

Wisconsin Department of Natural Resources  
 Natural Resources Board Agenda Item

**SUBJECT:** Retirement resolutions

Corrected

**FOR:** May 2015 Board meeting

**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. W. Ted Ave'Lallemant	30
2. Don Bates	33
3. Brian Buenzow	33
4. Alan Crossley	28
5. JoAnne Farnsworth	38
6. Charles (Chuck) Gatling	34
7. James Horne <b>Corrected</b>	32
8. Dale Katsma	38
9. Randy McDonough	34
10. Gregory Rublee	25
11. William Vander Zouwen	32
12. Nondor (Tim) Weiss	23
13. Adrian Wydeven ✓	32

**RECOMMENDATION:** That the Board adopt the retirement resolution(s) for May 2015.

Approved by	Signature	Date
Cathy Stepp, Secretary <i>for</i>	<i>Michael J. Biel</i>	<i>5/1/15</i>

## **Retirement Resolution**

W. Ted Ave'Lallemant, Forester - Senior in Antigo, retired from the Wisconsin Department of Natural Resources on April 27, 2015 after 30+ years of dedicated service to the citizens of the State of Wisconsin.

After working as a LTE, Ted started his permanent career on July 23, 1984. He held positions in Tomahawk, Grantsburg and Babcock before transferring to Antigo in 1985. Ted worked there as a Forester-Ranger, Work Unit Supervisor and finished his career as the Liaison Forester to Langlade Co.

Ted fought many wildland fires throughout Wisconsin and on four national fire details. He has a passion for working on both private and public forestlands. Ted is highly respected in the State forestry community for his innovation, expertise, humor and accomplishments. He has mentored several new Foresters and Technicians. Ted takes great pride in being a field forester.

A week after working on the Cottonville Fire in 2005, Ted was diagnosed with acute leukemia. He endured long, severe treatments to survive and become a champion to find a cure. Ted wrote a book about his experience and donated the proceeds to research. In retirement he plans to continue on a local, statewide and national basis to promote events to support victims and find a cure.

WHEREAS, W. Ted Ave'Lallemant 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Ted 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**

Don Bates, Area Wildlife Supervisor for the Wildlife Management Programs in the Madison Area, retired from the Wisconsin Department of Natural Resources on October 24, 2014 after 33 years of dedicated service to the citizens of the State of Wisconsin.

Don began his career as the Assistant Game Farm Supervisor at the State Game Farm in Poynette and was promoted to the Director of the State Game Farm in 1989. In 2006, he was promoted to the CWD Operations Supervisor in Dodgeville and in August of 2010, Don assumed supervision of the Dane County Wildlife Biologist and Technician and the Green/Rock County Wildlife Biologist and Technician and became the Madison Area Wildlife Team Supervisor for the Southern District.

Throughout his career, Don was dedicated to protecting, maintaining, and enhancing the wildlife resources of Wisconsin, as well as promoting the wide variety of recreational opportunities they offer. Don is an extremely valued mentor and teacher to the next generation of conservationists as he tirelessly mentored countless interested individuals in the sport of hunting.

WHEREAS, Don Bates 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Don 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**

Brian Buenzow, Wildlife Technician in Janesville, for Rock and Green Counties, retired from the Wisconsin Department of Natural Resources on January 2, 2015 after 33 years of dedicated service to the citizens of the State of Wisconsin.

Brian began his career as the Natural Resources Assistant in Wildlife at Newville in June 1981 and was reclassified to Wildlife Technician – Advanced in 1992. Brian's dedication to grassland birds, especially pheasants, as well as the public and private land necessary to maintain their populations was virtually unparalleled.

Brian developed and sustained lifelong partnerships throughout Rock and Green Counties and worked tirelessly with those partners and the citizens of the area to ensure that the message of wildlife conservation, management and sustainability were heard.

Brian was extremely dedicated to protecting, maintaining, and enhancing the wildlife resources of Wisconsin. He is a steadfast proponent of the sport of hunting and spends countless hours in the field introducing interested individuals to the joys that hunting and wildlife appreciation have to offer.

WHEREAS, Brian Buenzow 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Brian 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**

Alan Crossley, Public Lands Specialist in Madison, retired from the Wisconsin Department of Natural Resources on April 6, 2014 after 28 years of dedicated service to the citizens of the State of Wisconsin.

Alan began as a project biologist on the Dodge County Private Lands Wildlife Project in 1986 at Horicon. He became the Southern District Private Lands Biologist stationed at Fitchburg and helped establish the Glacial Habitat Restoration Area. He worked to maximize landowner participation in the USDA Conservation and Wetland Reserve Programs and helped investigate the use of rotational grazing to improve grassland habitats for birds. In 1991, he was named Deputy District Wildlife Supervisor.

When Chronic Wasting Disease was discovered in 2002, Alan led field activities to monitor disease spread and management. In 2006 Alan became the department's statewide CWD Project Manager.

Alan became the Wildlife Management Program Public Lands Specialist in 2008. He oversaw property management activities including infrastructure inventory, public outreach, access development, master planning, forest certification, land acquisition, and Capital Development projects. Throughout his career, Alan taught and infused his coworkers with enthusiasm for conserving the wildlife resources of Wisconsin.

WHEREAS, Alan Crossley 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Alan 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**

JoAnne Farnsworth, Management Section Chief, Bureau of Wildlife Management in Madison, retired from the Wisconsin Department of Natural Resources on August 4, 2014 after 38 years of dedicated service to the citizens of the State of Wisconsin.

JoAnne's state service began in 1977. She joined DNR in 1978 and worked in a variety of positions within the Bureau of Water Grant until 1999. JoAnne's skills increased as she served as an accountant, community services specialist, and admin supervisor. In 1990s she embraced new roles as a recycling supervisor and recycling grants manager.

In 1999, JoAnne began a new path within DNR when she became the Bureau of Science Services Support Section Chief and then joined the Bureau of Wildlife Management in 2004. In the wildlife program, JoAnne served as the Management Systems Section Chief, overseeing staff in Wildlife Damage and Urban Nuisance, Wildlife Rules and Regulations, Information Technology, and Public Lands. JoAnne oversaw the Wildlife Management Program's budget and personnel management, including the recruitment, hiring, and training of Wildlife staff across the state. JoAnne's leadership resulted in the creation of the automated Land Management System for tracking land decisions, creating efficiencies across the Department.

WHEREAS, JoAnne Farnsworth 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes JoAnne 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**

Charles (Chuck) Gatling, Wildlife Technician - Advanced in Turtle Valley Wildlife Area, retired from the Wisconsin Department of Natural Resources on September 5, 2014 after 34.5 years of dedicated service to the citizens of the State of Wisconsin.

Chuck maintained an exceptional long term safety and service record, putting in tens of thousands of hours on heavy equipment with no major safety incidents. He improved thousands of acres of wildlife habitat and public access facilities by way of prescribed fire breaks, invasive species control, water control structure installation, dike maintenance, parking lot installation, and hunter walking trails. If you needed something mowed, graveled, dug, leveled, or installed, Chuck would do it safely, efficiently, on time, and within budget.

Chuck trained more than 50 LTE's and permanent staff in the foundations of wildlife habitat management and the safe and efficient operation of heavy equipment. His trainees can be found within all the ranks and programs of the DNR and partner conservation organizations.

Chuck improved public access and recognition of public lands, leading to high property user satisfaction as evidenced by numerous public compliments. He willingly assisted other programs by improving fishing access points, transporting equipment, and much more.

WHEREAS, Charles (Chuck) Gatling 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Charles (Chuck) a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Preston D. Cole, Chair

# Corrected

## Retirement Resolution

James Horne, a Conservation Warden in Shawano, retired from the Wisconsin Department of Natural Resources on January 6, 2016 after 32 years of dedicated service to the citizens of the State of Wisconsin.

Jim became a Conservation Warden in 1987 and was stationed in Oconto Falls, Madison, and Green Bay prior to transferring to his final station in Shawano in 1992. Jim started as a DNR Wildlife Intern in 1984 and then worked as a LTE Wildlife Technician from 1984 to 1986 .

Jim was the Warden of the Year for the Wisconsin Wildlife Federation and Wisconsin Hunter Education Association in 2008. Jim served as a Warden Intern Supervisor, Background Investigator, Tactical Flight Officer, Critical Incident Representative for DNR LE Officers, Glock Armorer, Regional Ginseng Expert, and assisted mentoring new recruit wardens in specialized training.

As a leader within the Peshtigo Team, the Warden Force, and his community, Jim worked with other wardens during high priority occasions, assisted with their complaints, and provided recommendations based on his knowledge and experiences. Jim had a strong presence in education, community involvement, and enforcement. Jim was instrumental in recruiting youth enthusiasts into outdoor recreational activities in his community.

WHEREAS, James Horne 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 May 2015 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**

Dale Katsma, Area Wildlife Supervisor in Plymouth, retired from the Wisconsin Department of Natural Resources on April 1, 2015 after 38 years of dedicated service to the citizens of the State of Wisconsin.

Dale has spent virtually his entire professional career serving the people and natural resources of Southeast Wisconsin from the Plymouth office. During his last 4 years, he transitioned and guided a new Lakeshore Area from Sheboygan up through Door County. Over the course of his career he served on 4 species advisory committees, including the very active deer advisory committee for over 30 years.

Dale was integral in the effort to restore wild turkeys to Eastern Wisconsin, coordinating releases of birds in the Northern Unit of the Kettle Moraine State Forest starting in 1985. He established the first management agreement and comprehensive plan for the jointly owned Sheboygan Marsh Wildlife Area with Sheboygan County.

Dale was a supervisor and mentor of wildlife staff most of his career. He oversaw a very successful private land wildlife program which resulted in hundreds of wetland restorations and thousands of acres of grassland established in his area. His crowning achievement was the innovative North Branch Milwaukee River Wildlife and Farming Heritage Area.

WHEREAS, Dale Katsma 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Dale 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**

Randy McDonough, Wildlife Technician - Advanced in Barron, retired from the Wisconsin Department of Natural Resources on January 23, 2015 after 34 years of dedicated service to the citizens of the State of Wisconsin.

Randy began his career as a Wildlife Intern at Barron in 1978, followed by an LTE position in 1980. Randy accepted a permanent position as a Wildlife Natural Resources Assistant in 1981. He was a Fisheries Technician at Cumberland in 1982, working on trout streams in the St. Croix Area. Randy transferred to a full time Wildlife Technician position in Barron on August 8, 1983, and held that position until his retirement.

Randy's creativity enabled him to adapt with the times, from using typewriters and mimeograph machines to copy machines and computers. He so embraced technology that he received a merit award for his extensive use of the Land Management System, resulting in efficient management of the extensive wetland and grassland resources for which he was responsible.

Randy left the public lands he maintained in immaculate condition, with extensive up-to-date posting, parking lots and gates installed.

WHEREAS, Randy McDonough 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 May 2015 meeting 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**

Gregory Rublee, Advanced Fisheries Technician in Park Falls, retired from the Wisconsin Department of Natural Resources on April 3rd, 2015 after 25 years of dedicated service to the citizens of the State of Wisconsin.

Greg attended UW-Stevens Point, where educators helped nurture his interest in the natural resources field. He graduated in 1985 and acquired his first Department position as a Limited Term Employee in the Edgerton and Fitchburg offices. He worked as a permanent employee beginning in 1990 on Lake Mendota's biomanipulation project, and after a short stint in Madison, moved to Bayfield in 1991 and worked as a Propagation Technician. He served in this capacity for two years and transferred to Park Falls, where he worked the remainder of his career as an Advanced Fisheries Technician.

Greg remains true to his passion for protecting and enhancing the fisheries resources of the State, which define our values and way of life. We thank him for his professionalism and dedication during his career.

WHEREAS, Gregory Rublee 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Gregory 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 Vander Zouwen, Section Chief, Wildlife Ecology in Madison, retired from the Wisconsin Department of Natural Resources on April 18, 2014, after 32 years of dedicated service to the citizens of the State of Wisconsin.

Bill began in 1982 as a Farm Wildlife Research Assistant, Bureau of Research, studying wildlife population and habitat relationships within the Glacial Habitat Restoration Area. In 1990, he became an Upland Wildlife Ecologist, Bureau of Wildlife Management, developing and coordinating the Upland Management Program, including completion of wild turkey restoration in Wisconsin. Bill was hired as the Wildlife and Landscape Ecology Section Chief in 1994, where he oversaw the population and habitat management for all Wisconsin game species. He was the lead author of Wisconsin's deer population environmental assessment.

In 2012, Bill led the development of Wisconsin's first Wolf Hunting Rule and oversaw implementation of the first season. He chaired an interdisciplinary team of DNR and Tribal experts, and skillfully facilitated the Wolf Advisory Team that developed wolf quota and rule change recommendations.

Bill's leadership role extended beyond Wisconsin. He served on the Upper Mississippi and Great Lakes Joint Venture and the Great Lakes Fish and Wildlife Habitat Restoration Project

WHEREAS, William Vander Zouwen 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 May 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

Nondor (Tim) Weiss, Statewide Wildlife Information Systems Specialist and Data Coordinator in Madison, retired from the Wisconsin Department of Natural Resources on February 25, 2015 after 23 years of dedicated service to the citizens of the State of Wisconsin.

Tim joined Wildlife Management Bureau in 1992 as our first “computer guy”. Tim’s professional training was as a wildlife biologist, but his aptitude for information technology helped the wildlife program harness the power of modern computing. He developed and implemented a statewide hardware and software acquisition and inventory plan. If wildlife field staff had an IT question, they called Tim.

Tim wasn’t known by most Wisconsin’s hunters and trappers. However, Tim was “The Man” when it came to special deer, turkey, bear and furbearer permit drawings and mailings. He wrote the computer code that selected permit winners and oversaw the printing and mailing of permits to awardees. Tim’s work literally made millions of hunters & trappers happy.

When CWD arrived in Wisconsin, Tim stepped up and provided critical IT support to the CWD data manager and field operations. Throughout his career, Tim combined his wildlife biologist background with his strong information processing skills to develop solutions that served both the department and Wisconsin’s citizens well.

WHEREAS, Nondor (Tim) Weiss 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Nondor (Tim) 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**

Adrian Wydeven, Forest Wildlife Specialist and Large Carnivore Specialist in Ashland, retired from the Wisconsin Department of Natural Resources on January 13, 2015 after 32 years of dedicated service to the citizens of the State of Wisconsin.

Adrian served as a Wildlife Manager in Oshkosh, Appleton, and Shawano from 1982 to 1990, where he was engaged in on-the-ground wildlife management activities. Adrian worked as a Non-game Mammalian Ecologist in the Endangered Resources Program from 1990 to 2012.

Adrian's career achievement was documenting and sheparding the successful recovery of Wisconsin's gray wolf population. He led the development of Wisconsin's wolf population monitoring program and our first wolf management plan. Simply put, he was the "go to" guy for all things wolves in Wisconsin. Adrian also developed and oversaw the reporting system for rare mammals in Wisconsin during his tenure.

Adrian returned to the Bureau of Wildlife Management in 2012 to finish his career as a Large Carnivore Specialist. In 2013 he was stationed in Ashland as a Forest Wildlife Specialist. In this role, Adrian helped establish the Young Forest Partnership.

WHEREAS, Adrian Wydeven 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 May 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Adrian a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Preston D. Cole, Chair