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Editor: Diane Brinson

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## Watershed Management's Jeff Bode wins 2012 Rebecca Wallace Award

By: Andy Morton, Bureau of Watershed Management

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**Jeff Bode**, longstanding supervisor in the department's Water Program, will receive the 2012 Rebecca Wallace Award at the April Natural Resources Board meeting on April 24-25, in Madison.

Bode's peers recognized him for his exemplary skills and achievements in the two areas that are the focus of this award, i.e. building relationships with external partners and organizations, and mentoring DNR staff. These have been hallmarks of Bode's more than 35 years with DNR, and will be how he's remembered. He's done this while maintaining a healthy balance between personal and professional interests, serving as a role model for others.



Wallace award recipient Jeff Bode lowering a secchi disk to measure water clarity.  
DNR Photo

The following statements are excerpts from the nominations submitted by Bode's colleagues:

"Jeff is recognized and respected by co-workers for improving relationships with external partners and organizations. Jeff has always placed high value on creating and supporting partnerships with outside organizations in order to achieve the DNR's mission."

"He will never tell you what to do, but provides different perspectives that will help you think through the issues or an approach before taking action. Jeff treats the staff he supervises as professionals and takes a hands off approach...he always encourages balance...when you give him a call he always asks first about you and your family."

Among the many statements from his colleagues were those that called attention to the dozens of staff who count Jeff's positive influence on their career and personal life. Many times Jeff went out of his way to help with a co-worker as they dealt with a personal crises or problem.

The Natural Resources Board created the Rebecca Wallace Memorial Award following the death of Wallace and her husband Lyle in 1997. Wallace was an 18-year DNR veteran who was known throughout the state as someone who excelled at creating partnerships, as well as mentoring and serving as a role model for other department staff. She also was widely admired for her ability to balance her professional and personal lives. Recipients of this award embody these characteristics.

**Footnote:** *Andy Morton is a water basin supervisor and compiled this information from a variety of sources.*



**A Lean DNR: Getting better all the time**

By: Kristy Rogers, South Central Region

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If you're like most people, you've asked yourself on one occasion or another "Is there a better way to do this?" If you've answered "yes," you're not alone!



Lean project team leader training participants: (front row, left to right) Erin Crain, Bureau of Endangered Resources; Jane Malischke, Northern Region Community Financial Assistance; Kristy Rogers, South Central Region Groundwater and Drinking Water; MaryAnne Lowndes, Watershed Management. (back rows, left to right) Dave Holmes, South Central Region Law Enforcement; John Hammen, Southeast Region Air and Waste Management; Penny Kanable, Customer Service and Licensing; Suzanne Dawalt, Forestry Business Services; Jeff Weatherly, Southeast Region Forestry; Pamela Toshner, Northern Region Watershed Management; Darsi Foss, Remediation and Redevelopment; Ralph Schwartz, Human Resources; Diane Brusoe, Facilities and Lands; Dave MacFarland, Northern Region Integrated Science Services; Quinn Williams, Legal Services; and Mike Lehman, Forest Protection. DNR Photo

The Department Leadership Team has decided to act on this familiar question by trying a business-tested approach called "Lean Six Sigma." Lean Six Sigma is a systematic approach that uses data and teamwork to improve the speed and consistency of a process by eliminating waste and variation. It's all about helping you find ways to do things better.

Over the next few months, DNR will explore the Lean Six Sigma approach to see if it works for us. Our "[Lean Initiative](#)" includes ten projects (click on "Project" tab) that were chosen by the divisions and the Bureau of Legal Services. Each project has a team leader who recently attended three days of customized training sponsored by the Waukesha County Technical College.

Each team leader will head up a project team that will focus on improving a specific process. Every project has the same goals:

- reduce DNR staff workload;
- reduce lead (delivery) time--the time it takes for a customer to receive a product or service;
- improve customer satisfaction;
- simplify the process;
- and, ensure staff and customer safety.

Each team will complete its project by July. The Department Leadership Team then will evaluate if the Lean Six Sigma approach worked and how the department may want to use it in the future.

For more information about the Lean Initiative and a list of the projects, go to the "[Lean & DNR--Getting Better all the Time](#)" website or email me, [Kristy Rogers](#).

For information on how another environmental agency is using the Lean and Six

Sigma process, go to the [U.S. Environmental Protection Agency](#) website.

**Footnote:** Kristy Rogers is the Drinking Water and Groundwater supervisor for the South Central Region.



## New law provides funds for state parks, natural areas and other public lands

By: Natural Resources Foundation of Wisconsin news release

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On March 23, Governor Scott Walker signed into law a bill supporting an important new conservation initiative that will benefit our state-owned lands. Passed unanimously in both the Senate and the Assembly, the law allows for the establishment of a permanent "public lands fund."

"This new initiative represents a perfect public-private partnership between the DNR and Natural Resources Foundation of Wisconsin," said DNR Secretary **Cathy Stepp**. "We are pleased to work with the foundation to build this permanent source of funding that will bolster the support we currently have available to maintain our many state properties."

The law enables DNR to request voluntary contributions of \$2 or more from all citizens who purchase hunting or fishing licenses, register their snowmobiles and ATVs, or buy state park stickers. The accumulated contributions will be transferred to the Natural Resources Foundation of Wisconsin to hold and manage as a permanent long-term endowment. The funds will be invested to provide annual distributions every year, in perpetuity. The annual distributions will support the care and management of state natural areas, state parks, and state wildlife and fisheries areas.

"We see this new endowed fund as the best opportunity for our Foundation to build and maintain support for the health of the lands that we all cherish—our parks, natural areas, and wildlife areas," said Charlie Luthin, executive director of Natural Resources Foundation of Wisconsin. "We're excited to collaborate with DNR on this important initiative."

Rep. Warren Petryk, Eau Claire, co-authored the bill and explained his personal feelings toward the lands of the state: "It pleases me to be a co-author on this bill, as my father, Joe Petryk, instilled in me a sense of responsibility toward proper stewardship of our public and private land. He raised me to be a conservationist and outdoorsman in the tradition of Aldo Leopold. I feel very strongly that we need to develop private funding sources to properly maintain our precious state lands and resources."

"I think hunters, anglers, hikers, and other outdoor recreation enthusiasts will appreciate having an opportunity to donate a few extra dollars at license time to support Wisconsin's priceless natural resources," said one of the bill's co-sponsors, Sen. Jim Holperin, Eagle River. "I know the Natural Resources Foundation of Wisconsin will use these donated dollars wisely to make the Wisconsin outdoors more attractive and productive for everyone."

Rep. Fred Clark, Baraboo, stated, "This bill provides urgently needed funding for maintaining our public lands. The Legislature has an obligation to be good stewards of our natural resources and it is my hope that this legislation will restore the state's commitment to their continued protection."

For more than two decades, the state's Knowles-Nelson Stewardship Fund has been used to acquire important lands for public use and recreation. Almost 550,000 acres have been purchased since 1990, and with ownership comes the responsibility to properly care for those lands. Unwanted invasive plant and animal species have become increasingly common on state lands and must be removed and controlled. Lands that historically have been degraded benefit from proper ecological restoration and stewardship. The newly created "public lands fund" will help address those important needs on state lands.

DNR envisions having the voluntary contribution opportunity available to citizens some time later this year.

*The Natural Resources Foundation of Wisconsin is a 501c-3 non-profit organization based in Madison, Wisconsin. For 25 years, the Foundation has worked with citizens, businesses, nonprofits, and the government to promote the protection and enjoyment of Wisconsin's public lands, waters, and wildlife. Since its inception in 1986, the Foundation has contributed more than \$4.5 million to conservation projects throughout the state. For more information, visit Wisconserv.org.*



## Park Falls' couple urges everyone to "Listen, Act and Live!"

By: Wisconsin Emergency Management news release

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*Campers used weather radio and survived Turtle-Flambeau tornado*

**Listen, Act and Live!** Those three easy-to-remember words helped save the lives of a Park Falls couple who listened to their emergency weather radio during a tornado outbreak, took action and survived. That's why they're taking their message to the airways this spring to encourage everyone to have the portable warning system before tornado season.

On July 27, 2010, Larry and Rita Krznarich were camping on the Turtle-Flambeau Flowage between Park Falls and Mercer. Just after 7 p.m., their emergency weather radio alerted them that a tornado was coming. They immediately told campers nearby and everyone took cover.

Larry was injured in the tornado, but Rita and others were okay. Everything at the campsite was destroyed. "There was debris in chunks flying through the air," said Rita Kznarich. "If you've ever heard one tree fall you can imagine 50 trees all cracking and falling around you."

Larry and Rita Krznarich believe that without the warning alert from their emergency weather radio, giving them the chance to seek cover, they would be dead. They're sharing their story in a powerful new TV public service campaign in hopes that more lives can be saved.

In the [public service announcement](#), Rita and Larry urge everyone to buy an emergency weather radio. "Ever since the storm we've given weather radios to people as gifts. You can get them for \$20, or in that range, so there's no excuse not to have one or many."

Wisconsin Emergency Management and its preparedness program called "ReadyWisconsin" are sponsoring this campaign.

"Early warning from the National Weather Service via the emergency weather radio is a lifesaver" said Tod Pritchard, Emergency Preparedness Coordinator. "Having an emergency radio in your home is just as important as having a smoke detector, and

having a portable radio is essential if you're camping, fishing and hiking." Along with the 30 second public service campaign, ReadyWisconsin has posted a longer version of Larry and Rita's story at the same [website](#), along with other tornado survivor stories from Kenosha and Eagle.

ReadyWisconsin also is giving away emergency weather radios as part of their [ReadyWisconsin Trivia Challenge](#) on the website. Everyone is invited to post their severe weather survival stories on the [ReadyWisconsin Facebook](#) page.

### **Kansas "Preparedness and Disaster" video uses humor for serious message**

"[Meet 'Disaster' and 'Preparedness,'](#)" two characters who will help you understand, while smiling, why you need to take personal responsibility to prepare yourself and your family for potential emergencies.

The Metropolitan Emergency Managers Committee produced this series of videos with funding from the Kansas City Regional Homeland Security Coordinating Committee's Urban Area Security Initiative grant. The messages are universal.



## Celebrate Arbor Day in your community on April 27

By: Chris Tall, Office of Communication

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It all began in Nebraska in 1872, when a special day was set aside for planting trees. This tree planting idea caught on, and now we celebrate Arbor Day in Wisconsin on the last Friday of April each year. This year, [Arbor Day](#) falls on Friday April 27.



Students planted a tree on the capitol grounds during a previous Arbor Day celebration. DNR Photo

There's no limit to the many ways you can celebrate Arbor Day in your community. The "[A Recipe for Arbor Day](#)" website can help you discover ways to celebrate trees and habitats on Arbor Day and year round.



Ken Lonnquist will return this year to lead students in singing an Arbor Day song.  
DNR Photo

In Madison, for example, an Arbor Day Celebration at the capitol is scheduled for 11:45 on April 27, at the corner of E. Mifflin and N. Pinckney streets. Singer, song writer Ken Lonnquist will sing Arbor Day-themed songs with over 100 third, fourth and fifth grade students. Smokey Bear and Bucky Badger also will be there to help plant a sugar maple tree. The event is sponsored by DNR's Division of Forestry, the Wisconsin Nursery Association, the Bruce Company of Wisconsin Inc., the Wisconsin Arborist Association, and the Blackhawk Chapter of the Wisconsin Woodland Owners Association.

**Footnote:** Chris Tall is a natural resources educator for the Bureau of Forestry Business Services.



## Fire officials report increase in arson fires

By: DNR, Department of Justice and State Fire Marshall joint column

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Debris burning (burning of leaves, brush, pine needles) that gets out of control accounts for most of the wildfires that scorch hundreds of acres of Wisconsin's landscape each spring. But there's another cause of wildfires that has fire officials concerned this spring: arson.



Arson fires have the potential to permanently damage or destroy valuable timber products such as these young red pine trees. DNR Photo

In the last few weeks, DNR has responded to several arson fires, bringing the total number of confirmed arson fires to 23, with several more still under investigation. Without suspects in many of these cases, taxpayers are left holding the tab for the cost of putting the fires out.

"These fires hurt both the environment and the economy as they burn wildlife habitat, prime recreation facilities, and valuable natural resources," said **Gary Bibow**, DNR forestry law enforcement specialist. "The impacts of these and all wildfires last for years and can permanently alter entire ecosystems and affect the way these lands are managed."

Arson wildfires can be prevented with the help of the general public and a call to the statewide arson hotline, staffed by the State Fire Marshal's office.

Bibow says the kind of information that helps DNR investigators includes:

- Exact location and time of suspicious activity
- Vehicle make, model, color, and license plate number
- Height and build of person, including hair color and length, type and color of clothing
- Distinguishing characteristics such as facial hair, scars, and tattoos
- Any unusual clothing or jewelry



Arson fires require suppression efforts by WI DNR and local fire departments costing all taxpayers and risking injury to the firefighters. DNR Photo

"Under no circumstance should a person try to apprehend someone they suspect of starting a fire," Bibow said. "Notify your local law enforcement authorities, DNR office, or call the arson hotline."

**Wisconsin's arson hotline** is sponsored by the Wisconsin Arson Insurance Council and is available 24 hours a day. Callers can remain anonymous. The toll-free number is 1-800-362-3005.

"Arson is a violent crime, capable of destroying property and threatening lives," said Tina Virgil, state fire marshal at the Department of Justice. "Anyone with information should contact law enforcement. Citizen information often is critical in helping solve a crime."

Bibow says arsonists will be prosecuted aggressively. If convicted, a person could pay as much as a \$10,000 fine and face more than three years in prison. They also are held liable for the cost of suppression and damage to natural resources.

DNR fire control has responded to 438 wildfires so far this year with over 1,000 acres burned, with many more fires handled by local fire departments.

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## DNR and Department of Justice urge drop off of drugs for safe disposal

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**This year's national "Take Back Initiative," in cooperation with the federal Drug Enforcement Administration, is scheduled for Saturday, April 28, 2012.**

**DNR Secretary Cathy Stepp** joined Attorney General J.B. Van Hollen in issuing a joint news release urging Wisconsin residents with expired or unused medications to safely dispose of them on Saturday, April 28, 2012, during the Drug Enforcement Administration's (DEA) National Prescription Drug Take-Back Day.

Special agents from the Department of Justice (DOJ) will assist DEA with collection efforts at some of the more than 150 law enforcement sites throughout the state.

Last fall in Wisconsin, 9.91 tons, or 19,820 lbs, of prescription drugs were turned over for safe disposal. Rates of prescription drug abuse in the U.S. are alarmingly high. More Americans currently abuse prescription drugs than the number of those using cocaine, hallucinogens, heroin and inhalants combined, according to the 2010 National Survey on Drug Use and Health.

The Take-Back service is free and anonymous, and will run from 10 a.m. to 2 p.m. on April 28. To find a drop-off location near you, visit the following [U.S. Department of Justice](#) website.

"Prescription drugs, when abused, can be as harmful as street drugs. Keeping them on hand long after they're needed can lead to theft and in some cases, overdose and death," Van Hollen said. "I'm thankful for the continued partnership of the DEA on this issue and urge people to take a few minutes and work with us to dispose of these drugs properly."

Stepp added, "Everyone who uses medications can help keep Wisconsin's environment healthy. Taking unused medications to a collection program ensures that pharmaceutical waste is managed properly through approved disposal methods instead of ending up in our waterways and harming our natural resources."

According to the Centers for Disease Control and Prevention, enough prescription painkillers were prescribed in 2010 to medicate every American adult around-the-clock for one month. Medicines that languish in home cabinets are highly susceptible to diversion, misuse and abuse. Studies show that a majority of abused prescription drugs are obtained from family and friends, including from the home medicine cabinet. In addition, Americans are now advised that their usual methods for disposing of unused medicines by flushing them down the toilet or throwing them in the trash, pose potential safety and health hazards.

For more information on how to reduce the impact of unused medications on the environment, visit the [DNR website](#) and keyword search "healthcare waste."

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## Results in from spring fisheries and wildlife informational hearings

By: Bob Manwell, Office of Communication

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A total of 4,611 people attended the 2012 Spring Fisheries and Wildlife Informational Hearings and Wisconsin Conservation Congress (WCC) county meetings that were held in every county in the state on Monday, April 9. The 2011 statewide attendance was 5,574.

The information hearings provide citizens an opportunity to comment and indicate preferences on a range of fish and wildlife management questions, and Conservation Congress advisory questions. Participants also submitted resolutions for rule changes they'd like to see in the future.

Statewide hearing results and the questions are available on the ["Spring Rules Hearings"](#) page of the DNR website or go to dnr.wi.gov, keyword search "spring hearings."

Meeting results, along with written comments on the evening's questions and DNR recommendations are used to advise the Natural Resources Board. This year's results will be reviewed at the board's May 23 meeting in Madison. Votes are non-binding and are presented to the Natural Resources Board as advisories.

The hearings are held in conjunction with the Wisconsin Conservation Congress county meetings. Department staff presents DNR-related proposals to those attending. Following DNR business, the meeting is reconvened as a Conservation Congress meeting, congress advisory questions are presented, and county congress delegates elected. The congress is an advisory body to the Natural Resources Board. During the congress' portion of the hearing, citizens may introduce resolutions for consideration and vote by those attending the hearings.

#### **Ideas collected to help simplify fish and game rules**

Following the initial DNR and WCC segments of the evening meetings, the Conservation Congress convened town hall style meetings for the purpose of collecting ideas leading to simplification of fish and wildlife rules. Conservation Congress delegates will summarize comments collected in each county and share recommendations in a report expected to be issued later this spring or early summer.

**Footnote:** *Bob Manwell is a public affairs manager and works with the Bureau of Wildlife Management.*



#### **Apply for Citizen-based Monitoring Partnership Program funds by May 25**

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**Since 2004, DNR and the Citizen-based Monitoring Partnership Program have sought to expand volunteer participation in monitoring of natural resources by providing funding and assistance to high priority projects.**



Sabrina Adams, a student at Hartford University School in Milwaukee, held a Swainson's thrush while helping with a bird banding and monitoring project at the Urban Ecology Center in Milwaukee. Photo courtesy of the Urban Ecology Center.

**DNR employees are eligible and encouraged to apply, however, qualifying projects must be coordinated by citizen groups, include significant citizen participation, or be directly relevant to citizen projects.**

**For the 2013 fiscal year running from July 1, 2012 to June 30, 2013, the Partnership Program has \$75,000 available. Individual proposals are limited to \$4,999. Monitoring topics may include aquatic and terrestrial species; natural communities; and environmental components such as water, soil and air.**

**This year's funding priorities include mapping and monitoring of invasive exotic species; wildlife breeding structure construction and monitoring; incorporation of long-term citizen-based monitoring in school curricula; phenology monitoring; and efficacy of restoration and management activities.**

**The deadline to apply is May 25, 2012. See the application guidelines at the ["Citizen-based Monitoring Network of Wisconsin"](#) website. For more information, contact Conservation Biologist Owen Boyle, Bureau of Endangered Resources, at 608-261-6449.**

Read the April 17, 2012 news release ["Citizen volunteers document an early spring; Butterflies, plants and frogs all 'early birds'"](#) for a report on citizen volunteers' sightings of early signs of spring.



## Come face-to-face with bats of the world on May 12

By: Jennifer Schehr, Bureau of Endangered Resources

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*Wisconsin Bat Festival less than a month away*

You're invited to bring your best "battitude" along with your family and friends to the Wisconsin Bat Festival, scheduled for Saturday, May 12 at the [Warner Park](#)

[Community Recreation Center](#) on the north side of Madison. It's Mother's Day weekend, but don't forget that bats need their mothers, too.

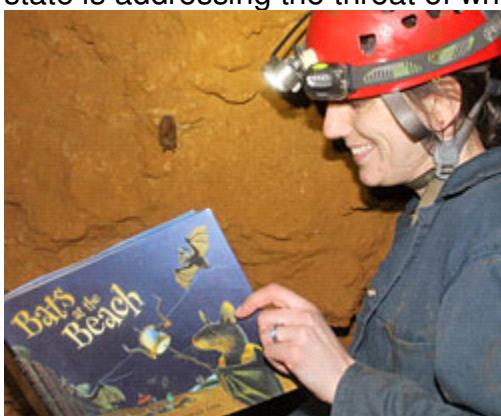


Mango and Rafiki are the new Wisconsin Bat Program "am-bat-sadors" and will be hanging out at the May 12 festival. DNR Photo

This event will raise awareness of and educate about the importance of bats, the role they play in our lives and our environment, and the threats they're facing. All proceeds from the Festival benefit the Wisconsin Bat Conservation Fund, an endowment with the Natural Resources Foundation of Wisconsin created to support bat conservation efforts in perpetuity.

**On the bill for the day: you won't want to miss a minute between 9 a.m. and 5 p.m.**

- While getting better acquainted with Wisconsin's backyard bats, you can come face-to-face with fruit bats from Africa and Asia; vampire bats from South America; and the largest bat in the world, the gigantic Malayan Flying Fox with a nearly six-foot wingspan.
- This year's special guest is Brian Lies, author/illustrator of the children's books "Bats at the Beach," "Bats at the Library," and "Bats at the Ballgame." Lies will do readings, give presentations, and be available to autograph his books (for sale at the festival).
- DNR biologists will speak about the Wisconsin Bat Program and share how the state is addressing the threat of white-nose syndrome.



Jennifer Schehr, took a break with one of Brian Lies' books while conducting winter

field work underground. DNR Photo

- The event also features hands-on activities, including games, crafts and displays. Become a bat biologist for a day, build your own bat house and explore a cave. Local bat experts will join in.
- Discover the night-time biology of bats; understand their conservation needs; and learn how you can participate in the Wisconsin Bat Program.

Admission is \$10 for adults. Kids under 16 are free when accompanied by an adult. All proceeds benefit the Wisconsin Bat Conservation Fund. For more information visit the "[Wisconsin Bat Program](#)" website.

**Footnote:** Jennifer Schehr is a cave and mine specialist.



## Don't miss Conservation Subdivision Workshop scheduled for June

By: Stacy Rowe, Bureau of Endangered Resources

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A dynamic, hands-on workshop that puts you in the developer's seat is scheduled for June 13 at the [Riveredge Nature Center](#) near Saukville.



Beginning at 9 a.m. and running until noon, you'll learn first-hand what it's like to design a conservation subdivision around the unique features of a property.

Beginning with Conservation Development 101, we will explore the creative way to develop a neighborhood, create your own land plan, and follow up with a case study.

Participants will discuss ways to encourage conservation design in their own communities and use Randall Arendt's Four-Step Design Process to achieve conservation and land development goals. John Siepmann from Siepmann Realty Corp., an innovative land developer from Pewaukee, will lead you by experience through this eye-opening program for landowners, local officials, plan commissioners, conservationists, regulators, developers, planners, landscape architects and engineers.

DNR employees who've attended this workshop in the past had this to say:



## METROPOLITAN BUILDERS ASSOCIATION

"This workshop provides participants with the unique opportunity to view a land development project from several different perspectives. I would highly recommend attending to anyone involved in the permitting process."

"Wow, what a great workshop! It really helped me to know all the different steps and challenges of getting a development on the ground."

Registration will begin at 8:30 a.m. Following the morning session, a light lunch will be served. The cost for lunch is \$10.

To register in advance, call Riveredge Nature Center at 800-287-8098. If you have questions about the workshop, email [Mary Holleback](#) at the center.



### Department's talking points aim to keep baby animals safe at this time of year

By: Randy Stark, Bureau of Law Enforcement

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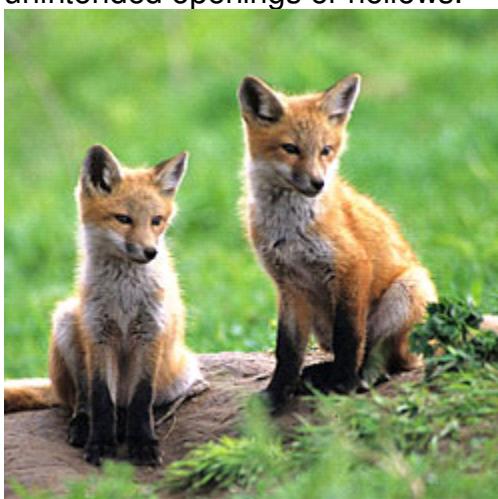
It soon will be that time of the year when wildlife give birth. In our efforts to encourage people to leave young wild animals in the wild where they belong, the Bureau of Law Enforcement is undertaking a campaign to inform people about how they should react if they come across these newborns.

Following are speaking points recently sent out to conservation wardens statewide. You may find these points useful in your contacts with members of the public, either while on the job or on personal time.



Literally up a tree, this threesome of baby raccoons is safe in its natural habitat. DNR Photo

- Baby animals are born in the wild, and they are best left there.
- We as humans are used to seeing a baby with its mother all the time. This isn't the case in the wild. The mothers are there, you just can't always see them.
- A wild animal mother often will conceal her baby and leave it hidden under natural vegetation. This protects the baby from predators. The mother returns to feed the baby, but will quickly hide it again and leave.
- The well-intended person may believe the best thing is to attempt to rescue or feed a wild animal baby because, in the human world, we perceive the baby as being afraid, alone and abandoned.
- Human interventions, while done with good intentions, instead can damage the health and well-being of the baby animal. Feeding a wild animal with human foods can cause more damage to the wild animal because their digestive systems are different. Wild animals require different foods and nutrient levels that cannot be met with human diets.
- Another thing you can do is to keep a close watch on your pets when they are outdoors so they don't disturb a nest of baby animals.
- Around your home, you can help keep wild animals and their babies out by placing caps on chimneys, vents and window wells, and sealing up any unintended openings or hollows.



Although they look vulnerable, these foxes will thrive in their natural environment. Herbert Lange photo

- Fawns are born with little scent and spots to help them blend into their environment and stay hidden. They move very little in their first weeks while they are alone in a place the mother selected. If you see a fawn lying on the ground by itself, you should leave it where it is and not disrupt the area.
- Baby rabbits also are usually alone in their nest during the day when the mother is not there. The baby rabbit's best protection from predators is to remain in their nest, which is concealed with grass or vegetation.
- If you see an animal and wonder if it needs help, here's what you can do to help: Back away from it, leave it alone and call the DNR Call Center (1-888-936-7463, 1-888-WDNRINFO), which will put you in touch with a wildlife rehabilitator in your area.
- Remember to slow down when driving to watch for traveling wildlife. Just like us, animals have their rush hours, too. They are on the move at dusk and dawn, when a lot of our animal and vehicle collisions occur. Slow down and watch out for these animals.

**Footnote:** Randy Stark is director of the Bureau of Law Enforcement and DNR's chief warden.



## Be prepared for bumper crop of ticks while working and playing outdoors

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The Bureau of Parks and Recreation offers the following information on protecting yourself from ticks while working in the field or enjoying the outdoors with family and friends. Carol Schweiger, South Central Region Safety Coordinator wrote "[How to avoid tick bites](#)" offering the following advice on repellents and reporting tick bites.

Another good source for ticks and tick-borne disease information is the Centers for Disease Control and Prevention's "[Ticks](#)" website. The [American Lyme Disease Foundation](#) website offers information on the ecology of the deer tick.

### Repellents

**DEET:** The CDC recommends repellents consisting of 30 to 50 percent DEET to prevent the spread of pathogens carried by insects. Examples of products containing DEET 5 100% include the following:

- Off
- Cutter
- Repel
- Ben's 30
- Sawyer

### Non-DEET products:

- **Picaridin:** Products containing at least 15% of this ingredient are another good bet for warding off ticks. Product examples: "Sawyer Premium Insect Repellent" (20% picaridin), "Cutter Advanced Sport" (15% picaridin) and "Avon Bug Guard" (15% picaridin).
- **Lemon eucalyptus:** Product example: "Cutter Lemon Eucalyptus."

- **Permethrin:** Products containing this ingredient should only be applied to clothing, shoes and gear. This is an insecticide, so follow the labels' instructions carefully. Product examples: "Repel Permanone Clothing" and "Gear Insect Repellent."
- **Tick repellent clothing:** Under brands such as Elimiteck or BugsAway, this clothing is another method of protection, and both retain their effectiveness through 70 washings.

### **Report tick bites**

- **Embedded tick first aid/incident only:** New this year, you only need to complete the "[Employee Workplace Injury or Illness Report](#)." ([Form DOA 6058](#)) if you've been exposed to a tick. Keep a copy of the [report](#) and send copies to your safety coordinator and your supervisor. Because the employee's signature is required, you must send a signed, hard-copy of the form to the safety coordinator.

**Hint:** Save this form in a folder on your computer. For additional incidents, you'll only need to add tick attachment dates to your first incident form, completed above.

### **Forms to complete if a tick bite requires medical attention**

- **Employee:** Complete the "[Employee Workplace Injury or Illness Report](#)" ([Form DOA 6058](#)) for a new tick bite, or include the incident only form from above when you obtain medical attention.
- **Supervisor:** Complete "[Employer's First Report Of Injury or Disease](#)" ([Form WKC 12 Word 104KB](#))
- **Supervisor and safety coordinator:** "[Supervisor and Safety Coordinator Investigation Report for Injury or Illness](#)" ([Form DOA 6437 exit DNR](#))

**NOTE:** All forms are on the DNR Human Resources "Safety and Risk Management" website under the "Safety/Workers Compensation" link. If you spend a lot of time working outdoors, make the "[Safety and Risk Management](#)" website a favorite/bookmark.

Be sure to send all completed forms to your safety coordinator.

There are a variety of ticks out there. This [chart](#) compares one to another and each type in their various stages of life.



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

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- **Title & link:** "[Legacy project wins national award thanks to the hard work of Potvin and Singh](#)"

**Description:** This story in the March 16 issue of the "ForesTREporter" announces the award from Wings Across America, a program of the U.S. Forest Service, recognizing the collaboration of the DNR Division of Forestry, the Forest Service and the nonprofit Trust for Public Land on the Chippewa Flowage Forest Legacy Program. Foresters **Nicole Potvin** and **Amy Singh**, who guided this two-phase conservation easement project have been singled out for individual recognition.

- **Title & link:** "[DNR Spring Hearings and Wisconsin Conservation Congress County Meeting](#)"

**Description:** On April 9, 2012 DNR and the Wisconsin Conservation Congress held

their annual spring fish and wildlife informational hearing and spring county conservation meeting for Dane County at the Performing Arts Center at Middleton High School. The "WisconsinEye Public Affairs Network" recorded the event.

- **Title & link:** ["Burnett County Wind Disaster, Northwest WI Storm Recovery"](#)

**Description:** On March 15, Northern Region Director **John Gozdzalski** participated in a panel discussion and presented this PowerPoint at the Governor's Emergency Management Conference in Appleton. Others on the speaker panel were the Burnett County administrator and the retired county emergency manager. The presentation portrayed the immediate response to the disaster and ongoing cleanup as a classic example of what can be accomplished when different entities work together.

- **Titles & links:** ["Why plant trees?"](#)

["Why Trees Matter"](#)

**Descriptions:** [Ken Lonnquist](#), Wisconsin singer, songwriter and environmentalist joined students from Weyauwega Elementary School to record this original score and explore the many reasons that we plant trees. Tree planting is a popular Earth Day-Arbor Day event and one of the most common activities people associate with helping the earth.

In this April 4, 2012 editorial, "The New York Times" provided a variety of answers to "Why Trees Matter." The writer states his case that, "Trees are on the front lines of our changing climate. And when the oldest trees in the world suddenly start dying, it's time to pay attention."

- **Titles & links:** ["Wildfire season has begun"](#)

["Fire prevention coverage statewide, Focus is on northwest as timber salvage continues"](#)

**Description:** Following last summer's extensive storm damage to trees in northwest Wisconsin and the continuing salvage efforts, the department implemented a campaign to alert the public to the restrictions on open burning needed to reduce the chance for wildfires. Early summer temperatures and low humidity, along with the fuel on the forest floor, and conditions were primed for a major forest fire. Salvage efforts continue, however, and recent rains have temporarily reduced the fire danger levels. Fire season lasts until the end of May in northern Wisconsin, however.

- **Title & link:** ["The best hunting and fishing towns in the U.S."](#)

**Description:** Appleton leads the pack, hands down. For the past five years "OutdoorLife" magazine has published a list of the best hunting and fishing places in the country. This year, Appleton topped that list, with abundant outdoor opportunities beyond the city limits.



## Monster sturgeon reels in a big response via social media

By: Trish Ossmann, Northeast Region

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*Spawning of Wisconsin sturgeon spans generations of fish and humans*

Last week's photo of a 240 pound, 125-year-old sturgeon on [Facebook](#) led not only to media calls from around the country, but an incredible response on DNR's social media.



Members of the group posing with the largest sturgeon recorded included representatives of DNR, UW-Stevens Point's Student Fisheries Society (UWSP) and the Fox Valley Technical College (FVTC): (left to right front row) Ben Sasse (UWSP), Josh Lewis (FVTC), Ryan Zemzach (DNR and the one who netted this fish), Scott Bunde (DNR), Top Moon Lee (DNR); (second row) Aaron Funseth (UWSP), Eric Jacobson (UWSP), Kendall Kamke (DNR), Ryan Koenigs (DNR), Evan Sniadejewski (UWSP) and Bryce Brewer (UWSP). DNR Photo

The photo of DNR staff posing alongside the 7-foot, 3 ½-inch female sturgeon netted below the Shawano paper mill dam on April 10 garnered more than 200 "likes" and 176 people shared it on their Facebook pages. The popularity of this one photo led to 70 more people "liking" our DNR Facebook page on that one day alone.

The statistics behind this fish are mind-boggling. It was estimated to have hatched in 1887, when Grover Cleveland was president. No one currently living on the planet was alive when this fish hatched. She lived through 38 spearing seasons by 1969, when Neil Armstrong walked on the moon. Our staff believes this fish has been through 25 spawning runs in her lifetime. At her current size, she'll produce and lays about 1.5 million eggs during each spawning run.

The photo of this sturgeon is a perfect example of fostering positive feelings about the agency. There were comments posted below the photo expressing disappointment that we didn't let this sturgeon live. The conversational nature of Facebook allowed us to correct that misconception and let people know the fish did live and was released back into the river. When we replied, we received this response: "Thank you for responding to my brief comment in a professional yet personal way. FB has its uses that are feel good ones. This is one of the best, an agency responding to one person YAY!!!!"

By people sharing the photo on their pages, they inherently invite their friends to follow us. In just two weeks, we added more than 300 people. That is more than we added to the page in the months of January and February. As a frame of reference, the Ohio DNR launched its Facebook page on May 10, 2010. It has 5,023 likes. We're quickly approaching that number after only five months on the web.

Now is the time of year when staff spends more time in the field. If you can snap a few photos of interesting work being done or at an event you're attending, get a hold of your [regional public affairs manager](#) to find out how best to spread the word about the good work DNR is doing. All it takes is one good picture or one good story to generate positive discussion about the agency.

**Footnote:** Trish Ossmann is the public affairs manager for the Northeast Region and a member of the Office of Communication's social media team.

**On a more personal note: it takes generations to manage the sturgeon fishery**

In his late evening edition on April 9, Upper Fox-Wolf Fisheries Work Unit Supervisor

**Ron Bruch**, reported "We accomplished a tremendous amount of good sturgeon work today at the Shawano spawning site and beyond." He then went on to write a personal note about the generational commitment to this prehistoric fishery. It's worth a minute of your time.



Three generations of commitment to the sturgeon fishery posed during this year's spawning run: (left to right) Dan Folz, Ron Bruch and Ryan Koenigs. DNR Photo

"Finally, a couple of weeks ago I announced that **Ryan Koenigs**, our new fisheries biologist in Oshkosh, is taking over for me as sturgeon biologist. He is doing an excellent job, and I've attached a photo of him and me tagging sturgeon at Shawano. I've also attached a photo of Ryan and me with **Dan Folz**, the sturgeon biologist I inherited the Winnebago Sturgeon Program (and supervisory position) from in 1990. Dan still works on our crew every spring and is an integral part of our operation. I owe a great debt of gratitude to Dan for what he has done to help and inspire me in my career. I've often said it takes numerous generations of sturgeon biologists to build a successful sturgeon management program. I am truly blessed that I have been able to be the guy in the middle between Dan and Ryan; and that I have also been able to work over the years, and continue to work with, my entire outstanding **crew of biologists and technicians**."

Bruch is handing over the day-to-day sturgeon work and program management to Koenigs, who he'll mentor. He'll continue to direct the overall fisheries program out of Oshkosh and still get his hands on sturgeon.



## Around the state...DNR employees shine

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### **Central office success story**

- To **Cynthia (Moore)**, recycling program coordinator, Bureau of Waste and Materials Management) and **Kari (Beetham)**, financial assistance specialist, Bureau of Community Financial Assistance): "Thanks again for speaking at the Langlade County Towns Association Meeting! There was a full house (25+ town representatives; Marilyn Bhend, WTA District Representative; and State Representative Tom Tiffany). Judging by all of the questions and comments we received, the town representatives seemed very interested in what we had to say. Cynthia, you got their attention right off the bat when you showed actual dollar amounts of the market value of recyclables being dumped in landfills. The recycling costs and tonnage report also sparked lots of conversation between RUs. Hopefully, those conversations will spur more interest in RU consolidation, or at least in the coordination of services."

"RUs are always interested in hearing about grant money, so they listened intently to what Kari had to say. They seemed to be a little more interested in the Recycling Consolidation Grant, after hearing that it was very easy to apply. However, the incentive for most Langlade County RUs consolidating or coordinating services will be in time and cost reduction, not the consolidation grant award (due to low payout by population). We took some flak on the reduction in grant awards, especially during the RU's budget cycle. They told us that they had to scramble to come up with the funds that we had promised them, in order to pay for recycling expenses already contracted. Cynthia, you did a good job of responding. They didn't like what you had to say, but they appreciated being able to voice their displeasure to someone from Madison. They sure were impressed and appreciative that both of you cared enough to drive all the way to Phlox for a night meeting. I was, too!"

"I sent a message to Rick Parilek, Langlade County Towns Association President, to get a copy of their roll call from the meeting and also asked for additional feedback. I have not yet been contacted by any RUs regarding setting up a follow-up meeting to discuss consolidation/coordinated services. I'll keep you posted." **Sherry Otto**, *Northern Region waste and materials management specialist*

#### ***Northeast Region success story***

- In response to DNR Facebook posting of the photo of the giant female [sturgeon](#) caught at the Shawano Paper Mill dam "it's a shame you couldn't leave her to produce more babies," Public Affairs Manager **Trish Ossmann** posted this response:

"Sharon, she was released back into the water after this photo. Female sturgeon spawn once every two to five years so she may be back in Shawano as soon as 2014. Our staff said when she was netted she had partially spawned out and would have been about 30 pounds heavier had she still had all of her eggs.

Sharon, followed up with this: "Thank you for responding to my brief comment in a professional yet personal way. FB has its uses that are feel good ones. This is one of the best, an agency responding to one person YAY!!!!"

- "Many thanks to **James Robaidek**, wildlife technician in Shawano, for serving as hearing officer in my first public informational hearing for a CAFO farm permit reissuance. I appreciate his willingness to help out another program when I know we are all busy doing our own jobs! James did a good job at keeping the hearing civil and allowing all participants fair time to speak. Also thanks to (Warden) **David Allen**, (Wastewater Specialist) **Jay Schiefelbein** and (Wastewater Specialist) **Heidi Schmitt-Marquez** for assisting at the hearing." **Casey Jones**, *wastewater specialist, agricultural runoff program*

#### ***Southeast Region success stories***

- To **Donna (Leighton)**, Customer Service and Licensing supervisor): "I just wanted to let you know that **Kimberly (Thomas-Britt)**, customer service representative) did an excellent job of dealing with a lobby full of customers from the time the front doors opened this morning until they closed at 2:00 with 10 customers still waiting inside for assistance. **Pete Barker** (IT services specialist) was manning the door to let people out to assist Kim in just being able to do her job and I came up to help with doing the running from the copy machines and printers. Customers were on their best behavior, and Kim was polite, professional

and calm.

"I was quite impressed as I know I would have been freaking out if that would have been me. Too much pressure. I used to help out at the front desk back when you hand wrote licenses years ago, so I know how much pressure there can be at the front line.

"I just thought I would share with you that information and I did not see one customer walk away with a frown or complaining. For being a fairly new employee thrown into the Friday before fishing licenses expire all alone, she did a great job.

"I am glad she knows she can ask the rest of the staff in this office to help her out when she needs it. Please let her know we will help her out to the best of our abilities if she needs us.

"Basically she did a great job, stayed calm and it looked to me like the customers left happy." **Shanna L.Laube-Anderson**, hydrogeologist, Sturtevant Service Center

"Dear Shanna and Pete: "I want to thank you for showing initiative in helping Kimberly Thomas-Britt on Friday when the Sturtevant Satellite Center had a very busy afternoon! As you know, Kimberly is new to Customer Service and the feedback you provided will add to her growing confidence in handling the office on her own. Customer Service is operating under very lean staffing levels and it is not always possible to send coverage when another staff member is using earned leave. This has become a fact of life for us across the state, not just at Sturtevant.

"Thank you again for backing up a fellow DNR staff member. I recognize it took you away from your own work, but as I've heard Secretary Stepp state repeatedly, we (the whole agency) are all about customer service. Thank you for stepping in to help meet the immediate needs of our walk-in customers at the Sturtevant Service Center! And thank you for coming to the aid of Kimberly; I am sure she appreciated your help! **Susan K. Cook**, Customer Support Services Section Chief

- Congratulations to Monitoring Chemist **Tim Kennedy**, Monitoring Chemist **Mary Mertes** and Electronics Engineer **Andre Ash** from MATC student intern **Paul Sarnowski** in a thank you letter: "This March's internship with DNR Air (Management Program) has truly been an incredible experience. I am sad about leaving my internship at the DNR. I have enjoyed working with you, Mary Mertes, and Andre Ash and have learned so much about the challenges of the industry. The internship has allowed me to learn, expand my skills, and revise my future career goals. I particularly liked the hands-on training, and I was encouraged by the fact that some of the employees graduated from the same Environmental Health and Water Quality Technology program I am currently in at MATC. I know the experience that you have provided will affect me for years to come. I know that taking on a new intern adds to your work load and I appreciate your time and patience in answering my questions and finding interesting tasks for me to do. In the future I plan on watching for job and volunteer opportunities available at the DNR. Thank you again for this invaluable opportunity. I look forward to staying in touch with you and your staff members.

- Congratulations to Fisheries Team Supervisor **Susan Beyler** from Peter Lamar, an appreciative customer: "I made it out to Bluff Creek on Friday. As I was exploring some other water-South Branch of the Scuppernong and Spring Brook in Waukesha County (I took a look at Spring Brook, saw a big beaver dam by the road and kept on driving). I didn't get to the Millis Road access until late

afternoon. What a beautiful piece of water! It looks so much different than the stretches of stream where no habitat improvement has been done. Much of the stream looks like an irrigation ditch: wide, slow, devoid of life, silt deeper than the water. But the area just upstream of the bridge on Millis looks like classic trout water: narrow, fast, deep with lots of bends. I had a few hits, including a big brown that slashed at a fast-drifting dry fly, but did not hook anything. I was so shocked by the size of the brown that I could not react in time to set the hook. I also saw some other big trout which I think I'd spooked out from under the LUNKER structures. I know you'd told me it holds some big browns, but the number of them was a pleasant surprise. I'm guessing they don't show themselves much during the day; they probably stay hidden under the LUNKER structures and go on the prowl after dark. When things warm up in a few weeks, I'll be back with a head lamp and some mouse and frog patterns to see if I can tempt some of the big browns after the sun sets. The DNR and SE WI Trout Unlimited deserve a lot of credit for all the work that has been done on this watershed. The contrast with the unimproved sections of stream is all too obvious. I don't know how anyone was able to see the potential of the water-it doesn't look at all promising on other sections of the stream, but where work has been done, it has been turned into some beautiful trout water. Thanks for letting me know about it.

- Congratulations to Conservation Warden **Mitch Groenier** from *Customer Service Representative Natalie Beacom* in an email to Chief Conservation Warden **Randy Stark**: "You are super busy, so I don't want to take much of your time, but I wanted to drop a quick note to say hello and share a story. We are of course swamped in CS this week getting OTC turkey permits to customers and it has gone very smoothly so far. Monday and Tuesday we were anticipating a large group for Zone 1 and our own Zone 2 and Warden Groenier was with us at the counter and ready to jump in to help us all the way. ALL of the wardens here in Waukesha are helpful, so this is but ONE instance of many in our interactions with the Wardens at the service center. Everyone in the queue those days saw Mitch being involved in the mayhem and I view that as community building and an effort that promotes the DNR in a very important way. He was talking to people, handing out his card to follow-up when needed, saw people he knew, etc. I think these types of interactions help us as an agency shine! I've only been at Waukesha for a couple months, but not once have I seen a warden not take the opportunity to talk to a person waiting in line, or at our gate trying to help before we open, or answer my dumb questions. So, just a heads up/compliment to share with you. Not much else going on other than I'm looking forward to foiling any plots to poach our state's sturgeon along my designated rock pile in a few weeks for the annual Sturgeon Guard and then on to my turkey hunt! I enjoy Zone 1 and will be hunting a new area near Richland Center with some friends on a group hunt. I am hopeful!"

Chief Stark responded: "Thanks for leading by example in delivering excellent customer service. It was clearly noticed. Thanks again for your service. Well done."

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

- In response to posting of the Mediasite video "[We Mean Business,](#)" Office of Business Support and Sustainability Director **Al Shea** had this to say about the

piece: "This is really great! I think it really captures our message about working with business while we do our environmental mission. The intro and close by **Cathy (Stepp)** are really great.

"Thanks to all of you for your hard work in putting this together!

"Special thanks to **Marcus (Smith**, Southeast Region public affairs manager) who had the initial idea for this video!"

Shea's message was addressed to Secretary Stepp, Deputy Secretary **Matt Moroney**, Executive Assistant **Gundy Gunderson**, and Office of Communication Director **Laurel Steffes**, with copies to Smith, Video Producer **Mary Farmiloe**, South Central Region Public Affairs Manager **Drew Savagian**, Public Affairs Section Chief **Bob Manwell** and Web Redesign Project Lead **JD Smith**.

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

- *Tom from Countryside Septic in Chippewa County called to share with me how helpful **Jeanne Calhoun** (wastewater specialist in Black River Falls) was in getting him on track with land spreading site approvals and other matters. He is aware that people's gripes with government frequently get shared and wanted to make it a point to share something positive. Good Job Jeanne." **Paul LaLiberte**, wastewater field supervisor*



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