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Wisconsin's first modern-era wolf hunt begins October 15

By: Jenny Pelej, Office of Communication

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Wisconsin's inaugural wolf hunt will commence on October 15, marking the transition from wolf recovery to wolf management in the state.

"This is a landmark moment in conservation history," said Secretary **Cathy Stepp**. "Hunters and trappers engaging in Wisconsin's first state-managed season can hang their hats on being part of a pivotal chapter in wolf management, a story that can be shared with generations to come."

Between opening day and February 28, 2013, up to 1,160 state licensed hunters and trappers will take to the field, aiming to harvest no more than 201 wolves from a population of over 850. With wolf numbers and depredations at an all-time high, the goal of the closely managed hunt is to reduce the wolf population to a more biologically and socially acceptable

level.

"The recovery of the wolf to being a harvestable species is a remarkable success story in wildlife conservation," Stepp said. "It's amazing to think that some of our hunters and trappers were children when the wolf was nearly eliminated from the landscape, and now will be part of hunting a solid population."

The species was listed for federal protection under the Endangered Species Act in 1975. With wolf populations eight times higher than delisting goals and far exceeding the goal for hunting in accordance with DNR's wolf management plan, wolves were delisted in Wisconsin this past January and management authority was returned to the state.

"This wouldn't have happened without the dedication of hunters, trappers, volunteers, agencies and research institutions that assisted with gray wolf recovery," said Stepp. "We are successfully out of species recovery mode and into species management mode. We look forward to working with these same partners as we continue to write the story of the wolf in Wisconsin."

Season specifics

- The wolf season runs October 15, 2012 to February 28, 2013. If harvest levels reach the quota for a zone, however, the department will enact an emergency closure in that zone. If a zone is closed, it wouldn't take effect until at least 24 hours after the department announces the closure.
- Up to 201 wolves can be harvested this season, 85 of which are reserved for Native American tribes within the ceded territory of northern Wisconsin.
- About 20,270 people applied for licenses, with 1,160 awarded through a random computerized drawing, 1,145 to Wisconsin applicants and 15 to out-of-state applicants. Those not drawn this year have earned a preference point for future drawings.
- Wolf harvest licenses can be purchased at any license sales location or online at dnr.wi.gov now or during the season. The cost is \$100 for residents and \$500 for nonresidents.
- Successful applicants can transfer their wolf harvest license to a youth or an adult who meets the eligibility requirements. Transfer applications must be received at DNR by October 14.
- A wolf license authorizes both hunting and trapping. The license holder must meet the appropriate education requirements for trapping, Hunter Education, or must be participating in the Hunting Mentorship program.
- A recent judicial ruling has temporarily prevented or enjoined the use of dogs for hunting wolves, and also the use of dogs to train to hunt wolves. As a result of this ruling, please be advised that the use of dogs for tracking and trailing of wolves is not authorized when hunting wolves under a wolf harvesting license. Also, the use of dogs for training to track or trail free ranging wolves is not authorized at this time.
- Anyone seeking additional information about the hunt, or if they would like to receive e-mail updates about harvest and zone information, should call the DNR Call Center at 1-888-936-7463. The Call Center is open from 7 a.m. to 10 p.m., seven days a week.

For more information on the wolf hunt, regulations and maps, visit [DNR's website](#) and search "wolf."

Footnote: *Jenny Peleg is a public affairs manager working with the bureaus of Wildlife Management and Endangered Resources.*



Public listening sessions scheduled on fishing, hunting and trapping in parks

By: Jerry Leiterman, Bureau of Parks and Recreation

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As of the first day of 2013, state parks will be open to hunting, fishing and trapping under Act 168, the [Hunting Heritage Bill](#). Over the past several months, the Division of Land's State Park Ad Hoc Committee on Act 168 has been working on implementation plans for the State Parks Program. The committee reviewed the law and also met with key stakeholders to determine the most effective way to administer its requirements.

The effective date for the state park portion of the bill is January 1, 2013. As part of the legislation, state parks will be open to hunting, fishing and trapping, unless it's necessary to prohibit these uses to protect public safety or a unique natural resource.

District park supervisors and a district ad hoc team representative met with property managers to determine opportunities for hunting, fishing and trapping in their respective parks. Property managers have received the following talking points to use when responding to public inquiries regarding Act 168:

- Act 168, also known as the Hunting Heritage Act, will allow hunting, fishing and trapping in state parks, unless it's necessary to prohibit these uses to protect public safety or a unique natural resource.
- A department ad hoc committee is working on a plan to administer this law, taking into account park visitation and natural resources protection, while providing hunting, fishing and trapping opportunities. The committee will study each state park individually to determine the availability of hunting, fishing and trapping opportunities.
- The law allows the department to prohibit hunting and trapping up to 100 yards from designated use areas such as campgrounds, picnic areas and trails.

Additionally, the Natural Resources Board (NRB) can prohibit hunting, fishing and trapping in a state park or a portion of a state park if it's necessary to protect public safety or a unique animal or plant community. In order to prohibit these activities, four members of the NRB must concur in that determination.

- The NRB will conduct listening sessions regarding hunting, trapping and fishing in state parks starting later in October in three or four locations around the state. The purpose of the listening sessions is to gather comments on the department's draft plan on administering the law. State park maps identifying areas available to hunting, fishing and trapping will be available for review. **The sessions are not meant to debate the law.**
- In December, the department will present a final plan to the NRB on how it will administer Act 168.
- The portion of Act 168 allowing hunting, fishing, and trapping in state parks will take effect January 1, 2013.

Committee lays out timetable for its work on implementation plan:

- **September 18:** The ad hoc committee met to review criteria for identifying areas available to hunting and trapping and request for closures.
- **October 1:** Property maps determining areas open to hunting and trapping were submitted to district park supervisors from property managers.
- **October 5:** Draft property maps for each district will be submitted to the Bureau of Parks and Recreation.
- **October 5-19:** Create and review maps.
- **October 22:** NRB members begin public listening sessions.
- **December:** Department will present Act 168 hunting, fishing and trapping implementation plan to NRB.

Written comments on Act 168 should be directed to the Bureau of Parks and Recreation. Bureau Director **Dan Schuller** is the department's spokesperson and can be reached at 608-266-2185.

Footnote: *Jerry Leiterman is acting property operations section chief in the Bureau of Parks and Recreation.*



Assure your online safety during Cyber Security Awareness Month

By: Wisconsin Emergency Management news release

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October is Cyber Security Awareness Month in Wisconsin and throughout this month, Emergency Management's "[ReadyWisconsin](#)" website will feature easy to follow tips that can stop cybercriminals before they strike your computer or mobile devices.

In 2010, people throughout Wisconsin lost \$4.9 million through cyber ripoffs and scams. The average per victim loss was over \$1,000. In one case, a victim lost more than \$160,000.

"ReadyWisconsin" wants to help you protect your digital life. In addition to finding tips on [our website](#), you'll find videos from Wisconsin Attorney General J.B. Van Hollen and other cyber security experts.

We'll also send the tips and links to the videos via [Twitter](#) and [Facebook](#).

The top five tips:

- **Password plus:** Don't use the same password for your email, social media and bank accounts. Once cybercriminals obtain that one password, they can raid all your accounts.
- **Long and strong:** Combine capital and lowercase letters with numbers and symbols to create more secure passwords.
- **Write it down and keep it safe:** Everyone can forget a password. Keep a list that's stored in a safe, secure place away from your computer.
- **When in doubt, throw it out:** Links in email, tweets, posts and online advertising often are used by cybercriminals to compromise your computer. If it looks suspicious, even if you know the source, it's best to delete or if appropriate, mark as junk email.

- **Get savvy about Wi-Fi hotspots:** Limit the type of business you conduct and adjust the security settings on your device to limit access.

"ReadyWisconsin" has created a web page called "Scams and Scoundrels." This page will have the latest scams that cybercriminals are using to victimize people across the country, including here in Wisconsin.

The top five scams:

- **Identity theft:** Identity theft occurs when someone steals another's personal information without their knowledge to commit theft or fraud. Identity theft is a vehicle for perpetrating other types of fraud schemes. Typically, the victim is led to believe they are divulging sensitive personal information to a legitimate business, sometimes as a response to an email solicitation to update billing or membership information, or as an application to a fraudulent Internet job posting.
- **Credit card fraud:** The Internet Crime Complaint Center has received multiple reports alleging foreign cybercriminals are using fraudulent credit cards. The unauthorized use of a credit/debit card or card number to fraudulently obtain money or property is considered credit card fraud. Credit/debit card numbers can be stolen from unsecured websites, or can be obtained in an identity theft scheme.
- **Phishing and spoofing:** Phishing and spoofing are somewhat synonymous in that they refer to forged or faked electronic documents. Spoofing generally refers to email which is forged to appear as though it was sent by someone other than the actual source. Phishing, often utilized in conjunction with a spoofed email, is the act of sending an email falsely claiming to be an established legitimate business in an attempt to dupe the unsuspecting recipient into divulging personal, sensitive information such as passwords, credit card numbers, and bank account information after directing the user to visit a specified website. The website, however, is not genuine and was setup only as an attempt to steal the user's information.
- **Auction fraud:** Scam from sales on Internet auction sites or the non-delivery of products purchased through an Internet auction site. The seller may say he/she lives in the U.S., but tells the victim to send money outside the country for business reasons or a family emergency. The seller also may ask you to wire funds directly to him/her with a bank to bank transfer. That way the money is virtually unrecoverable.
- **Debt elimination:** These schemes generally involve websites advertising a legal way to dispose of mortgage loans and credit card debts. Most often, the participant is told to send \$1,500 to \$2,000 to the subject, along with all the particulars of the participant's loan information and a special power of attorney authorizing the subject to enter into transactions regarding the title of the participant's home on their behalf. The potential risk of identity theft related crimes associated with the debt elimination scheme is extremely high because the participants provide all of their personal information to the subject.

For more information on Cyber Security Awareness Month at the national level, visit the FBI news blog and read ["National Cyber Security Awareness Month 2012: Are You the Weakest Link?"](#)



Molly Groth takes Southern District Wildlife Management LTE award

By: Nomination paper

Molly Groth (formerly Lundberg) possesses the unique skill set that makes her as comfortable behind a computer as she is talking with deer hunters or running a chainsaw. For these reasons and many more, the Wildlife Management Southern District has awarded Groth the 2012 LTE Special Service Award.

Molly has been with the Wildlife Management program in Waukesha for two years, holding two LTE positions, one for deer/CWD management and one for public lands management.



Molly Groth was a member of the team that watched over a large prescribed burn at Vernon State Wildlife Area to control cattails and improve wildlife habitat. DNR Photo

Molly brings a positive attitude to her job that is infectious. Her co-workers and customers enjoy working with her because of her can-do attitude and her ability to have fun with her job, even when the job isn't fun. Molly is a proponent of process improvement and has the courage to "tell it like it is" with the intent of making things better. With Molly, when she is given a task, you don't have to wonder if it is getting done, because you know it will.

Since she began, Molly has embraced the CWD (chronic wasting disease) program and taken a leadership role in training the revolving door of LTEs that have been her partners. Because of her knowledge and dependability, the Southeast Region CWD program has run smoothly with low station error rates for the past two years despite limited resources and high staff turnover. Molly has managed sampling stations, recruited and scheduled volunteers, and conducted outreach programs to educate the public, hunters, and landowners about CWD.

In addition to her two technician positions, Molly assumed many of her work unit's biologist tasks after the position became vacant this summer. Her high performance was best illustrated during a team meeting to prepare for her impending maternity leave when she reviewed a spreadsheet of the 45 items that she was responsible for, including dog training permits; agricultural damage/nuisance permits; wildlife survey and banding coordination; flowage water level tracking; dike and culvert permits; invasive species projects; turkey clinic talks; and all aspects of CWD station management and volunteer coordination. And the list goes on. This was in addition to being a regular "field LTE" doing all aspects of public lands infrastructure and habitat work.

Especially noteworthy, Molly was given the responsibility to be the project lead on a 23-acre wetland restoration project consisting of tile breaks, scrapes and a dike. Working as a team with Rachel Anderson, she was able to complete the design work, receive the permits, coordinate and oversee construction, and complete all the required reporting on time and to

standard. This project will be a significant habitat addition to the Kettle Moraine Southern Forest-Southern Unit.



State offers two plans for dental insurance coverage

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Editor's note: *Employees looking for dental insurance can choose between Dental Wisconsin and Anthem DentalBlue, or they can choose both plans when enrolling October 8 through November 2.*

Dental Wisconsin offers state employees two coverage options

Dental Wisconsin is a dental plan offered by EPIC. (This plan isn't connected with the EPIC Benefits+ plan.) Employees can choose from two options Dental Wisconsin provides. Employees may enroll in both Dental Wisconsin and Benefits+, just as they may enroll in other multiple optional dental plans.

Under Dental Wisconsin, the two options are named PPO and Select. PPO stands for Preferred Provider Plan and provides a higher benefit if you receive services from an in-network dentist and lower benefits if you receive service from an out-of-network dentist. The PPO has a higher monthly premium than the Select Plan, but includes coverage for cleanings and exams.

The Select plan allows you to see any dentist, has a lower monthly premium than the PPO plan, but doesn't include coverage for cleanings or exams.

This new optional dental plan will be available to employees during this fall's open enrollment, October 8 through November 2. The Dental Wisconsin Handout will provide a high-level description of the PPO and Select plan options.

See the ["A Comprehensive Dental Plan from EPIC"](#) for details. Additional information can be found on the ["EPIC Life Insurance"](#) website.

Once enrolled in Dental Wisconsin, you must stay enrolled for the entire calendar year.

Apply by completing the ["Dental Wisconsin Enrollment Form"](#) and returning it to your [regional payroll and benefits specialist Amy Pamperin](#), HR/8 DNR, PO Box 7921, Madison, WI 53707 by 4:30 p.m. on November 2.

If you're currently enrolled and don't want the coverage in 2013, you must **submit a cancellation form by December 1** to your regional payroll and benefits specialist or Amy Pamperin, HR/8.

Hard copies of this information also are available from your payroll and benefits specialist or via [Amy Pamperin](#), HR/8, 608-266-0850.

2013 Anthem DentalBlue information now online

This fall, "Anthem DentalBlue" insurance enrollment information is being distributed to employees electronically. Simply click on ["Anthem's DentalBlue 2013 Plan"](#) to view the dental information. You also can find the link to this page on the [Department of Employee Trust Funds'](#) website. Be sure to bookmark these pages if you want them for future reference.

During the open enrollment period employees may elect to:

- enroll in single, two-person or family dental coverage;
- change from single, two-person or family coverage to another level of coverage;
- change from one of the three offered Anthem plans to another Anthem plan; or
- enroll domestic partners or eligible adult children to age 26.

Changes will become effective on January 1, 2013. No action is necessary if you don't wish to change plans or levels of coverage. Your coverage automatically will roll over into 2013.

Once enrolled, you must stay enrolled in the dental plan for the entire calendar year. If you're currently enrolled in "Anthem DentalBlue" and don't want the coverage in 2013, you must submit a cancellation form to your [regional payroll and benefit specialist/coordinator](#) or specialist Amy Pamperin, HR/8 by December 1.

The plan summary contains important and useful information about the three offered Anthem plans and is found at the above website.

Monthly 2013 rates haven't changed from 2012 rates. There are changes to the annual benefit maximums, however. Check out the changes on the ["2013 DentalBlue Payroll Deduction Plans"](#) webpage.

Under the "Preferred PPO" and the "Supplemental Plan" there's a 90-day waiting period for new enrollees before basic services (e.g. fillings) or major services (e.g. crowns, bridges, dentures) are covered. There's no waiting period for ["Dentacare HMO"](#) and no coverage for diagnostic and preventive services under the "Supplemental Plan."

If you wish to enroll or make changes:

- To enroll, complete the "Anthem DentalBlue" ["Group DentalBlue Application."](#)
- To cancel complete the "Anthem DentalBlue" ["Group DentalBlue Application,"](#) checking the cancellation box.
- Return the completed application to your [regional payroll and benefits representative](#) or to Amy Pamperin HR/8 DNR, PO Box 7921, Madison, WI 53707 no later than 4:30 p.m. on November 2.
- To receive paper copies of "Anthem DentalBlue" information or applications, contact your regional payroll and benefits representative. In the central office, email [Amy Pamperin](#) or call her at 608-266-0850.



Submit “It’s Your Choice” health insurance changes online

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Enrollment period runs from October 8 to November 2

Again this fall, employees are encouraged to electronically submit “It’s Your Choice” enrollment changes via the “myETF Benefits Online Health Insurance Enrollment System” on the [“Online Network for Members”](#) webpage. DNR’s Bureau of Human Resources also will accept paper applications.

“It’s Your Choice” provides an opportunity for eligible active employees, annuitants and former employees who have continued their coverage to:

- enroll in the health plan of their choice for coverage to begin January 1;
- change health plans;
- enroll or drop coverage for adult children or domestic partners and their children from family coverage;
- change from single or family coverage.

Changes made during this enrollment period will be effective on January 1.

All permanent employees and Wisconsin Retirement System (WRS) LTEs will receive links to “It’s Your Choice” booklets at the [“State Employees, Annuitants, Continuants and Graduate Students”](#) webpage.

Even if you’re satisfied with your current health plan, you should carefully review the “It’s Your Choice 2013” booklet to learn whether there are major changes in your coverage and/or premium costs. Even employees wanting to continue in their current health plan should do the following:

- verify that their current plan is available in their area for 2013;
- verify that selected physicians, clinics, and/or hospitals still are available under their plans for 2013.

Review changes in benefits by reading the [“Important Changes Effective January 2, 2013,”](#) as well as the individual plan description found in the booklet.

Some important plan and program changes include:

- Specialty medications and certain self-administered injectables will have a new tier 4 co-pay of \$50, with a separate out-of-pocket maximum, unless purchased through Diplomat Specialty Pharmacy, where the co-pay could be \$15 with a separate out-of-pocket maximum.
- Prior authorizations will be required for low back surgery and for high-tech radiology (examples include: MRI, Pet and CT scans, etc.)
- Updated preventive services list with no co-insurance applied under the [“Preventive Services Provided under the Affordable Care Act.”](#)
- The health plan “WPS Metro Choice Northwest” is newly offered in 11 northwest Wisconsin

counties.

- Many health plans have made significant provider changes and adjusted their dental coverages.
- Anthem Blue NW and WPS Metro Choice SE will be tier 3 premium contribution rates, as is the Standard Plan.

Remember that health insurance coverage will end at the end of the month in which an employee terminates state employment.

Review premium rates for 2013

The 2013 monthly premiums for permanent employees and LTEs with two concurrent positions will be as listed below:

- **Tier 1:** Single Rate is \$85 and the Family Rate is \$211 per month
- **Tier 2:** Single Rate is \$124 and the Family Rate is \$312 per month
- **Tier 3:** Single Rate is \$230 and the Family Rate is \$575 per month

If you wish to make health insurance changes during the “It’s Your Choice” enrollment period:

- Use the dedicated and secure my ETF [“Online Network for Members”](#) website.
- If you prefer, you may submit a [paper application](#) to your [regional payroll and benefits specialist](#) or **Amy Pamperin**, Madison HR Office by 4:30 p.m. on Friday, November 2, 2012.

No action is necessary if you don’t want to change plans or change coverage. If you’d prefer to have a paper copy of the 2013 “Decision Guide” and “Reference Guide” booklets, email [Amy Pamperin](#) or call her at 608-266-0850. Regional staff should contact their [regional payroll and benefits specialists](#). HR also will send library copies of the booklets to many DNR offices for employee reference.



Check out changes to 2013 Employee Reimbursement Account

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Annual enrollment period October 8 through November 2

The Plan Year 2013 Employee Reimbursement Account (ERA) information is available online at the [“Employee Reimbursement Account Program”](#) website. **You must re-enroll each year that you wish to participate in the ERA program.**

Maximum contribution to ERA limited beginning in 2013

Under the Patient Protection and Affordable Care Act (PPACA), also known as health care reform, contributions to a medical flexible spending account will be limited to \$2,500 annually effective in 2013. Any funds that you carry over from 2012 won’t be included in the \$2,500 annual contribution limit. Any 2012 amount that is carried over into the 2013 grace period has the usual March 15 deadline to incur expenses and April 15 deadline to

claim reimbursement. Submit claims based on your 2012 funds prior to submitting any claims based on your 2013 funds.

WageWorks has replaced Fringe Benefit Management Company for claims processing. As before, LTEs aren't eligible to enroll in the ERA program.

The "WageWorks Health Care Card" reimbursement option will continue in 2013. Employees may use this card to pay for eligible medical expenses. The cards are good for two years and have an expiration date on them. Remember, most over-the-counter drugs no longer are eligible for coverage.

During the ERA open enrollment period October 8 through November 2, you may elect to:

- enroll to have between \$100 and \$2,500 deducted on a pre-tax basis for eligible medical expenses; or
- enroll to have a maximum of \$5,000 per family deducted on a pre-tax basis for eligible dependent care expenses.

You can enroll online at the ["WageWorks"](#) webpage.

After you've completed the enrollment process, print your confirmation for future reference.

Helpful tips, guides, video tutorials and FAQs also are available online at ["WageWorks."](#) WageWorks customer service representatives are standing by to help you Monday through Friday, 7 a.m. to 7 p.m. central time at 1-855-428-0446.



Enroll in Vision Service Plan between October 8 and November 2

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This fall, VSP (Vision Service Plan) insurance continues to provide coverage to state employees. If you're currently enrolled in VSP, you'll automatically have coverage for 2013. VSP is sending materials about ["Vision Care"](#) to employees' home addresses.

During the open enrollment you may elect to:

- enroll in VSP vision insurance for 2013;
- change coverage level; or
- cancel coverage for 2013.

Your coverage and changes will become effective on January 1, 2013.

Once enrolled, you must remain enrolled the entire calendar year. You won't receive ID cards, but simply tell your VSP provider that you have coverage. Call VSP directly at 1-800-400-4569 with questions.

You may enroll either online VSP's ["Welcome Wisconsin State Employees"](#) website or by calling 1-

800-400-4569.

Don't send your application to your payroll representative.

To stop coverage for 2013, you must submit an application to cancel, no later than December 1, to your [regional payroll and benefits specialist](#) or to Amy Pamperin in the Bureau of Human Resources, HR/8, 101 S. Webster St., Madison WI 53707.



New Northern Region headquarters opens and shoots for LEED certification

By: Kevin Harter, Northern Region

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Sue Nelson and Deb Benson provided customer service is front and center in the new facility. The building is open from 8:30 a.m. to 4 p.m., Monday-Friday to help the region's residents and visitors. DNR Photo

Green and gold were the colors of the day as the new DNR Northern Region headquarters officially opened September 19. Before cutting the green ribbon, Secretary **Cathy Stepp** noted that the 18,300 square foot facility is environmentally friendly and after a final inspection, will be gold certified.

The new headquarters at 810 W. Maple St., Spooner, which was built on the same grounds, replaces the agency's previous building which opened in the fall of 1964.

"This new energy efficient, customer friendly building, is already improving efficiency and effectiveness," said Stepp. "A host of features, including using natural light to maximize interior lights, will help cut utility costs by 56 percent compared to the previous facility."

It's also good for local residents, the region, customers, visitors, and the economy including tourism, she noted.



John Gozdziński, DNR Northern Region director, addresses invited guests, media and area residents during the grand opening of the new Northern Region headquarters. DNR Photo

During his opening comments **John Gozdziński**, Northern Region director said the building was constructed to meet or exceed the requirements for Gold Level certification, which is pending, of the [Leadership in Energy and Environmental Design \(LEED\)](#) Green Building Rating system. LEED is an international standard created to define green buildings by establishing a common measurement and promote integrated whole building design.

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



Northern Region Administrative Assistant Deb Benson led Secretary Cathy Stepp and (right to left) DNR Legislative Liaison Mike Bruhn and DNR Executive Assistant Scott Gunderson on a tour of the new 18,300 square-foot facility. DNR Photo

"This new customer and environmentally-friendly building is an investment in northern Wisconsin," Gozdziński said, pointing across the street to the fish hatchery and noting the DNR dates back nearly 100 years in Spooner. "It reflects DNR's commitment to long-term service to our citizens and natural resources."

There has been a DNR presence in Spooner since 1913 when the fish hatchery was built. Through the years, the department has added programs and staff to meet the needs of area citizens and visitors, and effectively manage northern Wisconsin's natural resources.

Gozdziński also commended and thanked the governor, legislature and state Building

Commission for their ongoing support.

The \$4.9 million cost to build the new facility came from general fund, the segregated Conservation Fund and Segregated Environmental Fund.



Visitors will walk through this new main entrance of the facility, built on the same grounds as the previous headquarters building. DNR Photo

The old facility was neither energy efficient nor energy code compliant, and couldn't accommodate the staffing and technology needed for effective and efficient DNR northern operations.

Most of the offices for the 73 staff will be open-air cubicles with some closed rooms for administrative staff. Three conference rooms, the largest seating 70, will be open to the public during and after business hours.

Footnote: *Kevin Harter is the regional public affairs manager for the Northern Region, and he took these photos.*



Check out trout and salmon egg collection during upcoming open houses

By: September 25 "DNR Weekly News"

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Lake Michigan trout and salmon are soon to start their spawning runs, offering "fintastict" opportunities to see first-hand how state fish crews give nature a hand in helping produce the next generation of fighters to test anglers on the big pond.

The eggs are collected at three facilities open to the public whenever DNR staff is processing fish, and two of the facilities along Lake Michigan have open houses in October for people to see egg-collecting demonstrations, to learn or tune up their casting and knot-tying skills, and to enjoy other free fun.

Brief listings of those two events are below, with more details on each available on an [open house](#) page of the DNR website.

- On October 6, the [C.D. "Buzz" Besadny Anadromous Fisheries Facility](#) located along the Kewaunee River in Kewaunee County offers food, fish and fun at their annual open house, from 9 a.m. until 3 p.m.

- On October 13, the [Root River Steelhead Facility](#) located along the Root River in Racine, also holds its [open house event](#) from 9 a.m. to 3 p.m., and will include guided tours of the facility, hands-on demonstrations of fish spawning procedures by fisheries staff, fishing rod casting lessons, knot tying, and fly-tying. Before you go, watch the ["Root River Steelhead Facility"](#) on YouTube.

The third egg collection facility, [Strawberry Chinook facility](#) outside Sturgeon Bay, doesn't have an open house per se, but all three facilities are open to the public during times when DNR crews are processing fish.

Egg-collecting was expected to begin at Strawberry Creek on October 1, with DNR turning on pumps to supplement water flow there to help the fish reach the weir where crews collect their eggs.

The vast majority of fish populations in Wisconsin are naturally self-sustaining, but Lake Michigan chinook and coho salmon and steelhead trout are not self-sustaining in Wisconsin although Michigan streams are producing larger numbers of wild fish.

For more information, contact: Besadny Facility: **Mike Baumgartner** 920-388-1025; Strawberry Creek, **Nick Legler** 920-746-5112; Root River, **John Komassa** 262-594-6218.



Get whooped up over October issue of Wisconsin Natural Resources magazine

By: Natasha Kassulke, Office of Communication

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The cover story, "Helping whoopers find their way," follows the history of the Operation Migration program to help whooping cranes, the most endangered of the world's 15 species of cranes, make a population comeback and to migrate in Wisconsin skies.

A grandma from Sauk City tells the exciting tale of tagging the buck of a lifetime in "Grandma's hunting tale." Another hunting story, "A historic hunt protects public water rights," tells the story behind the precedent-setting Diana Shooting Club v. Husting case.



The cover of new, October 2012 **Wisconsin Natural Resources** magazine. DNR Photo

"After nature's fury" recaps what state parks crews are up against when storms, such as the one in the summer of 2011 in Door County, hit the parks hard. "Life at its longest is short" profiles a respected longtime Wisconsin conservation warden and reveals his lessons for success on the job.

"Branching out" follows an oak tree from its felling to finding new life as helpful products in the home. The sentimental value of trees and the local business benefits are key to this story. "Travel Green Wisconsin" explains why tourism in Wisconsin takes natural resources into serious consideration because it is the right thing to do and often helps the business bottom line.

"We asked – readers answered" is a compilation of letters from readers who wanted to share their ideas for fostering a healthy conversation between hunters and non-hunters.

"Creature Comforts" looks into the eyes of jumping spiders. "Traveler" provides some great fall entertainment options.

Remember to consider the magazine as a thoughtful, inexpensive gift that can share what you value about the outdoors with family, friends, customers and professional colleagues. Six colorful issues are delivered to reader's doors all year for less than \$1.50 a copy. Year-round the magazine shares ways and places to enjoy the Wisconsin outdoors for only \$8.97. Subscribe toll-free at 1-800-678-9472, online at [Wisconsin Natural Resources](#) magazine or by mail. Subscription blanks and single issues also are available from our circulation office at P.O. Box 7921, Madison, WI 53707.

For more information email Editor [Natasha Kassulke](#) or call her at 608-261-8446.



Wardens used training to bring a lost hunter to safety

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Madison.com recently picked up and posted a story DNR Public Affairs Manager Joanne Haas wrote for the "Warden Wire," the Bureau of Law Enforcement's newsletter located on the department's website. ["Lost for days: Wardens' training helps find yet another hunter"](#) recounts how Conservation Wardens **Ken Thomson**, Falls Creek, and **Adam Hanna**, Neillsville, put their DNR-sponsored wilderness first aid and search-and-rescue training to use to find a lost Clark County hunter.

Contractor [First Responder](#) has trained a number of DNR employees, such as Thomson and Hanna, who by virtue of their outdoor duties may be called upon to provide voluntary first aid or search and rescue skills. EMT paramedics with a lot of practical field experience, owners Jake and Shannon Griebe also offer training through their [School of Wilderness Medicine and Survival](#).

About 170 department employees have taken the Griebe's Wilderness First Aid Class, which is open to any staff assigned field duties. The class costs \$175/student and is scheduled either by the department's Safety and Risk Management Section in the Bureau of Human Resources or when requested by a specific program with field responsibilities.

First Responder also has provided CPR/First Aid/AED training to hundreds of DNR employees. A class, which costs \$55/student, is scheduled for Tuesday, October 9 at South Central Region headquarters in Fitchburg. There still are openings for this class. If you're interested in attending, contact your [region's safety and risk management coordinator](#) or department Safety Manager [Marsha Present](#), 715-582-5015 to enroll.



Governor encourages participation in national safety awareness campaign

By: Office of the Governor news release

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"If You See Something, Say Something"™ campaign

Gov. Scott Walker joined Attorney General J.B. Van Hollen, Major General Donald Dunbar, and Assistant Secretary for Department of Homeland Security Betsy Markey along with federal, state and local law enforcement officials to launch the national "If You See Something, Say Something"™ campaign in Wisconsin. The U.S. Department of Homeland Security is coordinating this public awareness effort to encourage citizens to report suspicious activity.

"Our first line of defense against crime and terrorism is our citizens," said Gov. Walker. "When you see something suspicious, call local law enforcement and report it. Citizen tips have helped law enforcement do their job in stopping criminals, terrorism-related crime, and keeping our friends and family members safe."

The "If You See Something, Say Something"™ campaign will be featured on billboards on major highways across the state. In addition, a new website ["WiWATCH"](#) provides the public information about the program.

The nationwide "If You See Something, Say Something [™]" public awareness campaign is a simple and effective program to raise public awareness of indicators of terrorism and terrorism-related crime, and to emphasize the importance of reporting suspicious activity to law enforcement.

"Homeland security begins with hometown security, and every citizen plays a critical role in identifying and reporting suspicious activities and threats," said Secretary of Homeland Security Janet Napolitano. "Expanding the 'If You See Something, Say Something[™]' campaign to Wisconsin is an important part of the department's efforts to help protect our nation and engage the American public in keeping our country safe and resilient."

Wisconsin's campaign is being coordinated by the state's two [fusion centers](#) the Southeastern Wisconsin Threat Analysis Center (STAC) in Milwaukee and the Wisconsin Statewide Information Center (WSIC) in Madison. Both fusion centers serve local, county and state public safety customers by sharing intelligence; offering training on the behaviors and indicators of terrorism; protecting Wisconsin critical infrastructure through risk assessments; and analyzing national threat information as it relates to Wisconsin.

Attorney General Van Hollen, who oversees WSIC operations at the Department of Justice, said "An alert public is an essential part of the fight against crime and terrorism. This program will remind people to be aware and to contact law enforcement if they see something suspicious."

Information about the program "If You See Something, Say Something [™]" in Wisconsin is located at the ["WIWATCH"](#) website. If you witness something suspicious, call 9-1-1 or dial toll-free, 1-877-WI-WATCH (1-877-949-2824).



Around the state...DNR employees shine

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Central office success story

Chief Conservation Warden **Randy Stark** sent this compliment to Public Affairs Manager **Joanne Haas** after learning that the Idaho Department of Fish and Game is following Wisconsin DNR's lead doing online chats about its programs: "Joanne – Jon is a friend of mine (he's the chief from Idaho). He's running with your live chat idea. Again, excellent job. You should be proud of what you've accomplished in leading us into the future of communicating with the public we serve!!"

Office of Communication Director **Laurel Steffes** sent out this kudo regarding the online chats: "**Ryan (Marty**, office operations associate) you are the impetus behind these chats – you found the software and developed the idea. They are amazingly successful, so I wanted to make sure your role is also noted. The social chats are another way for us to connect with the public with DNR experts. Anyone taking part in the chats just can't help coming away with a respect and connection with DNR on a very positive and personal level."

Northeast Region success stories

- **Liz Heinen** (Drinking Water and Groundwater), **Jay Schiefelbein** and **Danielle Block**

(Runoff Management); **Larry Lynch**, Andrew Craig and **Jeff Kreider** (all three in Bureau of Drinking Water and Groundwater): "I want to thank you for a well-run public hearing last Tuesday. I thought everyone at WDNR did an excellent job answering all the questions and addressing everyone's concerns. *Brian Gerrits*

- Law Enforcement Program Assistant **Kimberly Cooley** and Conservation Warden **David Allen** (Kewaunee): "We had another successful Hunter Education class and will finish up with a field day on Saturday. I have Action Set #7 ready to return and can drop it off as soon as Wednesday or Thursday afternoon. Let me know what works best for you. Thanks for your help along with providing the action set for our class. Also, 'a big thanks' to Conservation Warden David Allen for taking time to stop in and talk with our class. The students (and teachers) really appreciate his insight and discussion points." *Randy Malcore, Hunter Education at Spring Lake Church*

- **Greg Moeller**, Drinking Water and Groundwater: Nice job today in the enforcement conference today. I've come to expect exceptional work from you and today was no exception. You did a great job of explaining the issues and potential causes surrounding the contaminated well and options for the future. You were very well prepared and the handouts were a big help." *Karl Roovers, environmental enforcement specialist*

Southeast Region success stories

- "Congratulations to Hank Aaron State Trail Manager **Melissa Cook** for being featured on the Saturday, September 8, 2012 CBS58 news feature Look Who's Making Milwaukee Great. This is a great news piece featuring the Hank Aaron State Trail and the Friends Group:

WDJT Channel 58 story broadcast September 20 ["Hank Aaron Trail."](#)

- The regional Lands Program recently announced Friends of Wisconsin State Parks Awards, which included a number of DNR employees:

Following are the 2012 HERO Award winners:

Outstanding Individual Friends Member: Louise Borzynski, Friends of Lapham Peak President

Outstanding Friends Group: Friends of High Cliff State Park

Outstanding DNR Land Manager: **Jerry Leiterman**, Superintendent, Kettle Moraine State Forest, Northern Unit

The following 2012 Gold Seal Award winners are the result of votes from park visitors around the state over the summer season:

Best Naturalist Program: **Peninsula State Park**

Best ADA Accessible Park: **Mirror Lake State Park**

Best Non-Traditional Trail: **Newport Wilderness State Park**

Best Park for Geocaching: **Gov. Thompson State Park**

Best Halloween Hike: **Heritage Hill State Historical Park**

Best Cross Country Ski Trail: **Lapham Peak State Forest**

Best Playground for kids: **Governor Dodge State Park**

Best Picnic area: **Devils Lake State Park**

Best Pond for aquatic viewing: **Cadiz Springs State Recreation Area**

Best Electric Campsite: **Wyalusing State Park**

Congratulations to all of the winners! Their awards will be presented at the Friends of Wisconsin State Parks Annual Awards Banquet on October 12, 2012

- “A big thank you to all **Southeast Region Employees** that participated in the Frances Starns Discovery Learning Center fundraiser: On behalf of the Adopt-A-School Committee, we would like to thank everyone who donated school supplies and/or gave a donation by check for Frances Starns Discovery Learning Center. It was a HUGE SUCCESS!”
- Congratulations to Hydrogeologist **Andrew Boettcher** for coordination of a successful blood drive on August 7, 2012 *from Jeffrey Jeanpierre from the BloodCenter of Wisconsin*: “Please accept my sincere thanks for a great job with the blood drive. We had 15 people registered and received 14 units of life saving blood products. Because of your efforts and the kind donations from the employees and friends at the DNR, 42 patients in our area will have another smile, another hug, and more importantly another chance at life! Please pass on to everyone that participated what a wonderful job they all did.”

Andy added his note of thanks: “Thank you to everyone who participated in the drive. Also, special thanks to **Ron Kroepfl** for helping out with sign up and to **Sylvester Henderson** for helping set up the room for the drive. Our next drive is scheduled for December 7, so mark your calendars! Thanks again!

- *From Kevin Shafer of the Milwaukee Metropolitan Sewerage District, to Secretary **Cathy Stepp** regarding Menominee River Watershed-Based Permit outreach activities*: “I just want to let you know how much this region appreciates what DNR, the SWWT (Southeastern Wisconsin Watersheds Trust, and SEWRPC (Southeastern Wisconsin Regional Planning Commission) have been able to accomplish on the watershed permit effort. It looks like after a year of collaboration, the actual permit is within reach.

“For DNR’s part, **Sharon (Gayan)** and **Brian (Harstock)** have provided steady, accurate information in a collaborative effort that has helped all of the communities understand the benefits of this permitting approach.

“I just wanted to let you know.”

West Central Region success story

Chippewa Moraine Ice Age Interpretive Center: “Just a note to commend your staff **Rod Gont** who was running the office a few weekends ago when I stopped by with two kids in tow. Rod helped me find the local mountain bike trail system, printed off a map, and then

put the kids through the wringer on the scavenger hunt in the visitor center. All this while getting dozens of visitors on a very busy Saturday.

"Rod is a great asset and I hope you see that the Agency recognizes his good work."



Milwaukee to receive \$1.3 Million for brownfield cleanups and job training

By: U.S. Environmental Protection Agency news release

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On September 20, U.S. Environmental Protection Agency (EPA) Regional Administrator Susan Hedman joined Milwaukee Mayor Tom Barrett at the Century City business park on the west side of Milwaukee to announce brownfields grants totaling \$1.3 million to redevelop contaminated properties, create employment opportunities and provide job training.

"These EPA grants are an investment in Milwaukee's future," said Hedman. "They will be used to make the environment healthier and the economy stronger."

"We take pride in our success helping Wisconsin communities revitalize old brownfield properties," said DNR Secretary **Cathy Stepp**. "So it's very exciting to see the progress at Century City and we look forward to a future for Milwaukee that includes a renewed and economically vibrant 30th Street corridor."

Century City is the 84-acre city-owned business park where Tower Automotive once produced auto frames, military equipment and electric motors. The City's redevelopment authority will receive a \$400,000 brownfield grant to clean up petroleum contamination at Century City, bringing the total of EPA brownfield funding for this site to \$2.35 million.

In addition, EPA is awarding the City of Milwaukee:

- \$200,000 for environmental job training. The city will use this funding to train at least 80 Milwaukee residents for environmental remediation work and other green jobs.
- \$200,000 to clean up hazardous substances at the Esser Paint site at 1542-46 North 32nd St. and 3131 W. Galena St. The former paint and stained glass manufacturing complex has been vacant since 1999 and is contaminated with heavy metals, volatile organic compounds and other substances. The Esser Paint site is part of the 30th St. Industrial Corridor, a historic industrial and residential area on the near west side that includes Century City.
- \$500,000 for a Brownfield Revolving Loan Fund to provide loans to clean up contaminated sites in Milwaukee. When borrowers repay these loans, funds will be available to clean up other sites. This will provide an ongoing source of capital to reduce contamination and blight in Milwaukee.

In 2012, EPA brownfield grants totaled approximately \$69 million nationwide. Since 1998, EPA has awarded over \$15 million in brownfield grants to Milwaukee.

For more information on brownfields grants and programs see the following websites:

- ["Brownfields Grants Fact Sheet Search"](#)

- [“Brownfields and Land Revitalization”](#)
- [“Brownfields Success Stories”](#)



Links of interest...don't miss them

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- **Title & link:** [“TravelWisconsin.com Fall 2012 TV Commercials”](#)

Description: On the Department of Tourism's You Tube channel you may well recognize some of the locations offering outdoor opportunities to those traveling within the state or visitors crossing the borders to explore Wisconsin. That's because DNR manages some of the locations.

- **Titles & links:** [Deer Oaks “Employee Enhancement Newsletter”](#)

[Deer Oaks “Supervisor/HR Supplement Newsletter”](#)

Descriptions: Brought to you via DNR's Employee Assistance Program (EAP), the September Deer Oaks employee newsletter contains articles about: the effects on your health of sleep loss and telling the truth; tips for volunteering in your child's school; teaching your children and teens about money, and much more.

The supervisor's newsletter addresses: the difference between “management” and “leadership;” employee motivation techniques that work; the difference between being a compassionate supervisor and one who's being manipulated; and, appropriate use of EAP by supervisors.



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