

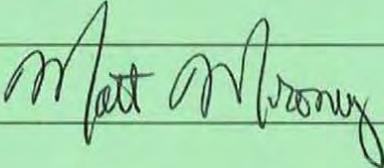
**Wisconsin Department of Natural Resources  
Natural Resources Board Agenda Item**

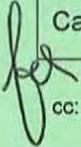
**SUBJECT:** Retirement Resolutions**FOR:** January 2015**TO BE PRESENTED BY:** Secretary Stepp

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

Employee	Years of Service
1. Suzanne Bangert	35
2. William Carlson	35
3. Roderick Glaman	25
4. Diane Hansen	40
5. Kris Khatri	22
6. Tom Mugan	36
7. Judi Nigbor	25
8. Randall J. Stark	30
9. Jill E. Schartner	31
10. Peter Wisdom	30
11. William I. (Bill) Yearman	24

**RECOMMENDATION:** That the Board adopt the retirement resolutions for January 2015.

Approved by	Signature	Date
, Bureau Director N/A		
, Administrator N/A		
Cathy Stepp, Secretary		1/12/15

 cc: Board Liaison - AD/8

## **Retirement Resolution**

Suzanne Bangert, Deputy Administrator of the AWaRe Division in Madison, retired from the Wisconsin Department of Natural Resources on January 9, 2015 after 35 years of dedicated service to the citizens of the State of Wisconsin.

Sue began her career as a Wastewater Engineer in 1977. In 1986 she took a position as a Hazardous Waste engineer in the Waste Bureau. She became the Superfund Unit Leader in 1988, and Industrial Wastewater Unit Leader in 1991. Sue was promoted to Director, Waste Management Bureau, in 1998, a position she held until becoming the Air & Waste Division Deputy Administrator in 2008, Division Administrator in 2010, and Deputy Administrator again in 2011. Sue's career exemplifies excellent customer service and dedication. Highlights include many internal and external partnerships, including co-chairing the multi-national pollution prevention workgroup for the Lake Superior Binational Program in 1994 and chairing the ECOS Planning Committee. Sue is an innovator, instituting Wastewater permit streamlining in the mid-90's, securing ISO14000 certification as Waste Bureau Director, setting a goal of "zero waste" for WI, and advancing the state to its status as a national leader in recycling and beneficial use. Sue won the Brogan award in 1992 for her dedication to protecting the environment.

WHEREAS, Suzanne Bangert 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 January 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Suzanne 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 Carlson, Richland Center Team Leader in Dodgeville, retired from the Wisconsin Department of Natural Resources on January 5, 2015 after 35 years of dedicated service to the citizens of the State of Wisconsin.

Bill dedicated his career to forestry in southern Wisconsin. He trained on the Kettle Moraine State Forest, and his first appointment was as the first DNR Forester for Lafayette County. He was soon promoted to Assistant District Forester at the Pike Lake Unit of the Kettle Moraine State Forest. Bill next brought his skills to the position of Park Manager at Tower Hill State Park, where he managed integrated resource programs within the State Park. Bill was next appointed the first Lower Wisconsin Riverway Forester, where he paved a path of partnership and collaboration to achieve sustainable management on one of the state's most valued river corridors. Bill's hard work, and his skill at uniting people under a common goal helped to create the Lower Wisconsin Riverway Board from it's infancy.

After eleven adventure-filled years as Riverway Forester, Bill brought his leadership talents to Poynette, Dodgeville, and finally Richland Center as a Team Leader. Bill has led and inspired staff with his genuine care for people and Wisconsin's forests.

WHEREAS, William Carlson 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 January 2015 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

Roderick Glaman, Forester/Ranger in Wautoma, retired from the Wisconsin Department of Natural Resources on December 1, 2014 after 25 years of dedicated service to the citizens of the State of Wisconsin.

WHEREAS, Rod was dedicated to protecting and sustainably managing Wisconsin's forests. Rod began his career as a Forest Fire Control Technician at Hartman Creek, and promoted to Forester/Ranger and Deputy Warden at Necedah. In 1993 he transferred to become the Wautoma Forester/Ranger.

Rod created a legacy of strong partnerships in law enforcement and fire control. He strengthened the capacity of local fire departments to safely and effectively suppress wildland fires. As a law enforcement officer, Rod was locally valued and trusted to always protect and serve the public.

Rod is a sincere and true voice of sound resource management. He is a natural teacher and mentor who contributes wisdom versus knowledge, and empowers everyone, landowners and co-workers alike, with the responsibility of sustainable forest management. Rod brought respect and integrity to his profession, and instills those values in the next generation of Foresters.

WHEREAS, Roderick Glaman 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 January 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Roderick 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

Diane Hansen, Environmental Program Associate in the Northeast Region Remediation & Redevelopment Program in Green Bay, retired from the Wisconsin Department of Natural Resources on January 9, 2015 after 40+ years of dedicated service to the citizens of the State of Wisconsin.

Diane began her career with the WI Dept of Health (Reformatory) in 1971, and with the WI DNR in 1979 as the Clerical Supervisor at the then Lake Michigan District. She was in charge of license sales during the first bonus deer tag sale, back up to the computer technician, and was instrumental in installation of phone systems at various offices within the District where centrex phone services were not available.

She continued her career in the Real Estate program compiling all LMD land purchase records, coordinated hay and building sales, tracking of Land Use Agreements, & processed fee payments and collections. She developed the original Public Land and Property Taxes brochure in 1999.

Diane completed her career working in the NER RR program where she excelled in knowledge of the Bureau's tracking system of contaminated lands. Her advice was routinely sought out regarding tracking concerns, and she frequently provided recommendations for improvements to the system. In 2011 Diane was nominated and received the NER Air, Waste & Remediation and Redevelopment Employee of the Year award.

WHEREAS, Diane Hansen 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 January 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Diane 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**

Kris Khatri, Public Water Plan Review Engineer in Green Bay, retired from the Wisconsin Department of Natural Resources on September 3, 2014 after twenty two years of dedicated service to the citizens of the State of Wisconsin.

Kris started his employment with the Department in Park Falls as a Water Supply Engineer in 1992. He moved to Madison in 1994, and then on to his final destination of Green Bay.

He thoroughly enjoyed interacting with his customers - consultants, engineers, water supply operators, and colleagues, and often would join them in the field or invite them to his office. Over the years, Kris amassed numerous verbal and written kudos and thank you's for his commitment to customer service.

In recognition of his public service in the Public Water Supply program, Kris was awarded the Life Time Achievement Award in 2013 by Wisconsin Rural Water Association.

Kris will be remembered as a cheerful and accommodating peer. He spent many days volunteering his services to interview panels and helping start the careers of many grateful would-be co-workers. The citizens of Wisconsin and those that worked with Kris will miss his good work, humor, and dedication.

WHEREAS, Kris Khatri 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 January 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Kris 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**

Tom Mugan, Wastewater Section Chief in Madison, retired from the Wisconsin Department of Natural Resources on January 8, 2015 after 36 years of dedicated service to the citizens of the State of Wisconsin.

Tom started in the Southern District as a Natural Resources Tech doing wastewater permit compliance monitoring. He later did operator certification & training as well as lab certification. Tom eventually became a wastewater engineer in the CO in 1989 to work on variances, toxics, mercury rule, & LOD/LOQ determination guidance. In the Permits Section, he was responsible for the mercury rule, several guidance documents, including: Mercury Guidance, Mass limits and Chlorine Limits, LOD/LOQ determination Guidance, Interim Ammonia Policy, EGAD guidance, & Pollutants of Concern Guidance for GLI.

He promoted in 2008 to Wastewater Section Chief, the largest in the Water Quality Bureau with 15 staff. He worked closely with EPA to improve relationships & educate partners on the Phosphorus Rule, variances, compliance schedules, & priority permits. He found compromises to satisfy the permittee and protect the environment. Tom led the stakeholder meetings with Cheese Manufacturers, Food Processors, Aquaculture, & Power Plants. He will be missed by his co-workers, staff, & management.

WHEREAS, Tom Mugan 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 January 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Tom 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**

Judi Nigbor, Conservation Warden in Montello, will retire from the Wisconsin Department of Natural Resources in February 2015 after over 25 years of dedicated service to the citizens of the State of Wisconsin.

Judi began her career as a Wildlife LTE working in Plymouth, Horicon, and Berlin. In 1985 Judi became a Park Ranger at Devils Lake State Park. In 1989 Judi began her career as a Conservation Warden first being stationed in Delevan and in 1990 transferring to Montello where she stayed for the remainder of her career being a member of the Horicon, then Baraboo and finally Wautoma Warden Team.

Throughout her career Judi has demonstrated her superior work ethic and exceptional skills, knowledge and abilities. Judi's superb interview, interpersonal and observation skills were the keys to her high investigative success. As a FTO Judi passed on her abilities to many fortunate recruits and any stationed warden that worked with her.

In 2003 the Warden Service formally recognized Judi's exceptional abilities by presenting her with the highest award possible for a Wisconsin Conservation Warden, the Haskell Noyes Efficiency Award.

WHEREAS, Judi Nigbor 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 JANUARY 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Judi 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***

Chief Warden Randy Stark retired from the Department of Natural Resources on November 20, 2014. He started his career with DNR as a conservation warden on January 3, 1984, serving as a field warden at Necedah, in Juneau County and Webster in Burnett County. He served as the warden supervisor in Marinette from 1989-1997. From 1997-1999, he served as the South Central Regional Warden in Fitchburg. From 1999-2002, he served as the Bureau of Law Enforcement Training Director during which time the training team hired 53 new wardens, enhanced the background investigation process, improved the FTO program, updated the recruit training curriculum, and enhanced the recruit warden evaluation process.

In November 2002, he was appointed Wisconsin's 18<sup>th</sup> Chief Warden. He is among the longest serving Chief Wardens in state history, having served four DNR Secretary's and three Governors in over 11 years. During his tenure as Chief Warden, the warden service diversified its ranks, increased the breadth of its partnerships, kept abreast of new technology, met new environmental challenges, managed through two economic downturns, and adapted to a continuous stream of new realities. Eighty-eight new wardens were hired into the warden service during his tenure as Chief Warden.

In the wake of the tragic 2004 homicides of six deer hunters in northern Wisconsin, Chief Stark worked closely with statewide conservation organizations, local hunting clubs, the Hmong Community, and statewide media to ease tensions, enhance cross-cultural understanding, build relationships, and establish multi-cultural partnerships on hunter education and hunter recruitment efforts.

Chief Stark worked to enhance emergency response capacity by emphasizing training and coordination with other federal, state and local law enforcement agencies, resulting in the warden service carrying out a number of effective responses to snowstorms, floods, tornadoes, spills, and other emergencies. For 27 days from February 13, 2011 - March 11, 2011, Chief Stark served as one of the Incident Commanders in the State Capitol during the largest protest in state history, managing the response of hundreds of officers and crowds of up to 100,000 people.

Chief Stark worked with the legislature and conservation organizations to establish the Violator Compact in 2007 and a safe Mentored Hunting Law in 2008. To date, over 100,000 people have safely participated in the Mentored Hunting and Lean to Hunt programs. On the national level, he served as the President of the National Association of Conservation Law Enforcement Chiefs from 2009-2013. He served as an instructor at the National Conservation Leadership Institute since 2008, having taught over 300 graduates from agencies and organizations from across the United States.

*Whereas*, Randall J. Stark has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due to an exemplary public employee;

*Now, Therefore*, the Natural Resources Board at its January 2015 meeting in Madison, Wisconsin recognizes such faithful service with due respect and gratitude, wishes Randy 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**

Jill E. Schartner, Conservation Warden for Southern Bayfield County stationed in Drummond, Wisconsin retired from the Wisconsin Department of Natural Resources on January 06, 2015 with dedicated service to the citizens of Wisconsin over the past 31 years.

Jill began working for the Wisconsin Department of Natural Resources in 1983 when she was hired to work as an LTE Park Ranger at Potawatow State Park in Door County, working under Park Superentent Arnie Lindauer, a postion she held for 7 seasons. In the Fall of 1989 Jill was hired as a Special Conservation Warden working the Door County area under Wardens Joel Mc Olash and David Weber. On January 2nd, 1990 Jill was appointed the Conservation Warden postion, she trained under Field Training Officers Tom Kroeplin, Brian Fellrath and Bill Schwengel. Jill worked a temperarly asignment during the 1990 Gun Deer Season working the Antigo area with Warden David Sabrowski. In January 1991, Jill received the Monroe Field Station assignment, where she served the citizens of Green County for 16 years, serving under Supervisors John Glennon, Tom Van Haren and Chuck Horn. In the Fall of 2006 Jill took a transfer and was assigned the Drummond Field Station, working the Southern Bayfield County area for the past 8 years, under supervisors Mike Vogelsang and David Oginski. On January 6, 2015 Jill will concluded her career, having worked the past 31 year for the Wisconsin Department of Natural Resources.

WHEREAS, Jill E. Schartner 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 January 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Jill 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

Peter Wisdom, Forestry Team Leader in Hayward, retired from the Wisconsin Department of Natural Resources on December 26th, 2014 after 30 years of dedicated service to the citizens of the State of Wisconsin.

Pete was hired in July, 1984, and after 13 weeks of training at the Tomahawk Training Center he was assigned to the Barnes Ranger Station as a trainee forester. In March, 1985 Pete accepted a public lands forester position at the Gordon Ranger Station, working primarily on the Douglas County Forest.

In 1989 Pete transferred to Hayward as a private lands forester, where he developed strong partnerships with private and industrial consulting foresters. In 1995 he accepted the Sawyer County Liaison Forester position, which he held until being promoted to the Sawyer/Rusk Forestry Team Leader position in 2002.

Throughout his career, Pete was known as an innovative thinker and problem solver. He was routinely asked to participate on teams and committees that were charged with providing solutions to long standing issues. Pete is very dedicated to the profession of forestry, and diligently worked his entire career to promote the sustainable management of Wisconsin's forests.

WHEREAS, Peter Wisdom 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 January 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Peter 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 I. (Bill) Yearman will retire from the Department of Natural Resources on June 2, 2015 with over 24 years of service. Bill began his career with the Department in 1984 as an LTE in fisheries based out of Milwaukee. In 1985 Bill accepted a position with Tennessee Wildlife Resources Agency as a Conservation Warden. In 1991 Bill returned to Wisconsin and started his career as a Wisconsin Conservation Warden. Bill was stationed in Wausaukee until 1994 when he transferred to the Fall Creek station. Bill was promoted to a Recreational Safety Warden in Eau Claire in 2004 where he worked until his retirement.

Bill prepared for his career by graduating from the University of Wisconsin Stevens Point in 1979 with a Bachelor of Science degree in Wildlife Management and a minor in Zoology. While attending college Bill interned with a Department Wildlife Manager and was a teaching assistant in fisheries with the university's summer school program. Upon being hire by the Department in 1991, Bill attended the police academy in Eau Claire where his peers elected him class president.

As a field warden Bill served as a Glock armorer and defense and arrest tactics instructor. Bill received a lifesaving award in 2004 for his efforts to save a boater on the Chippewa River on May 26, 2004. As a Recreational Safety Warden, Bill was actively involved with the training and investigation of hunting and recreational vehicle accidents. Bill taught at the National Hunting Incident Academy, assisted and or directed the recruit hunting accident training and developed an incident training manual.

Bill exemplified public service by always being willing to help the public, Department staff, or other agencies. Bill took great strides to always be available to his peers, field wardens, front line staff, the public and the media to assist in any way possible.

**WHEREAS**, William I. Yearman 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 January 2015 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Bill a healthy, happy and rewarding retirement and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Preston D. Cole, CHAIR