

**Wisconsin Department of Natural Resources
Natural Resources Board Agenda Item**

SUBJECT: Retirement Resolutions

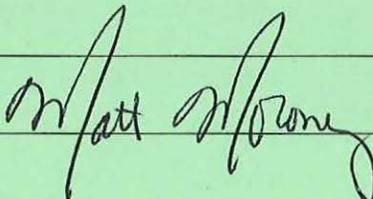
FOR: February 2014

TO BE PRESENTED BY: Secretary Stepp

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

Employee	Years of Service
1. James Buchholz	36
2. Debra Burgau	32
3. Terry Flugger	30
4. William Gantz	27
5. Fredrick Hagstrom	30
6. Dr. William Horns	22
7. Kevin Huggins	35
8. Mary Singsime	14
9. Fred Strand	39

RECOMMENDATION: That the Board adopt the retirement resolutions for February 2014.

Approved by	Signature	Date
, Bureau Director N/A		
, Administrator N/A		
Cathy Stepp, Secretary		2/6/14

cc: Board Liaison - AD/8

Retirement Resolution

James Buchholz, Natural Resources Property Supervisor in the Kohler-Andrae State Park Work Unit , retired from the Wisconsin Department of Natural Resources on January 8, 2014 after 36 years of dedicated service to the citizens of the State of Wisconsin.

James started his career with the Department in Plymouth, Wisconsin in 1972 where he served as a limited term employee in maintenance and agricultural work. After a few years, he started a NR Assistant position at Hartman Creek State Park. The following year on May 9, 1977, James was appointed to his first permanent position within the agency as a seasonal NR Patrol Officer at the Northern Highland - American Legion State Forest. James transferred to High Cliff State Park in 1978 and became a full-time patrol officer in 1979.

Shortly after the transition from seasonal to full-time, James was promoted to Park Supervisor at Devil's Lake State Park on May 16, 1982; there he served as the Assistant Superintendent and supervised the law enforcement and public contact staff at one of the busiest properties in the state. In 1983, James received a promotion to Park Superintendent at Wyalusing State Park. Three years later, James transferred to the Kohler-Andrae State Park and Harrington Beach State Park Work Unit Supervisor position and continued his distinguished career.

WHEREAS, James Buchholz 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 February 2014 meeting recognizes such faithful service with due respect and gratitude, wishes James a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair

Retirement Resolution

Debra Burgau, Customer Service Representative - Senior in Black River Falls, retired from the Wisconsin Department of Natural Resources on January 10, 2014 after 32 years of dedicated service to the citizens of the State of Wisconsin.

Debra's career began as a Typist for the Department of Corrections at the Black River Falls Correctional Center in 1979 where she spent 11 years. In 1990, she became a Typist for the Department of Natural Resources. Later that same year she became a Clerical Assistant.

In 2000, Debra was promoted to Customer Service Representative - Senior with the Bureau of Customer and Outreach Services. While in this position, Debra has seen many changes not only assisting customers face to face but as a member of the statewide call center.

Throughout her career, Debra has been a dedicated and valuable staff member. She has been willing to share her knowledge helping train multiple staff members and serving as a resource for others. She served as a member of the Black River Falls Wildland Fire Incident Management Team and she was part of the 2011 Customer Service Team receiving Honorable Mention for the Dream Team portion of the Secretary's PRIDE awards.

WHEREAS, Debra Burgau 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 February 2014 meeting recognizes such faithful service with due respect and gratitude, wishes Debra a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair

Retirement Resolution

Terry Fluger, Forestry Technician in Antigo, retired from the Wisconsin Department of Natural Resources on July 12, 2013 after 30 years of dedicated service to the citizens of the State of Wisconsin.

After serving his country in the military, Terry started his DNR career on October 18, 1982 at the Summit Lake Ranger Station as a seasonal Natural Resources Assistant in fire control. In April 1985 he was reclassified to Fire Control Assistant 1 and reallocated later to Forestry Technician - Advanced. Terry transferred to Antigo in February 1992.

Terry eagerly learned the various duties of wildland fire fighting and forest management. He became very proficient at equipment operation, timber marking and cruising. Terry worked along-side other professionals on private, State, and County-owned lands. Terry willingly assisted with other program efforts such as prescribed burning, registering deer, CWD sampling, and answering customer questions at the front counter at the Antigo Service Center.

Throughout his career Terry took on new assignments and challenges with a positive, enthusiastic, "can do" attitude and in 2002 he was recognized as the Forestry Technician of the Year. Anyone who has ever worked with Terry would agree that it truly is a pleasure to work with him!

WHEREAS, Terry Fluger 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 February 2014 meeting recognizes such faithful service with due respect and gratitude, wishes Terry a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair

Retirement Resolution

William Gantz, Environmental Analysis and Review Specialist in Spooner, retired from the Wisconsin Department of Natural Resources on January 24, 2014 after 27 years of dedicated service to the citizens of the State of Wisconsin.

William provided review and coordination of a wide variety of public transportation projects including highways, bridges, airports, and railroads. This work required considerable coordination with other Department program staff, external staff in other federal and state agencies, municipal officials, interest groups, and the general public.

During his years of service, William also provided review and final approval of many environmental analysis documents prepared by Department staff on a wide range of proposals including several highly complex and controversial projects. William's persistence in working through many difficult issues resulted in high quality analysis documents to aid Department decision makers.

In the performance of his duties, William provided prompt service to a variety of internal and external customers. He was always willing to go out of his ways to help others. William's dedication and service provided untold protection to a wide range of natural resources throughout his career.

WHEREAS, William Gantz 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 February 2014 meeting recognizes such faithful service with due respect and gratitude, wishes William a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair

Retirement Resolution

Fredrick S. Hagstrom, Fish Propagation Technician-Advanced in Fisheries Management at Woodruff, retired from the Wisconsin Department of Natural Resources on December 2, 2013 after 30 years of dedicated service to the citizens of the State of Wisconsin.

Fred started his career with the Department in 1979 as a NR Specialist 1 in Fitchburg. After he was hired at the Woodruff Fish Hatchery in 1984, Fred was promoted through several classifications to a Fish Prop Tech Advanced in 2001 where he served as the Spawning Coordinator for the rest of his career.

Fred oversaw the spawning of millions of walleye, musky, and sucker eggs, and kept pace with the changing biosecurity practices that brought us in-line with new VHS policies. Fred also put into operation new musky genetic protocols used for the first time in Wisconsin. Fred's mechanical expertise was always a great asset, keeping hatchery equipment operational, and he was instrumental in building new equipment used at the newly renovated Art Oehmcke State Fish Hatchery

Fred's skills and knowledge materially contributed to the success of the walleye and musky programs at AOH. His work helped produce fish that met the needs of the angling public. The anglers who fish the waters of this state are the beneficiaries of Fred's contributions to the fisheries program.

WHEREAS, Fredrick S. Hagstrom 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 February 2014 meeting recognizes such faithful service with due respect and gratitude, wishes Fredrick S. a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair

Retirement Resolution

Dr. William Horns, Great Lakes Specialist in Madison, retired from the Wisconsin Department of Natural Resources on February 2, 2014 after 22 years of dedicated service to the citizens of the State of Wisconsin.

Bill has served as the Great Lakes Specialist for the Bureau of Fisheries Management since his hire in 1992. During that time he has served as the coordinator for the Lake Michigan Fisheries Team and the Great Lakes Fisheries Team and has taken the lead on complex Great Lakes issues from recreational fisheries and commercial fisheries to tribal fisheries.

Dr. Horns represented the State of Wisconsin on the Lake Michigan and Lake Superior Committees of the Great Lakes Fishery Commission. He also served on the Great Lakes Fishery Commission Sea Lamprey Integrated Control committee.

Bill's excellent service to the DNR on both the Wisconsin and national stages is recognized across the Great Lakes community. From serving on the DNR Invasive Species Team to the US Fish and Wildlife Service Review Committee for the Great Lakes Fish and Wildlife Restoration Act, to the Council of Lake Committees, Bill has provided a consistent voice on fish management issues.

Dr. Horns has shown great professionalism and has represented Wisconsin with great passion for the Great Lakes fisheries.

WHEREAS, Dr. William Horns 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 February 2014 meeting recognizes such faithful service with due respect and gratitude, wishes Dr. Horns a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair

Retirement Resolution

Kevin Huggins, Quality Assurance Manager for the Bureau of Customer & Outreach Services in Madison, retired from the Wisconsin Department of Natural Resources on January 16, 2014 after 35 years of dedicated service to the citizens of the State of Wisconsin.

Kevin began his career with the State of Wisconsin on December 4, 1978. He worked for the departments of Public Instruction, Workforce Development, Transportation, and Natural Resources. Regardless of where Kevin served, it is certain that he was instrumental in developing improvements to government services.

Kevin exemplified public service by always being willing to help the public, department staff and other agencies. He was dedicated to continual improvement, ensuring the citizens of the state received the best possible service. Kevin was known for his strong organizational skills, focused attention to detail, excellent presentation skills, and lively sense of humor.

WHEREAS, Kevin Huggins 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 February 2014 meeting recognizes such faithful service with due respect and gratitude, wishes Kevin a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair

Retirement Resolution

Mary Singsime, Customer Service Representative Senior in Park Falls, retired from the Wisconsin Department of Natural Resources on February 3, 2014 after 14 years of dedicated service to the citizens of the State of Wisconsin.

Mary's career began as a program assistant at the Park Falls Service Center on May 3rd, 1999. She was reclassified to Customer Service Representative Senior in 2000. Mary spent her entire career working from Park Falls, except during the traveling "Hub Years" when she also served the communities of Woodruff and Rhinelander. Throughout her time in this position, she provided valuable service to thousands of customers whether from the area or on vacation.

During her time with the Department, Mary took pride in her involvement with the wolf program and educating the public about the species. Mary helped the wolf program by keying data and reports, along with track surveys, howling counts, and public outreach. Mary had been selected for the Northern Region's "Outstanding Service Award" in 2003 and was part of the 2011 Customer Service Team receiving Honorable Mention for the the Dream Team portion of the Secretary's PRIDE awards. Mary continued to provide that level outstanding service throughout her career.

WHEREAS, Mary Singsime 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 February 2014 meeting recognizes such faithful service with due respect and gratitude, wishes Mary a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair

Retirement Resolution

Fred Strand, Natural Resource Area Supervisor in Brule, retired from the Wisconsin Department of Natural Resources on February 14, 2014 after 39 years of dedicated service to the citizens of the State of Wisconsin.

Fred began his career with the Department in January 1975 as a Natural Resources Specialist 1 in Menomonie and transferred to the Brule area in August, 1975. Fred's leadership talents were quickly realized and he became a supervisor in 1989. Fred has provided continuity to natural resource management in the Lake Superior area during this long tenure. Fred is well known for his cooperative relationships with other programs, especially with Forestry. This high level of integration has resulted in improved forest-wildlife habitat, State property management, and water resource protection. Fred is also well respected in the protection of rare and threatened resources. His leadership in restoring and protecting pine and oak barrens have been unparalleled. These efforts have been exemplified on the Douglas County Wildlife Area benefiting future generations. He served a major role in establishing and protecting numerous State Natural Areas. Fred has set the standard for demonstrating a strong power of analytical reasoning and professionalism to the wildlife management program.

WHEREAS, Fred Strand 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 February 2014 meeting recognizes such faithful service with due respect and gratitude, wishes Fred a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair