

July 12, 2012 Editor: Diane Brinson

## In this issue

1. <a href="#">Governor's office releases deer trustee's final report</a>	2. <a href="#">Secretary Stepp's response to call for replacement of deer management staff</a>
3. <a href="#">Eight central Wisconsin counties added to emergency burning restriction order</a>	4. <a href="#">Help spread the word to reconnect kids with Lake Michigan watershed</a>
5. <a href="#">Links of interest...don't miss them</a>	6. <a href="#">Adapting to new realities in the Division of Forestry</a>
7. <a href="#">Around the state...DNR employees shine</a>	8. <a href="#">Compliance assistance calendars help industry stay on track</a>
9. <a href="#">Friends of state parks sponsoring calendar and best-of properties contests</a>	10. <a href="#">Integration: A Key to Success</a>
11. <a href="#">Wildfire activity minimized in the storm damaged area of northwest Wisconsin</a>	12. <a href="#">Von Rueden named "Rising Star" at state law enforcement conference</a>
13. <a href="#">Worth 1,000 words...images of us at work</a>	14. <a href="#">The Oginski wardens: A Kentucky colonel and a captain of calm</a>

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

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## Governor's office releases deer trustee's final report

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

In a news release on Tuesday, July 10, Governor Scott Walker's office announced the availability of the final report "[A 21st Century Model for Deer Management in Wisconsin Final Report and Recommendations](#)" from whitetail deer trustee James Kroll and a review panel, adding that he will work with DNR Secretary **Cathy Stepp** and her team to review the report and move forward with implementation.

The secretary issued a comment in response to the release of the report.



Partnerships key to managing the future of the state's deer population. DNR Photo

"A comprehensive report such as this will take several weeks to review, but the Department of Natural Resources is ready, willing and eager to roll up our sleeves and get started. We look forward to working with the public, the Natural Resources Board, Governor Walker, Dr. Kroll, (Bureau of) Wildlife Management professionals, legislators and the Conservation Congress to find ways to make deer hunting even better in Wisconsin."

Along with the release of the final report, Gov. Walker released the following statement: "Today's report marks the conclusion of an independent study aimed at evaluating our current deer herd management practices. Moving forward we need to act on the report to enhance Wisconsin's rich hunting tradition.

"While DNR staff has worked hard, we need to do more to ensure hunters and conservationists have confidence in the department's ability to manage the deer herd. Dr. Kroll and his team have gone through an exhaustive process to receive and evaluate comments from the public. The input incorporated into this report from hunters and conservationists will help us restore trust in the DNR's ability to enhance Wisconsin's hunting heritage as we move forward with implementation."

In 2011, Executive Order #44 created a Whitetail Deer Trustee position to independently and objectively review and evaluate Wisconsin's deer herd management practices. The position was housed with the Department of Administration.

### **DNR managers issue statements on delivery of final report**

Bureau of Wildlife Management Director **Tom Hauge** alerted his staff on Monday, July 9, that the department would see the final report the next day. He indicated that, "just like other major deer program reviews (Legislative Audit, SAK Audit, Deer 2000), the department always is looking for ways to improve our work. The deer trustee report is another opportunity to do so. Some of the recommendations will cover subjects that we've

discussed for some time and this may be the opportunity to move forward with them.

“White-tailed deer and deer hunting are part of the fabric of Wisconsin culture. Our goal is to provide Wisconsin the best deer management system possible.”

Hauge then provided a summary of the panel’s earlier comments. The panel:

- pledged to remain available after June, free of charge, to assist with moving forward on the implementation tasks;
- tried hard to make the final report positive and supportive of DNR staff;
- recommends strengthening the state cartographer’s office ability to acquire and share up-to-date land cover information;
- recommends the state add a position to coordinate a DMAP program;
- recommends starting with a pilot program for DMAP, which can be for both private and public lands, and later move to statewide;
- believes SAK should be treated more as a population index rather than an estimate;
- DMUs should be larger and SAK should only be applied to larger areas;
- believes Wisconsin deer population goals should be expressed in relation to determined ecological and social benchmarks or indexes;
- recommends that season frameworks should be done over 3-5 year periods, as opposed to annually;
- (recommends an)increased emphasis on forest habitat and deer herd health and establishing metrics as a primary index to drive population management. Research to establish indices is needed;
- believes that deer predator management should be part of overall deer management strategy, but we should base decisions on well-organized human dimensions surveys of a random cross section of public;
- recommends a passive approach to CWD management;
- recommends keeping hunting regulations as simple as possible in order to avoid creating barriers to participation;
- does not recommend privatization of public lands;
- recommends moving to a telephone and web-based registration, (while retaining mandatory registration to collect good harvest data).



A long-held tradition, handing deer hunting down through the generations is a herd management goal. DNR Photo

"We do not yet have any details on how the Governor's office and DOA will wish to proceed with next steps," Hauge said in conclusion. "We anticipate that we could be asked to review the recommendations contained within the report and provide feedback on implementation. Many recommendations will likely require funding, statutory and/or rule changes to implement."

Division of Land Administrator **Kurt Thiede** also issued a [statement](#), similar to the comments Hauge made, saying "We want the same thing that Dr. Kroll and his team wants - which is to have the best managed deer herd in the country."

### **Wisconsin media cover DOA's posting of deer management report**

As could be expected, media began reporting and commenting on the DOA posting soon after it hit the Internet. Following is a sampling of stories Wisconsin citizens are reading and watching on the report.

["Deer experts report recommends less specific population goals"](#) July 11, 2012 Wisconsin State Journal

["Panel urged changes in Wisconsin deer program"](#) July 10, 2012 JSOnline (Milwaukee Journal/Sentinel)

["Final report issued by deer trustees"](#) July 10, 2012 JSOnline Sports Blog (Milwaukee Journal/Sentinel)

["John Powell Interview with Dr. James Kroll on Deer Management Report"](#)

Watch for additional DNR response to and work on the final deer management report in future issues of the "Digest."



### **Secretary Stepp's response to call for replacement of deer management staff**

By: Secretary Cathy Stepp (July 11, 2012 news release)

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

On Tuesday, we received the Wisconsin deer report from Deer Trustee, Dr. James Kroll and his team Dr. David Guynn and Dr. Gary Alt. This comprehensive report included a series of recommendations that will take some time to review. While changes won't be immediate, my staff has already rolled up its sleeves and started their review, and are planning for how the public will be involved in the next steps.

Within that report, on a number of occasions, Dr. Kroll and his team applauded the integrity, commitment and dedication of our wildlife management staff. During this very intensive review of our state's deer program, our deer program staff cooperated, kept an open mind, and showed a great deal of professionalism. A review of anyone's work is never an easy thing, but I am very proud of the way they represented themselves throughout this

process.

Less than a day after it was released, a [press release](#) was issued calling for the replacement of the DNR's Big Game Management Unit. This is not the time for such demands.

As I have said repeatedly, each day I am impressed with work of what I feel is the finest group of natural resources professionals in the nation. Their dedication, commitment and passion for their work are unprecedented. I am proud to be associated with them. Regardless of staffing challenges, they roll up their sleeves every day and do their job with integrity and a sense of servitude.

Regarding our big game team, I am proud to say, as did Dr. Kroll, that we are already moving in a direction of better public involvement, reconnecting with hunters and doing more listening and recognizing the importance of both sociology and biology in our decision making process. This past year we began down this path, and I know our team is working on even more ways to improve the public's role in deer management decisions. But we all agree...we can do better.

Now, thanks to Dr. Kroll's report, we have an additional tool to guide our decision and actions. We want the same thing that Dr. Kroll and his team wants – which is to have the best managed deer herd in the country. We see this as an opportunity.

Our message to staff when we came to the DNR was clear, we need to better engage our customers, involve them and be responsive. Dr. Kroll has a similar message and I know that message is resonating through our management team and our staff.

We are not afraid to face recommendations and critiques that are contained in the report and adjust accordingly. We are just now getting a chance to dig into the report, so we now need to extend a courtesy to allow my staff to complete their review and develop a plan of action. This is not a report to that will sit on the shelf. Governor Walker and I are committed to following through. If we need to make changes in the way we do business, and the public supports these changes, we'll make them.

Wisconsin is known as a destination for great deer hunting, which is a testament to the commitment and professionalism of our deer managers. We look forward to working with Dr. Kroll and his team to make Wisconsin deer hunting even better. Our commitment is to make Wisconsin the leader in deer management.

I want to thank Dr. Kroll and his team for their efforts. All along we've had the same goal, to make sure Wisconsin leads the nation in deer management and that our rich deer hunting tradition remains strong.



## **Eight central Wisconsin counties added to emergency burning restriction order**

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

### **Four Wisconsin State Parks ban campfires**

Emergency burning restrictions will be extended to include Jackson, Monroe, Waupaca,

Wood, Portage and Waushara counties and additional portions of Adams and Juneau counties, and campfires have been banned in four Wisconsin State Parks system properties including Southern Unit of the Kettle Moraine State Forest, the Lapham Peak unit of Kettle Moraine State Forest, Richard Bong State Recreation Area and Big Foot Beach State Park until further notice due to continued drought and high to very high fire danger conditions.

The extended ["Emergency Burning Restrictions Order"](#) and the park campfire bans are effective Friday, July 13 at 12:01 a.m.

Emergency burning restrictions currently are in effect in all of Crawford, Richland, Sauk, Columbia, Marquette, Green Lake and portions of Iowa, Grant, Dane, Adams, and Juneau counties. In these and in counties added today the restrictions apply to areas within DNR organized protection that are outside incorporated cities and villages in these counties.

View the ["Wisconsin Emergency Burning Restrictions"](#) map.

"It's dry. You can tell by how many people are looking for the word 'rain' in weather forecasts, including myself. The cured, brown grass will catch fire easily and will burn readily. We need the public to help prevent fires by being aware of current conditions and by following the burn ban guidelines," said Trent Marty, DNR forest protection director.

Under Emergency Burning Restrictions, burning of any combustible material outdoors is prohibited until further notice. This includes:

- all fireworks (restricted and non-restricted);
- combustible material in a burn pile or burn barrel, including grass or wooded areas (all DNR burn permits suspended);
- campfires with the exception of developed camping areas within a metal fire ring;
- outdoor disposal of ashes, charcoal briquettes, matches or any burning material; and
- smoking a cigar, cigarette, or pipe, except within an enclosed vehicle or building.

The DNR intends to keep the emergency burning restrictions in place until a significant amount of precipitation is received according to state fire control officials who caution that fire danger is increasing outside the restricted areas as well and that burn permits may be suspended in other areas in days to come.

For the most current fire danger information throughout Wisconsin and a detailed look at the areas under Emergency Burning Restrictions, visit [dnr.wi.gov](http://dnr.wi.gov) keyword "fire" and select the county of interest. Otherwise, residents and tourists are encouraged to contact their local DNR office or local fire department, town or municipal officials for more information on local fire restrictions.

### **Visitor safety is top priority in State Parks**

"Sitting around the campfire is one of the special things that make camping in Wisconsin State Parks so memorable," said Jerry Leiterman, acting operations director for Wisconsin State Parks. "But given the extended dry weather we are experiencing this is a necessary precaution at this time to protect our parks and our most important asset...our visitors."

Cooking will still be allowed but is restricted to charcoal cooking fires in campsite metal fire



rings, self-contained portable grills, and permanently mounted picnic grills. Properties will provide a metal or concrete container to dispose of ash generated from self-contained portable grills and permanently mounted picnic grills outside of campgrounds. Gas cooking stoves will be allowed.

Outdoor smoking of a pipe, cigarette or cigar also is banned on these park properties. Smoking is allowed inside a vehicle with disposal of all burning materials in a non-combustible receptacle or ashtray

State parks officials are instituting the campfire ban to protect property and visitors in the four state park system properties which lie outside counties for which DNR has primary fire suppression and prevention responsibilities.

Counties in the vicinity of the listed parks have instituted their own outdoor burning restrictions. Recent wildfires, while quickly contained, have exhibited extreme fire behavior and required extensive mop up to prevent re-ignition.

"Park staff will begin calling all incoming campers holding reservations for the upcoming weekend with a heads-up on these changes," said Leiterman. "Greeters at our entry stations will also be informing incoming visitors of the restrictions.

"We will lift restrictions just as soon as we possibly can. Visitor safety is and always will be our number one priority."



## Help spread the word to reconnect kids with Lake Michigan watershed

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

In August, Wisconsin teachers will have the opportunity to attend the last of three teacher workshops on water quality and the Lake Michigan watershed. Staff from the Office of Communication's education program is seeking your help to spread the word about this course to teachers.



Teachers try their hands at sampling a wetland for macroinvertebrates to assess water quality. DNR Photo

Fox 11 broadcast the story ["Teachers connect classrooms and creeks"](#) on June 30, telling viewers about the workshop held at the Barkhausen Waterfowl Preserve in Suamico.

DNR administers the three, one-week workshops with the help of a grant from the National

Oceanic and Atmospheric Administration (NOAA). Teachers leave the course equipped to share with their students, both in and out of the classroom, what it takes to test water quality. The workshops are a combination of class and field experiences.

"We're seeing kids being a little more disconnected from the environment than in the past," said **Janet Hutchens**, DNR's Project Wild coordinator, in the Fox 11 story. These workshops are designed to reconnect students with their natural surroundings in the Lake Michigan watershed.

### **Last workshop scheduled for August 6-10 at Kenosha's Civil War Museum**

The third and final "Lake Michigan Watershed Field Experience Course" will be held at the Civil War Museum in Kenosha, running from 8:30 a.m. to 4 p.m. daily. This professional development course is designed for middle and high school teachers who teach within the Lake Michigan watershed.



Crew member on the WG Jackson showed teachers how to take a lake water sample from the harbor to study turbidity. Results were compared to the same tests conducted farther out on the lake. DNR Photo

Each day, teachers will learn about this Great Lake through Project WET and "Great Lakes In My World" curriculum, exploring and experiencing different areas of the watershed. Field time will include water quality testing on a local stream, touring a local restoration site, and sailing aboard a Great Lakes research and education vessel.

Each teacher completing the workshops receives two graduate credits; a backpack filled with stream sampling materials and Great Lakes education tools; curriculum guides; and a \$350 voucher to use for a field trip with their own classroom.

The course is free. Each teacher will, however, pay a \$20 refundable fee to hold their place on the class roster. Registration can be done online via the "Lake Michigan Watershed Course Registration" ["Lake Michigan Watershed Course Registration"](#) form. For more information about the course, email Carrie Morgan, DNR educator and coordinator of "EEK!- Environmental Education for Kids" [Carrie Morgan](#), or call her at 608-267-5239.





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

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

- **Title & link:** ["State Fair Participation August 2-12, 2012"](#)

**Description:** DNR has been bringing the agency to the Wisconsin State Fair for more than 60 years. Fair goers have come to recognize the department's presence as informative, entertaining and a nice break from the hubbub of the fairgrounds. If you'll be one of the many DNR employees from around the state staffing the department's exhibits at this year's State Fair, virtually everything you need to know is on this website. Check out the attached link to sign up to work at either the front desk or t-shirt printing. State fair shirts are being provided this year for workers!

- **Title & link:** ["Wisconsin's beach monitoring and assessments"](#)

**Description:** The health of those who enjoy Wisconsin's Great Lakes by visiting their many beautiful beaches depends on the health of those beaches. The Beaches Environmental Assessment and Coastal Health (BEACH) act provides funding for collecting data necessary to assure that Great Lakes waters meet water quality standards.

- **Title & link:** [Natural Resources Foundation names new director](#)

**Description:** Ruth Oppedahl will assume the position of the new executive director of the Natural Resources Foundation of Wisconsin on August 20. Oppedahl brings to the NRF a diversity of experience in natural resources, most recently as a regional natural resources educator with UW-Extension, and as executive director of the Bayfield Regional Conservancy and Madeline Island Wilderness Preserve.

- **Title & links:** ["Wisconsin Air Quality Notice history"](#)

### ["Air quality and health"](#)

**Description:** DNR now keeps an easily-accessible record of current and previously issued air quality advisories for ground-level ozone and fine particulate matter. This feature is available for all Wisconsin counties.

- **Title & link:** ["Weather Briefing"](#)

**Description:** You don't need the National Oceanic and Atmospheric Administration to tell you that it already has been a long, hot summer. If you'd like to know what's in store weather-wise with a long-range outlook, here's a good one from the National Weather Service out of Milwaukee. The Weather Service does caution that the accuracy of its long-range forecasts falls off considerably after seven days.



## Adapting to new realities in the Division of Forestry

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

On July 1, the Division of Forestry officially moved to its new organizational structure. But, the familiar workplace artifacts like new organization charts, remapped boundary lines, and re-done organization codes are actually the by-products of an intensive period of strategy work that began back in 2009. It was then that the division set out to develop its strategic direction going forward, a direction that successfully positions the Division's work and niche roles within the broader forestry community now and into the future.

Over the last two years, the division's strategy work has consisted of three distinct stages. The first was comprehensive management analysis and intention setting regarding all of the division's programs. This work involved input and feedback from internal staff and external partners.



Looking up through the canopy to the sky above the Holmboe Conifer Forest in Oneida County. DNR Photo

The second stage was translating these intentions into clear decisions and operational realities, a process that relied extensively on the division's middle managers.

The third stage focuses on leading change and the people side of Forestry's business. The division now is working through a workforce realignment process which involves the shifting some staff and redefining some positions. A part of this work was a business-oriented culture survey conducted earlier to gather input from and gauge the pulse of the division's employees. The culture work is the basis of performance accountability and leadership development efforts now in the planning stage. The division will address workforce development and succession planning in the coming year.

The impetus of the Division of Forestry's strategy work came from an assessment of the forest resource from ecological, social and economic viewpoints. The forest, as well as the threats and opportunities facing them, is constantly changing and evolving. Furthermore, demands on our forests for the array of values they produce continue to increase. It was important to take a look at the division's programs and partners and the resource itself to determine how best the department can deliver value in the future.

As well, there is the ever-present reality of shrinking resources and deeper questions about the role of government itself creating the backdrop of Forestry's leadership work by natural resources professionals. These factors have necessitated the Forestry Leadership Team (FLT), as well as colleagues throughout the agency, making difficult and overt choices about how best to use resources in a fiscally-constrained environment. These choices have been made to clearly demonstrate to those served by the Forestry Division that the department's forestry programs are responsive and responsible--a worthy and credible investment.

So, what's different about the Division of Forestry? As part of the operations phase of the work, the FLT identified several management systems that needed attention because they're fundamental to the division's work. These management systems include the usual elements of budgets, organizational codes, equipment, vehicles, facilities and team structures.

The division also revamped nearly 500 position descriptions to ensure that families of interrelated positions are integrated and complementary, and that they're written to work with the agency's new performance review system.



The beauty of the dells of the Wisconsin River in Columbia County are only enhanced by the forestland lining the shore. DNR Photo

The Forestry Division reworked all supervisory positions to call out clear leadership outcomes and expectations regarding the role of supervisors in the new organization. Work is underway on a performance management system, which includes developing measures for forestry's strategic direction; making clear links to work planning and accomplishment reporting in the division, as well as the DNR's annual performance review process. In short, the Division of Forestry is aligning and marrying all of its management systems to talk to each other in a way that's new.

The FLT made some important decisions regarding the shifting of positions, in some cases redefining positions based on workload analysis, and shifting fire equipment based on high-risk landscapes. In short, putting the right kinds of positions where the workload needs dictate. The ["Division of Forestry Strategic Direction Staff Allocation"](#) map shows where positions will be located once the Strategic Direction is fully implemented.

The FLT deliberately worked on structural issues last because their strategies and desired outcomes actually drive how the organization should be designed. It's form that follows function. Maps and organizational charts showing Forestry's new ["Strategic Direction and Operations Plan"](#) addresses organization structure.

Finally, despite all of the obvious and not-so-obvious changes, it's the department's core values that guide the Division of Forestry's work. One of those values is the integration of the agency's work across disciplines. The division's commitment to effective integration with their internal partners remains strongly intact. After all, the division takes pride in seeing the forest, not simply the trees.



## Around the state...DNR employees shine

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

### **Central office success story**

- An expression of gratitude for **Jane Huang, Steve Devoe, Sonya Rowe, Sudheer Kata, Matt Rehwald, Lisa Helmuth, Ann Schachte, Jennifer Filbert** and **Dennis Wiese**: "Hi! FYI the fish consumption advisory [query tool](#) for the public is now posted on our [fish consumption](#) webpages.

"Thank you all for your work, advice, and bits and pieces of information that it took to create the advisory database, map the advisory reaches, and get all the other database, IT, and web parts working together! I appreciate all your help in creating such a simple looking tool!

"We plan on will issuing a press release statewide next week announcing it to the public. Of course future tweaks may be needed after the public starts using the online advisory query tool and to improve how it integrates with our other systems, so please let me know if you have any ideas. Thanks again." **Candy Schrank**, *toxicologist, Bureau of Fisheries Management*

- Division of Water Management's Water Resources Management Specialist **Michael Putnam** forwarded to Mail and Distribution Section Chief **Winston Piotrkowski** and Customer Service and Licensing Assistant **John Clementi** a kudo regarding their support of the [2012 Landing Blitz](#).

"John and Winston, I am forwarding to you a message of praise I received from one of the people to whom we send educational materials. Also, I want you to know I recognize the excellent and highly professional service you provide. Thank you for all your hard work."  
*Mike*

Original compliment Michael Putnam received: "You have done a great job. We were just talking about the quick response for AIS information and the efficient and professional packaging. If only corporate American would learn from you." Brian Ewart, [Berry Lake Association](#)

### **Northeast Region success stories**

- Reprinted from the "Park Shorts" newsletter: "Customer Service at Peninsula: A *recent visitor* to Peninsula State Park sent us a comment card commending Ranger-Enforcement **Eric Wachdorf** for his approach to customer service. The writer noted that Eric took the 'time to get to know the campers,' calling him 'an excellent park ranger,' 'a great representative of Peninsula State Park' and an example of how 'law enforcement can really work in the state parks.' Nice job, Eric."

- “Hey, **Bart (Sponseller**, director of the Bureau of Air Management): I wanted to thank you all at Wisconsin DNR for sending your old TEOMS (air monitors) our way. We picked them up last week and dropped off your trailer in Ludington yesterday for delivery today. We have to do some work on our Dearborn site in the next couple of weeks--insulating a concrete bunker (long story)--and will be using your instruments in both the temporary trailer and in the revamped station.

"Maybe when EPA finalizes the 2.5 NAAQS (National Ambient Air Quality Standards) and comes up with their implementation schedule, we'll make the switch to BAMS (beta attenuation monitors), but you guys gave us a couple of more years out of our current network. Also, thank (Air Management Specialist) Dave Estano for us. He was a big help. No, he was a huge help." *Craig (Fitzner, air monitoring section chief, Michigan Department of Environmental Quality*

- The June 15 issue of Division of Forestry's "[ForesTREEporter](#)" newsletter ran a story on the factsheets that Urban Forestry Specialist **Kim Miller** and Urban Forestry Coordinator **Tracy Salisbury** created and featured recently at the U.S. Mayor's Conference in a presentation by Des Moines, Iowa Mayor Frank Cownie. "In his comments at this national gathering, Mayor Cownie spoke of how an investment in urban trees and green infrastructure is worth the taxpayers' money.

"He showed a slide of the Green Bay fact sheet and said, "Congratulations, Green Bay Mayor James Schmitt.

"And WE (Division of Forestry) say, 'Congratulations to Kim Miller and Tracy Salisbury for having their work showcased on a national stage!'

**Editor's note:** You also can find these factsheets on the U.S. Department of Agriculture's "[i-Tree Tools for Assessing and Managing Community Forests](#)" website.

- To Deputy Wardens **Sam Schroeder** and **Josh Loining** (Wautoma Team): "I was the guy you issued a citation for not letting the water out of my livewell on the 5th of June. I didn't want to give you a bunch of excuses for not remembering, but I said to my partner when we were taking my boat that everyone must be leaving the lake at the same time. We had about four boats behind us and just hurried too much to get out of peoples way. I didn't want you to think that I made a practice of it. My hunting and fishing friends are kind of getting a kick out of this because I'm always preaching the law and safety (probably because I'm old).

The reason I'm boring you with this is not I'm happy spending 243 dollars but would like to thank you for your politeness and professional way you and your partner handled this matter. The DNR are always getting a bad rap for doing their jobs. By the way, the fine worked. I'll never forget that again." Thank you again to you and your partner." *Bruce Stamm*

- **Tracy Salisbury:** "Thank you again for all your hard work in creating "First Down for Trees." This is a great partnership (DNR, Green Bay Packers, US Forest Service, WPS and local communities in Brown County), and I really enjoyed the celebration event." *Tom Tidwell, chief of the US Forest Service*

- To Warden **Ted Dremel** (Waupaca): "The recent (['Warden Blotter'](#)) mentioned that you stressed the importance of draining live wells with fishermen you were giving warnings and



citations to. Thank you very much for stressing this point with them. I am one of the AIS (aquatic invasive species) coordinators for the Waushara County AIS program, and our volunteers and clean boats crews are very appreciative of the growing support from the enforcement wardens. It can be pretty disheartening to watch a boater pull away from the landing with plants hanging all over their trailer, despite the fact that you talked with them and warned them that it was illegal and bad for lakes, and you as a volunteer can't do anything to stop them. But the enforcement wardens can. And now that we've spent several years educating boaters about the prevention steps, the reasons behind it, and the laws backing it up, we hope to see enforcement on this get serious. In return, if you encounter some gaps in our educational efforts, some issue that boaters don't seem aware of, please drop me a line to let me know. We are always working to address what boaters need and would be appreciative of any comments or recommendations you might offer. Thanks!" *Amy Thorstenson, executive director/regional AIS coordinator*

- To Warden **Judi Nigbor** (Montello): "Thank you for presenting at our 6th grade Sky Lodge Camp in Montello. We appreciate your help and your time spent at camp. Without you, camp would not have been a success! The sixth grade team, sixth grade students, and co-camp directors have recognized your thoughtfulness and efforts to make camp a great experience for all. Thanks again for your help, *Ms. Plato and Mrs. Dederling, camp directors.*"
- A *camper's comment* upon visiting Peninsula State Park: "This is one of my favorite places to go."

### ***Northern Region success stories***

- "It begins when there's snow on the ground and concludes with the heat, humidity and bugs of summer...that's the Natural Resources Board Meeting. It takes many hours of planning and extra effort by an army of people to make the NRB visit a success, and a success it was! In fact this was an "extended" NRB Meeting that stretched over three days yet the NOR TEAM worked together to provide a world class act.

"Dave Clausen, NRB Chair shared his deep appreciation at the beginning of yesterday's business meeting. He and other board members found the tour to be extremely informative, our hospitality second to none and the staff very engaging. As hosts we also provided some "special touches". For example the nutritious goodies and bug dope during the tour...Thanks Deb! As an aside we need to replenish Deb's battery supply since she's the Energizer Bunny. Also, what about the candlelight dining at Crex (complete with authentic deer sheds)? Now that's northwoods and classy. Thanks, **Heidi! (Rusch)**



Area Supervisor Pete Engman updates the Natural Resources Board on the Crex Meadows master plan. DNR Photo

"On behalf of the NRB and Secretary's Office I'd like to pass along heartfelt and well-deserved THANK YOU!! You do the agency, the northwoods and NOR proud!" *Northern*



Region Director **John Gozdzialski**

- Copper Falls State Park: “Beautiful park! Well maintained! **Friendly employees!**”

### **South Central Region success stories**

- Bob Nack, director of the State Game Farm in Poynette, received a [thank you note](#) for a field trip that wildlife technicians **Mark Frank** and **Tom Gilles** led of the facility.
- Rocky Arbor State Park: “Beautiful park; remarkable screening between sites; feels very private. *Great friendly staff at office* and they are very helpful. Nice clean facilities.”

### **Southeast Region success stories**

- “I just received a phone call from *Kenosha County resident Mary Junbers* to relate the “excellent service provided by Wildlife Biologist **Marty Johnson**” in helping them relocate a hen mallard and her ducklings from a rooftop. She was calling simply “to express her thanks for all our staff does for the state of WI. Nice job Marty.” **Tim Lizotte**, *area wildlife supervisor*
- Compliment for Pike Lake Wildlife Program: “On Saturday, June 30 the Pike Lake Unit of the Kettle Moraine State Forest attracted over 175 people to a program given by [Wildlife in Need](#). Leslie Kiehl, from the organization, presented such critters as a great horned owl, kestrel, red tail hawk, box turtle and hog nose snake. **Rob Wessberg**, Pike Lake superintendent said: ‘I would like to thank the Friends of Pike Lake for matching the Affinity Grant that enables the Pike Lake Unit to give a quality program such as this. A lot of the kids have never seen wildlife up close, a lot of curious questions were asked.’ View the [“Wildlife in Need Presentation June 30, 2012.”](#)
- Outstanding customer service at Ottawa Lake State Forest doesn’t go unnoticed: A *visitor to the Southern Unit of the Kettle Moraine State Forest* wrote in an email: “I am writing to express my gratitude to the **three women working the visitor’s center** at the entrance of the Ottawa Lake State Forest. I unfortunately did not get their names, but they were working on July 4 at 12:30 pm. I was on a long [bike] ride when the road temp climbed much higher than I was prepared for. I started to sag and was afraid I was going to pass out from the heat and exertion. The three of them let me step in, cool off, and made sure I had plenty of cold water. They were professional and kind to everyone who came through, and they represented the very best of our state DNR. Whatever they are being paid, it isn’t enough, and though gratitude alone may not buy much, the three of them have my absolute respect and sincerest appreciation.”



## **Compliance assistance calendars help industry stay on track**

By: Renee Lesjak Bashel, Bureau of Air Management

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

Faced with the task of helping a large number of small businesses keep on top of rather complex environmental requirements was a challenge DNR’s Small business Clean Air Assistance Program staff decided to tackle. Because these businesses had to meet the same requirements, including regular inspections, and conducting and maintaining records, a monthly reminder calendar can be a great tool.

The Small Business Clean Air Assistance Program publishes the “Dry Cleaner Compliance Calendar” and the “Compliance Calendar for Gasoline Dispensing Facilities.” These calendars were first created when the small business assistance program was housed at the

Department of Commerce. The dry cleaner calendar has been available for over 10 years, and the program added the gasoline dispensing calendar three years ago.

Each of these compliance calendars provides plain-English information that summarizes the key state and federal regulations that members of the industry must meet. In addition, the monthly calendar pages provide space for the shop to maintain weekly or monthly logs and records; to check off that it took certain actions; and/or to insert reminders of upcoming due dates for reporting or permit renewals.

In the late 1990s, the Florida small business environmental assistance program created the first dry cleaner compliance calendar. Within a year, multiple states' programs had borrowed the idea and made their own state-specific compliance calendar for dry cleaners. Nationwide, twenty-seven states have since adopted the practice of providing annual or biennial compliance assistance calendars. Some states have developed calendars for a wide range of industries; with Minnesota having the most, with eight different calendars.

### **Calendars provide one stop for small businesses**

The calendars bring together information on a variety of regulations and condense it in one place for the businesses. Wisconsin's calendar for gas stations covers state and federal air pollution requirements, but it also summarizes all the tank and piping requirements that the Wisconsin Department of Safety and Professional Services enforces in their Storage Tank Regulation Section. DNR's dry cleaner calendar highlights both air and waste disposal requirements, along with the information needed for submitting dry cleaner perchloroethylene usage fees due to Department of Revenue.

Small business owners find the calendars to be a great service. Small business assistance staff receives numerous calls in December, sometimes sooner, from businesses wanting to make sure the calendar is on its way, and that they're on the list to get the next edition. Businesses consistently praise the content and usefulness of these calendars as a way to help them sort through the complex requirements and understand exactly what they have to do on a daily basis.

"The (gasoline distribution compliance) calendar is one of the best documents I've seen. I am looking forward to all my [gas] stations using them," wrote the owner of multiple co-op gas stations.

You can find these calendars under the "Industry Specific" tab on the "[Air pollution regulations](#)" webpage. Scroll down on that tab and click on the industry to get to the specific documents.

For more information and examples of calendars available in other states, go to the "[Small Business Environmental Home Page](#)."

For more information about the compliance calendars and other tools for assisting businesses, you can reach the small business assistance staff through the hotline at 1-855-889-3021; email [DNRCleanAir@wisconsin.gov](mailto:DNRCleanAir@wisconsin.gov); or email DNR's Small Business Ombudsman [Eileen Pierce](#) or call her at 608-275-3296 (desk) or 608-279-5637 (cell).

Footnote: Renee Lesjak Bashel, a policy development and business specialist, is leaving DNR for a position with SCS BT Squared, an engineering consulting firm in Madison. Her last

day with the department will be July 13.



## Friends of state parks sponsoring calendar and best-of properties contests

By: Patty Loosen, Bureau of Parks and Recreation

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

The Friends of Wisconsin State Parks (FWSP) is seeking photographs for its fourth annual calendar, inviting all interested individuals to enter their favorite state park, forest or trail photos for possible publication in the 2013 calendar.



This view from a bluff at Devil's Lake State Park was a winner in the 2012 calendar photo contest. DNR Photo

**The deadline for all submissions is Friday, August 31.** The FWSP calendar will feature 13 winners upon its release in October.

The FWSP asks that entries fit into a season and represent a feature of a Wisconsin state park, forest, and trail or recreation area. Go to the ["Friends of Wisconsin State Parks"](#) website for contest and entry details.

### Join public in selecting the best, "Gold Seal" properties

FWSP also invites the public to nominate and vote for the park, forest or trail that they think best represents each of 10 categories and should win a "Gold Seal." One of the categories last year was ["Best Fall Colors,"](#) and the winner was Stower Seven Lakes State Trail. Each year the categories change.

Go to the ["Friends of Wisconsin State Parks Gold Seal Awards 2012"](#) webpage for a complete list of categories and the opportunity to submit nominations by the **deadline of Saturday, August 25.**



Also featured in this year's calendar is this photo taken at Roche-A-Cri State Park. DNR Photo

One of the ways the FWSP advertises both the [calendar photo](#) and "[Gold Seal](#)" competitions is via a poster for each at all state parks, forests and trails. It will tabulate each category and announce the winners at its award banquet, Friday evening October 12 at Heritage Hill State Park in Green Bay. Winning properties will receive a beautiful laser engraved plaque at the banquet.

**FWSP members and DNR employees aren't eligible to submit photos for the calendar contest.** All are eligible, however, to nominate/vote for the "Gold Seal" awards.

**Footnote:** *Patty Loosen is the Statewide Friends Group coordinator/liaison for DNR and the local friends groups. She also is the coordinator/executive director of the statewide board of directors for Friends of Wisconsin State Parks.*



## Integration: A Key to Success

By: Pat Stevens, Division of Air and Waste

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

**Editor's note:** The following "Administrator's Message" is reprinted from the June 2012 issue of the Division of Air and Waste newsletter "[AWARE Air, Waste, and Remediation and Redevelopment.](#)"

When DNR's structure was modified last year in order to increase effectiveness, one of the important issues identified was ensuring that we remained integrated as an agency. Of course, integration is not a new concept to DNR. When DNR was created, the Wisconsin Legislature recognized the importance of integration in protecting Wisconsin's amazing natural resources by combining the traditional conservation elements such as fish, parks, wildlife, and forest management, with newly developing areas of environmental protection.

Recognizing the importance of integration, an Ad Hoc Integration Team was created. I serve on the Team, along with **Paul DeLong** (Forestry Division administrator), **Kurt Thiede** (Land Division administrator), **Mark Aquino** (South Central Region director) and **John Gozdziwski** (Northern Region director. Also, **Allison Hellman** (Forestry) has been providing the Team with excellent service. While the Team has been focusing on a number

of issues regarding integration, and will continue to do so, one of the efforts was to create an "Integration Expectations" document.

This document describes "integration" as follows:

- It is a **shared responsibility**. All Department staff are responsible for integrating their activities with other staff in the Department, whether those activities are program-based, or issue specific.
- It is **reaching out** to colleagues in another program when you think their expertise or perspective can add value, regardless of whether they have a formal "seat at the table."
- It is **effectively communicating** to those programs that are potentially impacted by your program's actions, or that may have an interest in those actions.
- It uses a philosophy of **decisionmaking** that solicits diverse perspectives internally (field and central office, within and outside the program) and externally (partners and customers, permittees and advocates) when evaluating alternatives.

There are many examples of how DNR has successfully integrated to address both large and small issues. One excellent example, however, relates to the swift response to the bluff failure at the We Energies Oak Creek Power Plant last October, when a mixture of coal ash and soil flowed into Lake Michigan. The response to this situation required not only coordination within the Air and Waste Division (Remediation & Redevelopment and Waste & Materials Management bureaus), but also with other Divisions (Water, Land) and other outside entities (We Energies, U.S. Coast Guard, EPA). The DNR Office of Communication also played an important role in keeping the public and media informed of important developments regarding this matter.

One tool that should help integrate your activities with other DNR staff is a new web-based staff directory, which is expected to be available in July. This directory will allow you to search by county for DNR staff who are responsible for a particular issue.

As you proceed with all the important work that you do, please keep in mind the need for integration!

**Footnote:** *Pat Stevens is the administrator of the Division of Air and Waste.*



## Wildfire activity minimized in the storm damaged area of northwest Wisconsin

By: Jolene Ackerman, Bureau of Forest Protection

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

A powerful wind storm on July 1, 2011, left 130,000-plus acres of forestland severely damaged in northwest Wisconsin. As the one-year anniversary of this devastating event approached, we could count the storm recovery assistance and fire prevention as successes.

Fire prevention planning for the storm recovery area began shortly after the magnitude of the damage and potential for catastrophe was realized. Fire management staff outlined short-term and long-term fire prevention and wildland urban interface (WUI) activities in a fire management plan for the storm recovery area.



This scene of the destruction suffered during the July 1, 2011 wind storm in northern Wisconsin conveys the extent of the potential for wild fires. DNR Photo

Some preliminary fire prevention planning activities were implemented during the fall of 2011 including the creation of a storm recovery web page; direct mailings; "home ignition zone" assessments for affected property owners; considerable media coverage; along with a massive effort to minimize hazardous vegetative fuels along roads and power lines and on public and private land.

During the spring of 2012, fire prevention messages became progressively more intense as fire danger ramped up. Efforts included numerous news releases, newsletter articles, billboards, television news stories, newspaper ads, direct mailings, an eight-page newspaper insert, brochure rack flyers, posters, radio spots, and the implementation of emergency burning restrictions (EBRs) from April 6 through May 24.

With spring fire season past us, we now have an opportunity to reflect on the effectiveness of fire prevention and WUI efforts in the storm-damaged area. Cumberland WUI Specialist **Jim Gobel** analyzed fire activity to gauge the potential impact of all this preparation. What he discovered was that the spring 2012 fire season was a bit worse than average in terms of fire potential. For example, there were 123 snow-free days from January 1 to May 30, compared to a five-year average of 86; 34 days had a fire danger rating of High or Very High compared to the five-year average of 28. Burning permits were cancelled on 38 days, compared to a five-year average of 21 days.

From January 1 to May 30, there were 42 fires in the Cumberland Dispatch Group (the 10-year average number of fires is 59 fires for 75 acres). Only 32 of those fires can be attributed to a cause that can be affected by prevention/awareness activity. The others were accidental or not human related. Eighteen fires occurred within the storm damaged area, 12 attributed to causes that can be affected by prevention/awareness activities. Within the storm-damaged area, while EBRs were in effect, there were 11 fires totaling 10 acres burned, only five of which can be attributed to causes that can be affected by prevention/awareness activities.

Of the fires that burned in the Cumberland Dispatch Group and in the storm-damaged area, the vast majority didn't occur in our most hazardous fuel types (i.e. pine) or during serious fire weather conditions.

Overall, the public was extraordinarily compliant with and understood burning restrictions. The net benefit of preventing fires in the storm damaged area: priceless.



**Footnote:** *Jolene Ackerman is the wildland urban interface coordinator.*



## Von Rueden named “Rising Star” at state law enforcement conference

By: Joanne Haas, Office of Communication

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

**Brenda Von Rueden**, a program assistant in the Bureau of Law Enforcement’s Madison office received the “Rising Star” award at the 12th Annual Law Enforcement Administrative Professionals (LEAP) Conference in Green Bay on June 22.



Warden Supervisor Brian Ezman nominated Brenda Von Rueden for the “Rising Star” award.  
DNR Photo

The “Rising Star” recognizes an administrative professional who is newer in their role, shows great promise, and contributes to the department above-and-beyond job expectations.

Von Rueden has worked with the Hunter Education, Learn to Hunt and Special Operations Unit (SOU) for five years. Special Operations Unit Warden Supervisor **Brian Ezman** submitted the nomination.

Ezman's nomination highlighted Von Rueden’s work on complicated statewide captive wildlife issues; her ability to problem solve; and her organizational skills. “Brenda is even-keeled and comes to work every day with a can-do attitude,” said Ezman.

Von Rueden received the “Rising Star” award about three weeks after she was appointed to her full-time position as the hunter education administrative assistant.

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



## Worth 1,000 words...images of us at work

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



Introduced on-field were DNR's Griffith Nursery Manager **Jim Storandt**, Wilson Nursery Manager **Joe Vande Hey** and West Central Region Nursery Team Leader **Pat Murphy**, the jumbotron displayed a conservation message at the same time. Photo courtesy of Milwaukee Brewers

The Division of Forestry's nursery program handed out 7,000 white pine seedlings to fans attending the June 20 Milwaukee Brewer's home game against Toronto during the team's Green Week. The event was part of the ongoing partnership with the Brewers and their "Root, Root, Root for the Brewers, Plant a Tree" campaign.

The Brewers have contributed funds to plant trees along the Hank Aaron State Trail and in four communities. Fans received a pre-game conservation message explaining the value trees offer to the environment and to the citizens of Wisconsin.



Three young Brewers fans displayed the pine seedlings they received at the June 20 game. Photo courtesy of Milwaukee Brewers



## The Oginski wardens: A Kentucky colonel and a captain of calm

By: Joanne Haas, Office of Communication

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

## **Oginski Sr. gets surprise promotion to Kentucky Colonel**

Conservation Warden Supervisor **Dave Oginski**, Ashland, isn't sure who is behind it, but he remains honored to be remembered as an outstanding public servant of the Commonwealth of Kentucky, 18 years after the fact.



Warden Dave Oginski recently became a member of the prestigious Kentucky Colonels. DNR Photo

Oginski recently received documents from the state of Kentucky informing him on April 24 he was commissioned as a Kentucky Colonel by Commonwealth of Kentucky Governor Steven L. Beshear, and by that state's senate.

Oginski was surprised by the honor that revived good memories of the state and its citizens.

"I worked with a broad range of people from the dirt farmer making his living off growing tobacco to Grammy-winning country stars and a retired ex-governor all interested in conservation and promoting and protecting the wild things on their property," he said. "The friendships, life lessons and wonderful people will always be remembered."

The Kentucky Colonels, according to a document from Gov. Beshear's office, are the ambassadors of goodwill and fellowship worldwide. The Colonels serve without pay or compensation; however, they are recognized for their service and accomplishments on behalf of others. Oginski, a Michigan native, is in impressive company. Other Kentucky Colonels include the late President Lyndon B. Johnson, English Prime Minister Winston Churchill and Astronaut John Glenn.

Oginski joined the Kentucky Department of Fish and Wildlife Resources as a law enforcement trainee in 1992, and became a conservation officer. In 1998, he came to Wisconsin and was stationed in Bayfield. He was promoted to supervisor of the Park Falls Team in 2001 and became the Ashland Team supervisor in 2008.

### **Father's Day Rescue: Dave Jr. keeps a mom calm while her 2-year-old sleeps** (Reprinted from "Warden Wire")

Conservation Warden **Dave Oginski Jr.** thought his Father's Day was coming to a peaceful close after an enjoyable family day. His two kids were falling asleep as the clock ticked

toward 10 p.m., and his wife was about due home from her job. All was well.



As a warden and father, Dave Oginski, Jr. knew what he had to do to find a mother and her toddler lost in the woods. DNR Photo

Then, the phone rang. It was the Marinette County Sheriff's Department. A mother and her baby were in trouble and Oginski was needed. He had about enough time to say "welcome home" and "see you later" to his wife as he bolted out the door.

He jumped in his truck and headed toward Dave's Falls in the Amberg area. A mother and her two-year-old were lost and understandably afraid in the very dark woods.

"They said, 'Can you go up there and look for her, all of our units are tied up?'" Oginski said of the sheriff's department call that came about 9:52 p.m. "They were on the phone with her."

The mom and child had no food and no water, and no light. The day's last light was long gone. She got disoriented and thought the parking lot was one way, when it was the other. Soon, she didn't know where she was.

"This is a very rocky, banked area. I know it pretty well," Oginski said.

As he sped the nine miles from home, he got the mother on the phone and kept her calm.

"She didn't have a flashlight and she was kind of frantic," Oginski said. "I kept telling her, 'I'm here and I'll find you. It's just going to take some time and I'll work different sides of the river.'" He encouraged her to call out when she could and watch for his bright flashlight. Once Oginski got on foot, it didn't take him long to find her.

"She said she saw my light, and I told her I didn't want her to move at all. I would come to her and help her back to her vehicle. It worked well, and she did exactly what I asked her to do," Oginski said. "She was OK. The two-year-old actually had fallen asleep on her." She wasn't lost long enough to get dehydrated or cold.

Oginski got her back to her car. From taking the call for help to getting the mother out of

the woods, it took about 30 minutes.

While Oginski's kids were sleeping safe at home with their mom, their dad was quickly and quietly rescuing a lost, frightened mother and her sleeping two-year-old from the woods.

So who showed up on Father's Day 2012 to help the lost mother: the responsible father of two or the dedicated conservation warden? Both. It was the same guy, whether he's in uniform or his favorite sweats.

**Footnote:** *Joanne Haas is a public affairs manager and is assigned to cover the Division of Enforcement and Science "beat." These stories first ran in "LE News."*



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