Forest, sent the following note to **Greg Pilarski**, regional program supervisor for the Bureau of Parks and Recreation: “Thought you might be interested in this program being run by volunteers at Lapham Peak. They have a six week (1 night/week) learn-to-ski program for kids (in) kindergarten through 6th grade. They had 86 kids in the program this year. It is really a barrel of monkeys as one skier called it and they have lots of fun.

Roy Nilsen, who volunteers with the Peak Nordic Kids skiing event, sent the following message about the work of the park staff: “The 2012 edition of Peak Nordic Kids has come and gone. It was another great season with lots of fun and smiles! It was great seeing some of you up at the Barne Birkie in Hayward last Thursday. It's always amazing to see 1,000, three to 13 year old kids skiing together.

“Thanks to the snowmaking at Lapham Peak, we were able to hold all of our sessions! If you get a chance to send a quick thank you note or if you see them in person next time you are at the park, please thank the staff at Lapham Peak for their efforts to make snow and always have it groomed up for us. Without their support we wouldn't have been able to hold all the sessions. Please also consider donating to the snowmaking fund.

“It was another year of growth for us and we could not have pulled it off without the awesome staff of coaches AND animal parents. It somehow seems to run more smoothly each year despite the growth! This was our 5th year and we have grown from 12 to 86 kids over that time. Thanks and see you next year! *Coach Roy and Coach Donna*

Statewide success story

- Assistant Fur Bearer Specialist **Shawn Rossler** (Bureau of Wildlife Management) sent the following reply to Furbearer Specialist **John Olson** re the Trapper Ethics video: “Great news! Hearing positive feedback makes me happy for everyone with a part in the project. I wish I could take credit for this effort, but it needs to be directed in many different directions...yours included. This was a team effort right from the beginning and I’m glad folks included me as this was an

extremely fun project to work on.

"Junior P. was the motivator and man with the terrific idea. Every time we ran into each other (NTA rendezvous, Future Trappers Camp, Beaver meetings) he'd smile, squint his eye a little and ask how things were going...I'd respond with slow and steady. Junior, I'm now glad to say, based on John's report, things are going quite well!

"Another load of the credit needs to be directed toward (DNR Videographer) **Mary Farmiloe**, Christina, Paul and Eric. Mary and her wonderful support staff were willing to schlep equipment all over WI, sometimes in unfavorable weather conditions, to get the shots needed to make this video as well as spend hours. Did I mention post-production edits?! They are extremely talented and a fun group to work with. I take my hat off to them.

"And let's not forget about the on screen TALENT! **Chris (Cold)** is one of a kind, looks good on screen, and is an outstanding educator! Chris battled 30 mph winds and a barrage of directions from the crew, but he made it look easy. Also, kudos and many thanks to Mark, Meagan, Mike and Jared for taking time out of busy schedules to be a big part of the project. Through their effort and hard work we now have quality shots not only for this video, but to make 5 minute 'how to' modules on various trap sets that can be used by TE instructors, customer service staff, etc.

"Let's not forget yourself, Chris (Cold, wildlife technician, Ladysmith) (again), Junior (again), Rick Tischaefter, Dave Hastings, and Mary (again) for all of the hard work that went into developing a quality script!

"Without all of these very important people and their critical influences this project never gets off the ground! I'm proud of everyone involved.

From John Olson: "Yesterday, at the annual Association of Fish and Wildlife Agency - Trap Research Committee meeting in Sacramento, CA, we viewed the WI Trapper Ethics Video that you and Mary produced. The group size is 20 (all from a different state!), and includes furbearer specialists and researchers; NTA and FTA experts, and federal experts. After viewing we heard nothing but praise and utter amazement that a state could produce such a quality product on a shoestring budget! I tried to pry constructive criticism from the group and the best they could do was urge us to consider adding additional topics!

"Congratulations Mr. Rossler! You, Mary, Chris, Mark, Meagan, Mike (and son), did a great job and should feel proud. Once again you've made Wisconsin a leader in furbearer management efforts, trapper education and outreach. "

West Central Region success story

- Wildlife Biologist **Kris Johansen** sent the following compliment to **Michael Kessenich** (Bureau of Technology Services field operations section chief): "Hi Michael, I wanted to drop a note to recognize **Kelly Moen** (regional information technology specialist) for some exemplary assistance she provided me last week. Late on Friday afternoon I had a file error issue with a PowerPoint presentation that I was due to give to a group on Saturday. I was unable to open the presentation to finish it and was faced with having to rebuild it on Friday night, not an attractive option. So in a last ditch effort I called Kelly hoping to catch her at the end of the work day. Thankfully Kelly was in and spent an extra 1/2 hour at the office at the end of the work day and work week helping me to recover my talk. She was more than willing to spend the extra time to help me out....and she

saved me a whole bunch of time and work. Kelly definitely went above and beyond and I am very appreciative of her efforts. She is a great asset to the DNR.”



Employee Trust Funds to survey health insurance satisfaction

[Index](#) [Prev](#) [Top](#) [Print](#)

The Department of Employee Trust Funds (ETF) has contracted with Morpace, a consumer-based research firm, to conduct a health insurance satisfaction survey of a sample of insured participants covered by the State of Wisconsin Group Health Insurance program. This study is important because the results will be published in a health plan report card in the “2013 It’s Your Choice Decision Guide” booklets, and also will be considered during health plan premium negotiations for the 2013 plan year.

Active State of Wisconsin employees, for whom ETF has a work site email address, will receive an invitation via email. Other selected employees will receive a survey invitation letter in the mail inviting them to complete the survey on the Internet. Morpace will follow up with a printed version of the survey which it will mail to non-respondents. Morpace expects to have mailed/mailed the first round of survey invitations by the week of March 5.

The Office of State Employment Relations (OSER) has approved the use of work time for employees to complete the survey during scheduled work hours without loss of pay. Employees should choose a time to complete the survey that doesn’t interfere with their work duties. Any time that an employee spends participating in the survey beyond scheduled work hours will be on their own time. No overtime compensation is authorized. The survey should take about 10 to 15 minutes to complete.



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