

NATURAL RESOURCES BOARD AGENDA ITEM

SUBJECT: Retirement Resolutions

FOR: AUGUST 2011 BOARD MEETING

TO BE PRESENTED BY / TITLE: Cathy Stepp, Secretary

SUMMARY:

The Department requests the following employees be recognized and commended for faithful and exemplary public service:

Employee	Years of Service	Employee	Years of Service
1. Bruce Bacon	33	17. Cheryl Krull	37
2. Steve Bade	33	18. Ron Kurowski	39
3. Fred K. Bailey	33	19. Allen (Ross) Larson	30
4. Jim Bishop	30	20. Dennis McLain	32
5. Raymond Briggs	36	21. Mark Putra	23
6. Don Bush	32	22. Bruce C. Rodger	40
7. Gregory W. Dahl	31	23. Al Stranz	31
8. James S. Dalton	29	24. Tom Turner	15
9. J. Terry Dukerschein	19	25. Scott Wardell	27
10. Audrey Gantenbein	33		
11. James Gobel	22		
12. Paul Hainstock	37		
13. Craig Hollingsworth	40		
14. Terry R. Jensen	32		
15. Neal Kephart	35		
16. Dennis Kobes	19		

RECOMMENDATION: Adopt Retirement Resolutions for August 2011

LIST OF ATTACHED MATERIALS:

- | | | | |
|--|---|------------------------------|----------|
| No <input checked="" type="checkbox"/> | Fiscal Estimate Required | Yes <input type="checkbox"/> | Attached |
| No <input checked="" type="checkbox"/> | Environmental Assessment or Impact Statement Required | Yes <input type="checkbox"/> | Attached |
| No <input checked="" type="checkbox"/> | Background Memo | Yes <input type="checkbox"/> | Attached |

APPROVED:

Bureau Director, n/a

Date

Administrator, n/a

Date

Secretary, Cathy Stepp

Date

SP 7/26/11

cc: NRB Liaison
DNR Rules Coordinator

Retirement Resolution

Bruce R. Bacon retired from the Department of Natural Resources on June 17, 2011 after completing over 34 years of dedicated service to the natural resources, citizens, and visitors of Wisconsin.

Bruce started his career with the Department as an LTE in the Wildlife Management program in Burlington in 1976 and Woodruff in 1977. In 1978 Bruce was appointed to a permanent Wildlife position at Burlington. Bruce transferred to the Mead Wildlife Area in 1979. In 1982, Bruce transferred to the Wildlife Research program at Baldwin. In 1987 he received the Ruth Hine Award for Excellence in Support of Research. Bruce was appointed to a Wildlife Biologist position in 1990 and was stationed at Brule from 1991 to 1993. In 1993, Bruce transferred to Mercer where he remained until his retirement in 2011.

Bruce's accomplishments are substantial and impressive in restoration and management of natural resources, as well as, the promotion of nature based recreation as an employee and as a citizen. Bruce is an active member of the Wisconsin Chapter of The Wildlife Society having served as Chapter President and on several committees over the years. In 2003, Bruce received the Chapter's Don Rusch Memorial Award.

Shortly after Bruce's arrival at Mercer, he identified the need for a shooting range in the area. He approached the newly reactivated Northwoods Wildlife and Wetlands Club with the need and the challenge to establish a shooting range. The Northwoods Shooting Range was created on the Northern Highland American Legion State Forest. Bruce's active participation in the Club includes being the Club's newsletter editor and author. In 2003, Bruce received a Department's Special Service Award for his leadership and work to create the Northwoods Shooting Range.

Bruce has been an active organizer and instructor for Trappers Education, Hunter Education, Turkey hunting clinics, and Fur school. Bruce has a Federal Bird Banding permit. He has shared and demonstrated his bird banding work with many people over the years. Bruce helped to identify, establish, and manage several Natural Areas in the Lake Superior Area. In 1993 he received a Special Service Award from the Bureau of Endangered Resources. Bruce participated in Wisconsin's Trumpeter Swan restoration program including the captive rearing of cygnets on the Little Turtle Flowage in 1997. For 14 years Bruce participated in the statewide spring waterfowl survey as an aerial observer. For 11 years Bruce helped to organize and lead the Natural Resources Foundation's annual wildlife tour on the Turtle Flambeau Flowage which includes the banding of osprey and bald eagle chicks. This tour has been very popular and a successful fund raising event.

WHEREAS, Bruce Bacon has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Bruce a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Steve Bade retired from the Department of Natural Resources on June 17, 2011, after 33 years of service. He started his career at the Washburn Ranger Station on April 24, 1978, as an equipment operator and forestry assistant in the Fire Control Program. He soon promoted to the Parks and Recreation Program where he served for over 15 years as the Superintendent of Big Bay State Park on Madeline Island.

Steve was a strong advocate for Big Bay State Park and he transformed the Park during his tenure as Superintendent. Steve led the construction of the new campground, day use area, and trail system which includes an accessible boardwalk through the Big Bay Bog Scientific Natural Area. Steve added key support facilities including a new Park Entrance Visitor Station, maintenance shop, toilet/shower facility and a group camp. Steve worked closely with the Town of La Pointe to improve the interior park roads and the 2 miles of town road leading to the Park. Steve received the 1998 Northern Region Land Division employee of the year award in recognition of the many positive accomplishments made at Big Bay State Park, and he was recognized by the Endangered Species program for his innovative design and development of the boardwalk project.

Steve was very engaged with the local community, both on and off Madeline Island. He was awarded the Community Service Award in 1995 for developing the "Island School", an interpretative program for 5th to 8th grade students that included as partners Northland College, the Madeline Island Historical Museum, the Apostle Islands National Lakeshore and the Madeline Island Ferry Line. In addition, Steve began an internship program with Northland College, hiring students for the summer to mentor and work at the Park.

Steve promoted again in 1999 to become the Lake Superior Basin Lands Sub-team Leader who was responsible for the supervision of 3 parks, the Brule River State Forest in addition to numerous other State properties. Following reorganization of the Department in 2001, Steve transferred to the Lake Superior Basin real estate position and since has been responsible for land acquisition and realty management in Ashland, Bayfield, Douglas, Sawyer and Iron Counties. Steve's work has benefitted the Brule River State Forest, South Shore Streams, White River Fishery Area, several state park properties, wild lakes and most notably the North Country Trail.

The North Country National Scenic Trail crosses Wisconsin through Steve's work area and he has been a tireless advocate for the Trail, acquiring many important trail segments across Northern Wisconsin. In recognition of these extraordinary contributions, Steve received the 2010 North Country Trail Association Vanguard Award at the National Conference. Steve has said, "One of the most rewarding aspects of working in the Real Estate Program has been the opportunity for me to be involved with the North Country National Scenic Trail. We have made large strides across the State and I am very proud that we have had the most successful acquisition program of the seven states in which the trail travels. The private land owners, local government partners, North Country Trail Association volunteers and the National Park Service staff have been a real joy to work with."

Steve Bade has been an exceptional employee and representative of the Department of Natural Resources.

WHEREAS, Steve Bade has served the people of the State of Wisconsin faithfully and well in the performance of his duties and has thus earned the commendation due an exemplary public employee.

NOW, THEREFORE, the Natural Resources Board at its September 2011 meeting at Kenosha, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Steve a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Fred Kent Bailey will retire from state service on June 24, 2011, after faithfully serving the citizens of Wisconsin for more than thirty three years. Fred started his career with the Department of Natural Resources in 1977 as a wastewater permit writer out of Madison.

About two years later, Fred moved to Rhinelander to become a Water Supply Specialist. In 1992, he relocated to the Wisconsin Rapids office and in 2001, he moved to the Department's Wautoma office. In 2010, Fred took on the responsibility of being one of two regional specialists dealing entirely with private wells, well drillers, and pump installers. With the exception of the first two years, his entire career with the Department was related to protecting and regulating public and private water supplies and implementing the Safe Drinking Water Act for small public water supplies.

Fred has distinguished himself with his ability to combine his exceptional technical skills with common sense and insight in dealing with citizens and the regulated community. Fred is truly a leader and was one of the earliest to conduct and lead investigations and studies of pesticides, VOCs, and other contaminants in private wells. While in the Wisconsin Rapids office he took a special interest in nitrate contamination in the central sands of Wisconsin and the impacts on private wells, completing a nitrate study of the Plover area in 1986. His work has been a tremendous asset in the Department's efforts to protect Wisconsin's drinking water, groundwater and surface waters.

Fred has mentored many of his peers and provided countless hours of education, sympathy and direction to the regulated community. His ingenuity and desire to help others has benefitted many and in 2008, two of his many ideas were implemented and accepted by the Department's Employee Suggestion Program. Fred's thought provoking insights into complex issues were well respected and sought out by his colleagues.

Throughout his 33-year career, Fred has been a conscientious and dedicated employee and has earned the respect of Department staff and the Department's regulated community, as well as the appreciation of the citizens of the State of Wisconsin.

WHEREAS, Fred Kent Bailey has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Jim Bishop retired from the Department of Natural Resources on March 4, 2011 with more than 30 years of dedicated service the citizens of Wisconsin, Wisconsin's natural resources and the environment.

A lifelong resident of northern Wisconsin, Jim served as the department's Northern Region public affairs manager throughout his long career. His easy going personality and near encyclopedic knowledge of the many facets of natural resource management from wildlife to fisheries to forestry and environment made him a trusted "go to" resource for news media across the 18 county region he served.

An avid outdoorsman in his own right, Jim could be found on any given weekend throughout the year fishing, hunting, paddling or camping – even in the snow. His personal experiences and his communications skills gave him an exceptional ability to bring complicated natural resource management issues down to a level the common man and woman could understand and appreciate.

Each spring, Jim lived with a "crash kit" in his truck as he was on round-the-clock call for wildfires. Although he spent many hours working off picnic tables and the hood of his truck, perhaps his most noticeable contribution in the role of fire information officer was the 1986 Sommerset Fire for which he received a Letter of Commendation. He also trained dozens of forestry and other DNR staff in basic fire information officer work so that they could handle media requests until he was able to travel to the scene of an event. And he played a key role in briefing media and local tourism interests during the first years of implemented Chippewa hunting and gathering rights in the Ceded Territory.

In his personal life, Jim has been active as an adult leader in Boy Scouts of America and is active in the recently opened Wisconsin Canoe Heritage Museum in Spooner. He is an active member of AmVets Post 190 and the Spooner Musky Club. He is cherished by his colleagues for his sense of humor, loyalty and affection.

WHEREAS, Jim Bishop has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee,

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin recognizes such faithful service with due respect and gratitude, wishes Jim a long, happy and healthy retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Raymond R Briggs, Forestry Technician – Advanced, retired from the Department of Natural Resources effective June 29, 2011 with over 36 years of dedicated service to the State of Wisconsin.

Ray began his career with the Department as a seasonal employee. He was hired as a Natural Resources Assistant I at the Rhinelander Ranger Station in May of 1975. And the Rhinelander Ranger station is where he ended an illustrious career, some 36 years later. In September of 1977, Ray was reclassified as a Forest Fire Control Assistant I, again in a seasonal capacity. It wasn't until August of 1979 that Ray was changed from a seasonal employee to a permanent employee.

In July of 1983, Ray was reclassified to Natural Resources Technician. Over the years Ray acquired considerable forestry field skills that helped with the ever-increasing forest management workload at the station. This "reclass" recognized his willingness to tackle workload needs through training and on-the-job experiences – a familiar theme with Ray. Ray continued to demonstrate an incredible work ethic and ability to work independently in forest management. To recognize his achievement, he received several reclassifications over the next decade. In March of 1990, he was reclassified to Natural Resource Technician 2. In February of 1992, his position was reallocated to that of Forestry Technician 4.

But it wasn't until July of 1994, that his value based on his work was recognized in a reclassification to that of Forestry Technician 5. This position was attained by only a very few of the very best. It was a paraprofessional position that recognized Ray's ability, in essence, to work as a Forester for the resource and for the people of the State.

In July of 2000, Ray was reclassified to Forestry Technician Advanced, the position that he retired in.

Some of Ray's incredible accomplishments to sustainable forestry are chronicled below:

- Forestry Technician of the Year – 2001
- Helped suppress the biggest forest fires of our generation including the Ekdall Church fire, Oak Lake fire, Crystal Lake fire, Cottonville fire, Dewey Marsh fire, and Woodruff Area's "Black Tuesday" – where 64 fires burned over 300 acres.
- Well over 5,000 hours of forest management assistance to the Oneida Co. forest
- Prepared hundreds of management plans for thousands of acres
- Set up thousands of acres of timber sales on private, state and county lands
- And the biggest accomplishment from a Team standpoint - Ray was and is our friend

Ray is the consummate professional- a true "Forester" in every sense of the word. It's time to take a break Ray, and know you are appreciated.

WHEREAS, Ray Briggs has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Ray a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Don Bush will retire from the Department of Natural Resources on June 20th, 2011 following 32 years of dedicated service to the people of Wisconsin.

Don began his career with Wisconsin DNR in 1977 as a LTE. During that time, he co-authored "Surface Water Resources of Green County". He worked for Research on the Statewide Lake Monitoring Team, studied phosphorus cycling in the Madison Lakes, phosphorus removal by alum injections, and studied the ecological relationships in small impoundments.

Don was hired as a Fish Manager in 1979, and published a paper on the effects of acid rain on Wisconsin's Fisheries. He was assigned to the Fisheries Biologist position at Newville in 1980 and still holds that position where he manages the fisheries of Rock, and southern Jefferson Counties. In 2002, he was promoted to Fisheries Team Supervisor, where in addition to biologist duties, he leads the fishery program in Dane, Dodge, Rock, Jefferson and Green counties.

Of the projects Don is most proud of, he notes that in the first 20 years of his career he helped install and improve 20 public access sites and boat ramps. This included purchasing land for public access on Clear Lake and the Pecatonica River where there had never been public access.

Don documented a wild population of brown trout in Spring Creek, and helped to establish the State's most southerly naturally reproducing brook trout population in Raccoon Creek.

Rough fish removal efforts have always been part of Don's charge and during his career he supervised the removal of over 45 million pounds of carp and buffalo from the waters of the Rock River and Lake Koshkonong.

It was not all about taking the bad fish out, but Don worked to put the good fish in. With his crew, he established the Bark River Fry Hatchery in 1993. During its run, the little hatchery has produced nearly 40 million fry so far. Area sportsman's clubs have donated over \$100,000 towards the support of the hatchery.

In 2006, Don was recognized for his contributions to Wisconsin's Fishery Program with the Biologist of the Year award.

His Supervisor, Scot Stewart summarizes Don's contributions to Wisconsin Fisheries as follows: "I have always had complete confidence in Don's fisheries management program. His knowledge, dedication, and drive will leave a lasting mark on fishing in southern Wisconsin.

WHEREAS, Don Bush has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Gregory W. Dahl retired from the Department of Natural Resources on June 17, 2011 after more than 31 years of service to the State of Wisconsin.

Greg began his career with the Department in 1979 as an LTE in Burlington. He obtained a permanent Natural Resources Assistant position in Edgerton in 1979 and transferred back to Burlington in 1981 for a promotion to Wildlife Technician. In 1983, Greg became the Wildlife Technician at Wisconsin Rapids, and he has remained there ever since, promoting to a Wildlife Biologist in 1997 and the Area Wildlife Supervisor in 2002. From the beginning, Greg was a highly valued employee. In his early days, supervisors recognized his dependability, motivation and willingness to embrace new responsibilities, citing his expertise in land management duties, equipment operation and animal damage response. Greg continued to flourish as a Wildlife Biologist where he continued to earn the respect of his peers, and his transition into a supervisory role was natural and well-deserved. As a recent supervisor said "Greg's background as a tech, then biologist, and an Area Wildlife Supervisor, gives him a very complete perspective on issues. His area has many complex issues ... and Greg manages to keep things moving in a positive direction with a lot getting done on the ground."

Over the years, Greg has contributed to numerous wildlife management efforts. He was involved in management, and later oversight, of the Buena Vista Wildlife Area and the prairie chicken program. He was involved in the establishment of the Central Wisconsin Grassland Conservation Area as well as the partnership effort that goes along with it. As supervisor, he had oversight of both Mead/McMillan and the Sandhill/Meadow Valley work units, as well as several other Wildlife Areas. He oversaw Kerner Blue Butterfly restoration efforts and was involved after the discovery of Kirtland's warblers in Juncau County. Greg served on the Turkey and Deer Species Advisory Committees for many years as well as a shorter stint on the Eagle/Osprey Committee. With the discovery of CWD on a Portage County deer farm, Greg was a lead player in sampling deer in the surrounding area – a duty that continued through the rest of his career. He has also been recognized as a good partner with other Department programs including Forestry and Fisheries.

A common thread throughout Greg's career has been his "common sense" approach to his work and his low-key approach. Despite the number of issues coming his way, Greg simply took care of what needed to be done. He kept a positive outlook and the best interests of the Wildlife program in mind. He has earned the respect of all, as shown by being nominated by the Wisconsin Rapids Area wildlife staff for the Wildlife Leadership Award in 2010.

WHEREAS, Gregory W. Dahl has served the Department, the people of the State of Wisconsin and the wildlife to which he dedicated his life;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

James S. Dalton retired from the Wisconsin Department of Natural Resources on June 30, 2011, after completing more than twenty-nine years of dedicated service to the people of the State of Wisconsin.

Jim's first job with the DNR began on June 30, 1980 in Black River Falls as a stewardship plan writer and later a project forester working on backlog timber sales on the county forest. He was permanently hired as a DNR Forester on September 28, 1981 and received thirteen weeks of training at Tomahawk before being assigned to Black River Falls. Jim accepted a transfer to Janesville on April 1, 1984 and worked forestry duties in Jefferson and Rock Counties. On August 4, 1985, Jim transferred to Viroqua as the DNR Forester for Vernon County, where he worked for over 15 years. In 2000 Jim moved to the Sparta office and in 2002 accepted a transfer to La Crosse and concluded his career as the DNR Forester for La Crosse County. While in La Crosse he also functioned as the Property Manager for the Coulee Experimental State Forest.

Jim began working on public lands, but spent the bulk of his career serving private forest landowners in Jackson, Jefferson, Rock, Vernon, Monroe, and La Crosse Counties. He was recognized by his landowners, colleagues, and supervisors as a true "service forester" known for personal and professional customer service. Jim was able to influence the sustainable management of literally thousands of acres of private forest land by being highly organized, carefully listening to landowner goals and concerns, and providing thorough forestry assistance. Jim influenced the careers of many of his peers and the new foresters that he mentored through his leadership example. Jim developed strong relationships with partners, including landowner organizations, land conservation departments, and other DNR programs.

During his time at La Crosse, Jim served as the manager of the Coulee Experimental State Forest and a member of the State Forest Working Group. He was instrumental in developing a new master plan in 2009, which will guide management of the state forest for the next two decades. Jim was a strong advocate of forest certification and sustainable management that integrates forestry, wildlife, endangered resources, and recreation. The "Coulee" became a superb example of program integration as demonstrated by the Berg Prairie, the Northeast Forest and Cliffs Native Community Management Area, regeneration harvests of early successional and oak forest stands, invasive species control projects, and a growing number of recreational users. A forest certification auditor commented that Jim should give lessons for leading the best and most organized property tour he had ever experienced.

Jim tirelessly served the public in a spirit of professionalism, courtesy and dedication throughout his 29+ year career.

WHEREAS, James S. Dalton has served the people of the State of Wisconsin faithfully and well in the performance of his duties and has thus earned the commendation due an exemplary employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

J. Terry Dukerschein retired from the Department of Natural Resources on June 17, 2011 after completing more than 19 years of dedicated service to the State of Wisconsin.

Terry began her career with the Department in 1992 in the La Crosse area, where she spent her entire career working specifically on the Mississippi River and with the Long Term Resource Monitoring Program (LTRMP). Terry has led the LTRMP team as their supervisor for most of her career.

Terry's reputation with our resource and research community, as well as our Federal partners was one with the highest regards. She has often been referred to as "the mayfly lady." She studied mayflies in her graduate work, and has maintained an interest in them over the years. She has been contacted numerous times by film makers and journalists about timing of mayfly emergence and their significance to the Mississippi River as an indicator of river health.

She has also been interested in wild rice for a long time, studying and reporting on it back in the 1990s when there were only a few small beds of rice left in Pool 8.

Since EPA started the Environmental Monitoring and Assessment Program (EMAP) in 2004, she has been very involved in that program, initiating the effort to obtain our research grant with EPA and coordinating with WDNR, MDNR, MPCA, UMRBA, and many others on several projects. She has also been interested and involved in many facets of the multi-agency effort to establish a unified bio-assessment program on the Mississippi River for Clean Water Act reporting.

Terry has represented WDNR on the Analysis-Team as our team leader ever since she was hired, and has often served as secretary pro-tem, taking detailed meeting notes for them. Last year, she served on an A-Team subcommittee studying the LTRMP invertebrate component and potential bio-indicators for that component. She has also been active in the Mississippi River Research Consortium as a moderator, speaker, photographer, and support person.

Terry has authored or co-authored numerous reports and manuscripts working at the LTRMP, and more recently working under EMAP. She has also compiled the annual product list every year and been involved in countless outreach activities for WDNR, LTRMP, UMESC, and our field station over the years. She also wrote several articles for Wisconsin Natural Resources Magazine, the annual WDNR fishing report, and has assisted in writing the Mississippi River section of the Water Division Report.

Terry was a very experience and knowledgeable employee. She was dedicated and well respected by others and her contributions to the Regional and statewide program operations are greatly appreciated. Terry's many important contributions have been vital to the effective operation of the Mississippi River management team.

WHEREAS, the dedication and commitment of Jeanne T. (Terry) Dukerschein has earned her the respect of the public, her co-workers, supervisors and associates throughout the Department;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Audrey Gantenbein retired from the Department of Natural Resources on June 3, 2011 after completing more than 33 years of dedicated service to the State of Wisconsin.

Audrey began her DNR career working in the DNR print room in 1978. In 1980, she took a position in the Monitoring Section in the Air Management Program. Her duties included compiling ambient air quality data from monitoring instruments, formatting the data for submittal to EPA, and preparing a variety of ambient air monitoring reports.

In 2003, Audrey moved to an emission inventory position within the Air Management Program. In this capacity, Audrey assisted state industries with timely reporting of their annual air emissions, and assisted with quality-assuring the reported data prior to billing of the companies and submittal of the data to EPA.

WHEREAS, Audrey Gantenbein has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at South Central Region, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Jim Gobel retired from the Wisconsin Department of Natural Resources on June 30, 2011 after completing over 22 years of outstanding service to the people of Wisconsin.

Jim began his career with the DNR in October of 1988 as a Fire Control Assistant 1 at the Spooner Ranger Station. In April of 1990, he was promoted to Fire Control Assistant 2. In February of 1999, he was reallocated to the Forestry Technician position at Spooner where he spent the rest of his career involved with fire and forest management work.

Jim is known for his good attitude, personal initiative, self motivation, superior instruction techniques and attention to detail. He could always be counted on to take the ball and run with it.

Although Jim was very involved with fire suppression with the Wisconsin DNR and other agencies throughout his career, he was best known as "Mr. Fire Prevention". His project development and involvement with fire prevention issues was outstanding. He was very active with the local fire prevention campaign through press releases, signage development, newspaper ads, TV/radio shows, presentations to children and adults, award nominations and the development of numerous outreach materials. On a regional and national level, he served on several National Fire Prevention and Education Teams in Montana and Idaho. He also was on the Great Lakes Forest Fire Compact Prevention Committee for several years and received the prestigious Great Lakes Forest Fire Compact Prevention Award in 2004.

Jim has always had that humble, interesting and humorous style of providing good wildland fire related instruction to all ages. For most of his career he was an area and statewide lead Incident Management Team instructor. His Wildland Urban Interface outreach material development and instruction is known regionally. He also taught the Wildland Fire Fighter Course, Tractor Plow Course, and served on the statewide Fire Simulation Team for years.

At his local station, Jim selflessly provided general computer, power point presentation and file management expertise to so many in their time of need. Local personnel often relied on Jim for his excellent purchasing/acquisition skills as well as his constructive and crucial advice on so many topics. Jim's humble yet dominant presence will be sorely missed at the Spooner Ranger Station.

Jim has tirelessly served the general public and his colleagues in a spirit of professionalism, courtesy and dedication throughout his career. Projects and relationships that he has cultivated will continue to grow, and the public will benefit from Jim's service for years to come.

WHEREAS, Jim Gobel has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Jim a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Paul F. Hainstock retired from the Department of Natural Resources on June 24, 2011, as its most senior Wildlife Technician after more than 37 years of dedicated service to the citizens of Wisconsin. Paul worked the majority of his career as a Wildlife Technician at the Richard Bong State Recreation Area, retiring as a Wildlife Technician - Advanced.

Paul's accomplishments through the years are many. He was a strong advocate of the disabled hunter program at Richard Bong and worked tirelessly to raise funds and improve and maintain the disabled blinds and access points. Paul was the backbone of the managed pheasant hunt program at Richard Bong which has benefitted thousands of hunters. Paul was instrumental in developing and managing thousands of acres of wildlife habitat on several state wildlife areas in southeast Wisconsin, including Tichigan, New Munster, and Honey Creek as well as at Chiwaukee Prairie State Natural Area.

Paul was the department's regional heavy equipment specialist and was highly regarded for his expertise in operating, maintaining, and training staff in the safe and efficient use of this equipment. Paul's efforts extended beyond the Wildlife Program as he routinely assisted the Fisheries and Parks programs in completing core projects including lake rehabilitations and trail development.

Paul recognized the need to work in partnership with private landowners and conservation groups to conserve our natural resources. He cultivated many lasting relationships over the years that continue to benefit wildlife in the Southeast Region.

Over his career Paul has been recognized many times for his accomplishments including his selection as the Wildlife Program's Technician of the Year in 1994. His hard work and dedicated service leave a lasting positive impact on southeast Wisconsin's natural resources and the citizens of the state who value and experience these resources everyday.

WHEREAS, Paul F. Hainstock has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Craig Hollingsworth retired from the Department of Natural Resources on February 18, 2011 after completing more than 40 years of service to the citizens of Wisconsin.

Craig began his career on June 20, 1970, and was appointed as the Grant County Forester in Lancaster, WI on December 22, 1972. Craig spent the remainder of his career serving the residents of Southern Wisconsin providing forestry services and working to manage and improve the woodlands and natural resources of the region. Craig was both challenged by, and appreciated the beauty of Grant County with its size, steep driftless terrain and beauty along the banks of both the Mississippi and Wisconsin Rivers.

Craig's main duty was to provide forestry expertise to private landowners. He worked with the Forest Crop Law, Woodland Tax Law and Managed Forest Law, as well as tree planting, timber sales and timber stand improvement. Craig oversaw the planting of an estimated 6.7 million trees. At his retirement Managed Forest Law land in Grant County is 18,777 acres. He was a strong proponent of managing for oak regeneration to maintain forest and wildlife habitat quality, encouraging landowners to invest time and money for successful management. Craig also encouraged landowners to manage walnut for maximum quality and size, which often required education regarding timber sales and tree growth. Many acres of Grant County forest land have better quality and value due to the efforts made by Craig.

Craig prepared forest cover type maps and forestry recommendations for numerous state properties including Wyalusing and Nelson Dewey State Parks, the Hallock Demonstration Forest, Fenley Recreation Area, large parts of the Lower Wisconsin State Riverway, and numerous Fisheries, Endangered Resources and Wildlife Properties. Over the years Craig developed an encyclopedic knowledge of properties and resources of Grant County that served many DNR programs well.

Over his career Craig served as the property manager for the Hallock Forest, and the Fenley Recreation Area. The properties required both forestry skills and willingness to work on property management tasks such as fencing, access development, utilizing volunteers and being a good neighbor.

Craig was an innovator with equipment and techniques, and enjoyed learning about nature. His suggestions have improved tree planters and direct seeders making these tools more effective. To encourage implementation of his forest management recommendations Craig maintained a fleet of tree planters, sprayers, hand seeders, planting bars, and pruning saws. He quickly adapted to GIS and GPS technology to save time and improve product. He assisted with a biomass study sponsored by Badger Resource Conservation and Development Council (RC&D). His skills included plant identification noted by his discovery of a rare native buckthorn, and recognition of many of the unique plant communities of Grant County, often present due to the combination of steep, harsh terrain, and two major river corridors. Craig developed expertise with forest road layout, design and installation based on Best Management Practices guidelines which resulted in the installation of many miles of sustainable forest access roads in the county.

Craig shared his knowledge and skills by organizing or presenting at many field days for varied audiences. He has presented field days for groups interested in forestry including school groups using the group camp at Wyalusing, for the Bad Axe Chapter of the Wisconsin Woodland Owners Association, for Badger RC&D Light on the Land series and the University Extension Learn About Your Land field days.

WHEREAS, Craig Hollingsworth has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Terry R. Jensen retired from the Department of Natural Resources on June 30, 2011, after 32 years of service. Terry was raised in Racine, attended J.I. Case High School and graduated from the University of Wisconsin – Stevens Point with a Forestry major.

Terry began his employment with the Department of Natural Resources in September, 1979, as a Park Ranger 1 working for the Parks and Recreation Program stationed at Interstate Park. He was reclassified to a Park Ranger 2 in February, 1983 and remained in that position at Interstate Park through June, 1984. Terry was appointed to the position of Park Superintendent 1 in July, 1984 and served as the Pike Lake State Park Assistant Superintendent. In October, 2007, Terry was promoted to Natural Resources Property Supervisor and served as the Pike Lake / Loew Lake Unit – Kettle Moraine State Forest Superintendent until retirement.

In addition to his responsibilities as Property Manager for the Unit, Terry has been very active in the development of the Ice Age Trail in Southeast Wisconsin. He served as Property Manager for thirteen State Ice Age Trail properties in Washington County. Terry also worked with area residents and the Pike Lake Friends Group to coordinate extensive volunteer efforts to complete many needed services and projects. He worked closely with area Lions Clubs which donated time and materials to provide a new handicapped accessible fishing pier.

Terry served on statewide teams for forest fire and prescribed burn policy development. He planned and conducted annual prescribed burn training for department staff from many programs, and played an integral role in promoting safety and effectiveness in this important resource management technique.

Terry has been recognized several times in his career for exceptional performance, at one time saving the life of a camper who was a potential suicide victim from an overdose of prescription drugs. Throughout Terry's career he has exceeded the Departments expectations of protecting the resource, providing a safe environment and rewarding experience for the forest visitors. He has always had a good rapport with staff and has trained and mentored dozens of summer employees and permanent Parks staff throughout his career. His knowledge and common sense approach have provided many individuals with a solid basis in park safety and operations.

WHEREAS, Terry Jensen has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Neal H. Kephart, Park and Recreation Specialist – Senior and manager for the Chippewa Flowage retired from the Wisconsin Department of Natural Resources on June 29th, 2011, after 35 years of dedicated service to the citizens of the State of Wisconsin.

Upon graduating from Northland College, Ashland, Neal began his career working for the Department in July of 1976 as a seasonal Natural Resource Assistant in Washburn. In May of 1978 Neal was reclassified to a Forest Fire Control Assistant and in 1979 he left fire control to begin his career in the field of recreation. For the next 32 years he faithfully managed and protected numerous recreational lands for public use and enjoyment. Neal quickly advanced from a Park Ranger, located in Menomonie, to a Natural Resource Property Supervisor stationed at Wyalusing State Park. In 2002 Neal transferred and finished his career as a Park and Recreation Specialist stationed in Hayward where he served as the manager for the Chippewa Flowage and several fishery properties.

Neal has consistently been a high performer and a class act. Throughout his career his humble, yet professional approach has been emulated by many. These traits were recognized in 2003 when the Chippewa Flowage Joint Management plan received a national award for “Excellence in Tribal Governance”. Neal and a representative from the Lac Courte Oreilles, (LCO) tribe were presented this award for intergovernmental collaborations with three government entities, the WI DNR, U.S. Forest Service and LCO Tribe. Neal was an integral part of this process. His foresight and insightful point of view was the prescription needed to fulfill the Department’s obligation to help bond this trifecta management arrangement.

Many other examples of Neal’s positive “can do” attitude are evidenced through his external partnerships and personal commitments. Two professional examples include; his work with the Menomonee Lions and Optimist Club to construct an observation tower at Hoffman Hills Recreation Area and while stationed at Wyalusing State Park he formed the “Star Splitters” group that built an observatory for all visitors to use. Personally, he has been very involved with his church serving on every board offered, has gone on several short term mission trips and has served as basketball and little league coaches and is a hot air balloon pilot.

Neal’s legacy lives on from his contributions to recreational resource management. He has significantly furthered the Department’s mission by his partnership with others and the preservation of lands for future generations while respecting a diversity of views/values held by the publics he served. Neal passes on this heritage of land stewardship which could be emulated by all resource managers.

WHEREAS, Neal Kephart has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Bruce a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Dennis J. Kobes retired from the Department of Natural Resources on June 17, 2011, with 19 years of dedicated service to the State of Wisconsin.

Dennis became a permanent employee with the Department in August 1990 as a Natural Resources Technician 2 at Black River Falls. In December 1991, Dennis transferred to the Woodruff Fish Hatchery and was reclassified to a Fish Propagation Technician 4 in February of 1992, where he served as the Hatchery Foreman for the rest of his career. Dennis possessed a variety of talents in meeting the job assignments that were his responsibility. His work, whether in the field or at the hatchery, contributed to the production of walleye and muskellunge required to meet the management needs of Wisconsin's waters.

As the Hatchery Foreman, Dennis oversaw the hatching of millions of walleye, muskellunge and sucker eggs. He was instrumental in developing the knowledge and procedures used at the newly renovated and technically advanced Art Oehmcke State Fish Hatchery. Dennis also helped develop and implement one of the first wastewater permits to be employed at a Wisconsin fish hatchery. Dennis worked hard on tank rearing projects with walleye and sturgeon, and hatching trout for the first time at the newly renovated facility. With the onset of VHS, Dennis helped develop new biosecurity and disinfection protocols that brought us inline with new Department policies.

He possessed multiple skills and knowledge that materially contributed to the success of the walleye and muskellunge propagation programs at the Art Oehmcke State Fish Hatchery. His work helped produce fish that met the needs of Wisconsin's angling public. The anglers who fish the waters of this state are the beneficiaries of Dennis' contributions to the fisheries program.

WHEREAS, Dennis Kobes has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Dennis a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Cheryl Krull is retiring from the Department of Natural Resources on Friday April 8, 2011, after completing more than 37 years of dedicated service to the State of Wisconsin.

Cheryl began her career with the Department of Revenue on September 4, 1973 auditing individual tax returns and working on special projects. One of Cheryl's larger projects at Revenue was working on the expansion of the Wisconsin Homestead Credit Program to include adults under 62 years of age.

Cheryl joined the Department of Natural Resources on November 1, 1976 as a Management Accountant with the Bureau of Finance. In this position, she was responsible for the Bureau of Water Regulation and Zoning, Bureau of Law Enforcement and the Department's biennial budget. Cheryl also worked closely with the Fox River Wisconsin Conservation Core and the Lower Wisconsin State River Board. Starting in 1995, Cheryl played a vital role in the state's conversion to the WISMART Accounting System as a subject matter expert on the statewide Encumbrance and Expenditure Team. Once the WISMART system was up and running, Cheryl traveled around the state showing Fiscal Specialists how to use the new system.

Following the conversion, Cheryl transferred to the Systems Section within the Bureau of Finance where she worked the Finance Helpdesk, continued training staff and headed the procurement card project on behalf of the agency. In 2004 Cheryl transferred back to the Management Accounting Section where she finished her career working with the Bureaus of Law Enforcement, Science Services and Forestry.

During Cheryl's tenure she was also assigned to be Acting General Accounting & Purchasing Section Chief and Acting Financial Supervisor in South Central Region.

Cheryl has been instrumental in the agency's financial changes over the past 34 years. The Department has been blessed with Cheryl's accounting and financial knowledge and dedication. Her enthusiasm, always willing to help attitude and institutional knowledge will be greatly missed.

WHEREAS, Cheryl Krull has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Cheryl a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Ron Kurowski, Natural Resources Educator at the Southern Unit of the Kettle Moraine State Forest, retired on June 4, 2011 after more than 39 years of service to the people of Wisconsin. Ron worked his entire career in the Department of Natural Resources Parks and Recreation program at the Southern Unit.

A native of Milwaukee Wisconsin, Ron graduated from Pius High School in West Allis, received a Bachelors of Science Degree in Resource Management from the University of Wisconsin - Steven Point and served in the Army for 2 years, including a tour in Vietnam, before coming to the Southern Unit in July 1971.

While at the Southern Unit Ron played a vital role in protecting the resources of the Kettle Moraine State Forest and provided a prime example of the land stewardship ethic the Department of Natural Resources represents. Through the establishment and management of 10 designated state natural areas within the Southern Unit and 3 outside of the Southern Unit boundaries he was instrumental in protecting the environment and specific ecosystems. He actively managed the natural areas, controlling invasive species and replicating the conditions (such as introduction of fire) that existed historically to ensure continued success of the ecosystem that is protected by the natural area. His efforts resulted in a significant regeneration of the native plant species that once occupied the sites.

Thousands of people learned from the various programs, exhibits and informational brochures Ron created, and inevitably have a stronger environmental ethic after visiting the forest. One of his achievements was creating and implementing the restoration and management plan for the Scuppernong River Habitat Preservation Area – a 3,500-acre native wet prairie which is the largest low prairie east of the Mississippi River. Ron also played a key role in the establishment of the Kettle Moraine Natural History Association.

In summary, Ron Kurowski played a vital role in protecting the resources of the Kettle Moraine State Forest as well as educating the forest visitors.

WHEREAS, Ron Kurowski has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Allen Ross Larson retired from the Wisconsin Department of Natural Resources on June 30, 2011 after completing over 30 years of outstanding service to the people of Wisconsin.

Ross was born and raised in Waupaca, Wisconsin and received his Bachelor's of Science degree from the University of Wisconsin- Oshkosh. He began his career with DNR in 1978 working as an LTE at Hartman Creek State Park. His first permanent assignment was in May 1981 as a seasonal forest fire control assistant (FFCA) at Webster. Then just eight months later, he was promoted to a full time FFCA-II position at Grantsburg. He was re-classed to a forestry technician advanced in 1995 and then promoted to the Grantsburg forester-ranger position in February of 2003. He held this position until his retirement at the end of June 2011.

Ross's career is exemplified by accomplishments that demonstrated initiative and exceeded expectations. His "can do attitude" and stepping up to the plate to take on assignments that were not typically associated with technician positions helped move this area and the statewide forestry program forward in big strides. The following are just a few examples: In the early 1980's, Ross developed a handbook for Wisconsin forest fire fighters that earned him a DOA merit award. This handbook was used locally and statewide for many years and a version of this is still likely in use today. Ross can also take credit for many efforts that improved the operation of the area including morning radio checks, pagers for technicians, burning barrel prevention plans improvements, annual reports for the area, EFW smoke signals publications and the list could go on and on.....

In the late 1980's and early 1990's, Ross and other technicians put together a series of S-courses and handled all of the training and logistics. Ross later went on to be a lead instructor for the statewide Wisconsin forest fire equipment and dozer boss courses and taught these courses annually for a number of years. He also served on the statewide training committee and later the equipment and safety committee and as the local fire equipment certifier for the Cumberland area for a decade or more.

Ross frequently found himself filling in for the ranger as initial attack and incident commander. More noteworthy fires included the 1988 Father's Day-Phantom Lake fire, 1994 Sterling April Fools fire, 1999 Burnett County forest lightning fire and the November County road F power line caused fire as well as several others. In recognition for all his accomplishments, Ross was named the statewide Forestry Technician of the year in 1999 at La Crosse. Then, he seized an opportunity to better contribute and accepted a promotion to the Grantsburg forester-ranger slot in 2003.

Over the years as both a technician and ranger Ross set up and administered hundreds if not thousands of acres of timber sales on Crex and Fish Lake wildlife areas, administered the tax law programs and assisted private landowners with forest management advice. Ross has tirelessly served the public in the spirit of professionalism, courtesy and dedication throughout his career.

WHEREAS, Ross Larson has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Ross a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Dennis McLain, Enforcement Ranger at the Southern Unit of the Kettle Moraine State Forest retired on June 28, 2011 after nearly 32 years of service to the people of Wisconsin. Dennis worked his entire career in the Department of Natural Resources Parks and Recreation program at the Southern Unit. A native of Florence, Wisconsin, Dennis graduated from Florence High School and received a Bachelors of Science degree in Resource Management from the University of Wisconsin – Stevens Point before beginning work at the Southern Unit on November 5, 1979 as a Natural Resources Patrol Officer.

Every state park or forest property team should have a person with Dennis' diverse skill set. He was a dedicated, detailed Law Enforcement officer who understood the importance of enforcing rules that maintained peace in the campgrounds, preserving the quality experience for other users and protecting the resource. He also had a sixth sense that others relied on to solve challenging enforcement issues. His concern for the forest users was highlighted in 1997 when he found a lost individual that had been missing for several days. His efforts during this search were recognized by the Waukesha Sheriff who noted that the individual was in poor condition and could have perished without the search efforts.

Dennis also has excellent carpentry skills, with examples of his work spread throughout the forest, including the concession buildings at Ottawa Lake and Whitewater Campgrounds. His mechanical abilities were put to use on a regular basis, particularly during the winter season when his work saved the State of Wisconsin thousands of dollars in repairs to cross country ski trail grooming equipment. Blessed with a strong sense of doing things in a quality fashion, Dennis produced excellent results as an equipment operator. Whether operating a bull dozer, or a snowmobile, he took pride in the job that he did to improve the experience that the forest users had. His heavy equipment operation work included expansion of the McMiller range facilities and improved cross country ski and equestrian trails. His dedication to grooming of the ski trails resulted in numerous compliments and created a positive image of the forest.

Above all, Dennis served the entire forest and all forest visitors. Not one to focus on just one aspect or that which was his "job", he was willing to do whatever was the most important task at the time.

WHEREAS, Dennis McLain has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Mark Putra is retiring from the Department of Natural Resources after more than 23 years of service to the people of Wisconsin.

Mark has a Bachelors Degree from the University of Wisconsin - Stevens Point and a Masters Degree from Iowa State University. Before coming to the Department of Natural Resources, Mark worked as a sanitarian with Dodge County and an inspector with the Washington County Land Use and Parks Department. Mark is a Registered Sanitarian and he has been a part-time instructor, in soil science and plumbing design, with Moraine Park Technical College and Madison Area Technical College.

Mark began his career with the Department of Natural Resources in 1987 as a Community Services Specialist in the Bureau of Community Assistance Management. In 1989, Mark joined the Southern District Water Supply Program as a private water supply specialist. In this position Mark was known for his calm and fair resolution of tough problems. In 1990, Mark was appointed to the Horicon Hydrogeologist position and began working with the Leaking Underground Storage Tank program. While in this position Mark managed many complex site clean-ups covering a wide range of contaminants.

Mark was promoted to Chief of the Private Water Systems Section in October 2001. During his 10 years as Section Chief, Mark has been forced to deal with numerous statewide budget reductions and lost positions. However, under Mark's leadership and direction, the private water program has been able to focus on core issues and increase inspection of wells under construction, from less than 1% to more than 5%. This surveillance work was focused on serious violations that posed a threat to public health and the groundwater resource. This vigorous inspection effort has yielded the discovery (and prosecution) of several, significant, fraud and cheating practices during well construction.

Mark has served the citizens of Wisconsin with distinction. Throughout his career Mark has been a focused and dedicated public employee. His ability to communicate clearly and directly with fellow staff and the regulated community is unequalled. Through his determined efforts, Wisconsin now has a stronger more effective well driller and pump installer inspection program and the health of our citizens is better protected.

WHEREAS, Mark Putra has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Bruce C Rodger retired from the Department of Natural Resources on June 20, 2011 after completing nearly 40 years of highly dedicated service to the people of Wisconsin. Bruce began his career at the State Laboratory of Hygiene and was one of the original air monitoring staff hired for the State of Wisconsin.

Bruce is a nationally renowned, highly respected leader in the ambient air monitoring field. Bruce is technically astute, pragmatic, and a master of logistics. Through his actions, he created trust among all of his colleagues and friends, both at the Department and beyond. He possesses an innate positive attitude which translated into many significant accomplishments throughout his career. Through collaboration with partners throughout the state, including his colleagues, members of the public, industry, and local officials, Bruce led the establishment of a long-term trends network for acid and mercury deposition as well as a criteria pollutant monitoring network. Bruce was instrumental in the development and implementation of the national mercury deposition network. During his career he also led efforts that transitioned air monitoring from relatively primitive manual methods to sophisticated and automated measurement systems. When Bruce began working in the 1970s, very little was known about the sources of air pollution. The term fine particle matter did not exist. As research, science, and regulation evolved, Bruce led the establishment of a manual, filter-based fine particle network in Wisconsin and then, as technology progressed, he guided the implementation of a continuous, automated fine particle network. He witnessed, with great satisfaction, the tremendous improvement in the state's air quality.

Bruce's expertise also took him to countries in Eastern Europe, where he assisted them in developing monitoring networks to assess air quality impacts on public health.

WHEREAS, Bruce Rodger has served the people of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Al Stranz is retiring from the Department of Natural Resources after more than 31 years of service to the citizens of Wisconsin. After graduating from UW- Green Bay with a BS in Biology, Al started his career in 1979 as an LTE natural resources assistant on the Oconto R. Restoration project 1979, and became a permanent employee as an Environmental Specialist in the Bureau of Water Grants in 1980. He moved to the Environmental Analysis program in Green Bay in October, 1981 and became the Program Supervisor in 2000.

Al brought his common sense approach, strong technical background and experience to his work as liaison with the Department of Transportation, assuring maximum natural resource protection on many major highway and bridge projects in northeastern Wisconsin. He developed invaluable trust relationships with local governments, fellow DNR employees, conservation organizations, and his counterparts at the DOT.

Through his WEPA coordinator responsibilities, Al was a critical asset to the agency team in evaluating and considering the broad range of impacts of pending decisions. Secretary Buzz Besadny recognized Al's efforts on the review of the FERC license for the Stiles Dam stating: "This is an excellent example of what can be accomplished through an integrated, inter-program effort by a group of dedicated individuals." Al was an important asset to the fisheries manager in Oconto County, using his rapport with the landowners to help in buying access sites along the Oconto River

Al is a great mentor for his staff and younger leaders in the agency. He is thoughtful, down to earth, helpful, and an achiever. He is a go-to guy that any team leader would want on their team. He is a shining star and he will be missed by staff at DNR and DOT and by the citizens he served selflessly over the past 31 years.

WHEREAS, Al Stranz has served the people of the State of Wisconsin faithfully and exceptionally in the performance of duties and has thus earned the commendation due a truly exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Tom Turner retired from the Department of Natural Resources after 15 years of dedicated service to the State of Wisconsin, the last ten in the Department of Natural Resources.

Working as regional public affairs manager out of DNR's northeast region headquarters, Tom took great personal pride in having a comprehensive knowledge of events and issues involving the department in the northeast region and the region's role in larger statewide efforts.

He cultured and maintained strong working relationships and trust with regional media outlets and reporters and was effective in communicating department messages and information to citizens through those relationships.

Always ready to help out in anyway possible – including taking on pilot programs, finding technology fixes, and often backfilling for colleagues overwhelmed with workload -- Tom was a member of the department's regional incident management team and also was a respected communicator in the Wisconsin Emergency Management system. He was frequently called upon to act as senior public information officer for nuclear emergency training exercises undertaken at the Point Beach and Manitowoc nuclear facilities.

He participated in professional organizations and in 2005 received a letter of thanks from Secretary Scott Hassett for his work in hosting the national Outdoor Writers of America Associates conference, in 2006 was recognized as a member of the northeast region's Team of the Year, and was a recipient of the Secretary's 2008 Pride Award for efforts to enhance cultural understanding in the Hmong and Caucasian communities through the department's *Harmony in the Woods* initiative. In his private life, Tom is active in the Shriners International and Shriners Hospital organizations.

A quick smile, fiercely loyal to his colleagues, and the source of wise communication counsel, Tom was a cherished member of the department's communication team.

WHEREAS, Tom Turner has served the people of the State of Wisconsin faithfully and well in the performance of his duties and has thus earned the commendation due an exemplary public employee,

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Scott J. Wardell is retiring from the Department of Natural Resources on June 3, 2011, after completing more than 27 years of dedicated public service to the citizens of the State of Wisconsin.

Scott's tenure with the State of Wisconsin started at the Department of Child Services where he spent about a year and a half of his initial coronation with the State. Shortly thereafter, Scott pursued an opportunity at the Department of Corrections and was initially in the accounts payable section. Through some attrition, Scott was "appointed" Print Manager at Corrections. It was not long before they realized that Scott was meant to be an expert at "Print Purchasing" and within a few years, Scott was re-classed to a Purchasing Agent. Scott soon found himself training others in all aspects of printing as well as day to day purchasing matters. Before he knew it, Scott put in 20 years at Corrections. After 20 years at Corrections and his reputation for print purchasing expertise, Scott was targeted and courted like a college football recruit to come to the DNR and conduct print purchasing. Four years ago, Scott accepted the challenge and came aboard. While at the DNR, Scott used his years of experience to find ways to streamline the print purchasing processes (within State guidelines of course), and found innovative ways of doing his work. Scott has purchased every type of print media that the DNR could create. He has seen more regulations, pamphlets, booklets, posters, environment cards and other print media in the past 4 years than most of us have seen in our lives. Now he passes the "printing" scepter on to his understudy. Scott has carved many notches of wisdom and of past successes in this hypothetical scepter and will be held in high regard. The DNR is greatly appreciative for all your contributions and will miss your dedication and humor.

Scott is not retiring to escape the DNR or his long purchasing career, but he finds himself at peace and in pursuit of the freedoms of retirement life. Time with his wife, friends and quite possibly an adventurous new career in a field totally unrelated to purchasing.

WHEREAS, Scott J. Wardell has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee.

NOW, THEREFORE, the Natural Resources Board at its August 2011 meeting at Spring Green, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Scott a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clausen, CHAIR