

**NATURAL RESOURCES BOARD AGENDA ITEM**

**SUBJECT:** Retirement Resolutions

**FOR:** OCTOBER 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
1. Nadene Cable	33
2. Jim Grafelman	30
3. Diane M. Johnson	26
4. Helen Kelly	17
5. Todd C. McCourt	30
6. Michel D. Reif	31
7. Ken Schreiber	32

**RECOMMENDATION:** Adopt Retirement Resolutions for October 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

cc: NRB Liaison  
DNR Rules Coordinator

10/10/11

## ***Retirement Resolution***

Nadene Cable retired from the Wisconsin Department of Natural Resources after 33 years of dedicated service to the citizen's of the State of Wisconsin. She began her career in 1977 as an Environmental Specialist working in the Drinking Water and Groundwater program in Spooner, Wisconsin. Throughout her entire career Nadene focused her efforts on providing clean and healthy drinking water to the Citizens of Wisconsin.

Regulating the installation of private drinking water wells was one way in which Nadene served Wisconsin Citizens. Nadene gained a high level of both practical and technical knowledge from field experience working around well construction and pump installation equipment. She also developed her knowledge and skills through the completion of courses focused on the many technical aspects related to her job including local geologic conditions, the principles of well construction, and drilling technology. Nadene played a lead role in the continuing education program associated with the well driller / pump installer licensing program. She knew how to balance technical assistance and education with the need for well drillers to properly install wells. Nadene's drilling expertise was often sought out by her co-workers, the well drilling community, and the public.

In addition, Nadene assured that our public water supply systems provided clean drinking water as required by the Safe Drinking Water Act. She was able to couple her experience with her overall public health knowledge and was particularly adept at explaining the complex requirements of the Safe Drinking Water Act to your average business owner. In this respect Nadene was an excellent communicator and she helped others develop their communication skills by teaching segments of the Department's flagship *Oral Communications Course (OCC)*.

Nadene's long and productive career reached a pinnacle in 2006 when she became the Northern Region Drinking and Groundwater Supervisor. Nadene had mentored many new employees over the years and as a result her transition to supervision was flawless. She was an attentive manager and gave feedback and guidance to staff ensuring that there was a consistent code and policy interpretation.

***WHEREAS***, Nadene Cable 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 October 2011 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Nadene 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*

In his more than 30 years of serving the people of Wisconsin in the Department of Natural Resources, Jim Grafelman's career has marked several milestones in protecting wetlands, surface waters, fisheries and wildlife habitats. As the DOT/DNR Liaison, Jim was instrumental in the development of construction site erosion control standards adopted by DOT in the late 1990's. His work on protecting natural habitats while planning efficient transportation corridors on Highway 29 in Marathon County and Highway 10 in Portage County won him state-wide and national recognition.

As the Integrated Resource Management Liaison with the Nicolet National Forest, Jim helped manage and protect the forestry, water, wetlands and endangered resources within the boundaries of the national forest.

Jim's later work as a Water Management Specialist for Oneida, Forest and Lincoln Counties furthered the use of the stepped enforcement process to restore critical habitats affected by illegal filling of wetlands. Many acres of illegally filled wetlands have been restored under his care. Jim's legacy will be one of a passion for lakes, rivers, streams, wetlands and all things natural and beautiful provided by Mother Nature.

*WHEREAS*, Jim Grafelman 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 October 2011 meeting at Madison, 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*

Diane M. Johnson will retire from the Department of Natural Resources on June 29, 2011, after more than 26 years of service to the people of the state of Wisconsin.

Diane began working for Department of Natural Resources when it was known as the Wisconsin Conservation Department. She worked at the Wisconsin Rapids office as a Stenographer – 3 from 1967 until 1969 for the Division of Environmental Protection. After some time in alternate positions outside the Department, she once again rejoined the Department in 1987 as a limited term Clerical Assistant at the Appleton field office in the Lake Michigan District. In 1989, she was hired to a permanent half-time position as a Clerical Assistant – 1 working with the Division of Forestry, Wildlife, and Law Enforcement, where she continued to increase her effectiveness and gain additional experience. In August 1991, per recommendation from her supervisors, Diane earned advancement to Clerical Assistant - 2. While in this position, Diane continued to excel in her duties and adapted to a growing population in the area leading to increased walk-in customers at the Appleton office.

In May 1994, Diane received a reclassification to Program Assistant – 1 as a result of her ability to adapt quickly and take charge of the responsibilities required from customers and staff. She assisted with many items for the Law Enforcement, Forestry and Wildlife programs while still assisting customers over the counter and by phone. Diane played a big role when the Appleton office moved in 1997 doing much of the ordering and assisting with the open house and numerous other decisions.

In February 2002, Diane began working in the Oshkosh Service Center as well as the Appleton field office continuing to progress in her career and take on additional duties with the Customer Service program.

In February 2003, Diane transferred to the Green Bay Service Center and continued to hone her skills in Customer Service by mastering the many computer programs and continually utilizing her knowledge to assist customers.

In January 2006 due to her high degree of knowledge and good work ethic, Diane interviewed for and was hired as a Customer Service Representative – Senior. She performed these duties with diligence and professionalism.

In November 2009, Diane accepted a position as a Customer Service Representative – Senior on the Statewide Call Center. In this same year, Diane was part of the Customer Service team that was nominated for Northeast Region Team of the Year. Although they did not win, through its leadership and teamwork this team provided outstanding contributions to the protection, management, and enhancement of Wisconsin's natural resources.

Diane has always shown a high degree of professionalism and is a respected member of the Customer Service team. Diane has been an exceptional resource for the customers of the Department and her peers. She has adapted well during her career to the many changes which have occurred throughout the years. This professionalism and dedication toward customers and her peers has distinguished her career.

*WHEREAS*, Diane M. Johnson 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 October 2011 meeting at Madison, 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*

Helen Kelly retired from the Department of Natural Resources on October 7, 2011, with over 17 years of dedicated service to the State of Wisconsin. Helen worked her entire career at the Southeast Region Headquarters in Milwaukee.

Helen started her career in DNR in 1987 as a Limited Term Employee in the Finance Office entering data into time sheets, which was prior to the electronic time reporting system. On February 8, 1994, Helen was hired as a permanent part-time Financial Specialist 1 in the Southeast Region Finance Office. In addition, she worked in a LTE Financial Specialist position from February 21, 1994, through August 1, 1997. She assisted with entering data in the Walker State Accounting System for bills, printed checks, and she assisted in maintaining a handwritten check register. Helen stayed abreast of the rapidly changing world of business automation as computerization changed the methods of fiscal management. With the evolution of the WiSMART financial management system, Helen was responsible for conducting pre-audit and the entry of travel vouchers and fleet vehicle reports into the system. Helen embraced the new technologies that evolved over time while maintaining a personal touch in providing exemplary customer service. She began reviewing invoices, gathering all required information and processing payments in WiSMART. As a result of her growing knowledge and increasing duties, Helen received a reclassification to Financial Specialist 2 on January 27, 2002.

Helen was very reliable and dedicated to the DNR. She always wanted to do things with accuracy and made sure her work was complete. She helped staff understand what was needed to avoid repetitive errors that would delay their payments. Helen's colleagues have found her to be easy going, sensitive to others and honest. She has an infectious smile and is very friendly to everyone. Helen had a commendable work ethic, staying focused on her work and using her time wisely and productively. She was determined to meet her deadlines. Helen served her internal customers reliably, responsibly, and with commitment. She was helpful, pleasant and talented in processing employee travel vouchers and vendor invoices. Throughout her career, Helen was known as a team player. Her willingness to work cooperatively with colleagues has earned her the respect and camaraderie of her fellow employees.

*WHEREAS*, Helen Kelly has served the Department of Natural Resources and the people of Wisconsin faithfully in the performance of duties and has thus earned the commendation due an exemplary public employee;

*NOW, THEREFORE*, the Natural Resources Board at its October 2011 meeting at Madison, Wisconsin, recognizes such faithful services with due respect and gratitude, and makes this commendation a part of its official records.

*Natural Resources Board*

David Clausen, CHAIR

## *Retirement Resolution*

Mr. Todd C. McCourt retired from the Department of Natural Resources on May 6, 2011 after more than 30 years of distinguished service to the people of the State of Wisconsin.

Todd graduated from the University of Wisconsin- Stevens Point in May 1978 with a Bachelors of Science degree in Forest Management. After graduation, Todd worked for several years with a private forestry consulting firm and the U.S. Forest Service prior to beginning his employment with the Department.

Todd was hired on July 7, 1980 as a forester with the Department of Natural Resources and, after a training assignment at Antigo, he was permanently stationed at Oconto Falls where he assumed initial attack forest fire responsibility as a forester/ranger in the recently organized extensive protection area of southern Oconto County. In this capacity, Todd played a key role in implementing partnerships with local fire departments, establishing an emergency fire warden force, suppressing forest fires and enforcing forest protection laws. Additionally, Todd served as the private lands assistance forester for the entire county and took on the additional role of being the Department's liaison forester to the Oconto County Forest. He worked in this capacity until July, 1998, when an additional forester position was reallocated to Oconto Falls to assist with the large workload. At this time, Todd relinquished the initial attack fire management responsibilities of his job which allowed him to spend more time as the county forest liaison. However, Todd continued to assist the fire management program as a back-up ranger, overhead forester and maintained his Forest Ranger credentials until 2010.

Todd's knowledge and expertise as a forester, and the conscientious manner in which he carried out his assignments have earned him the friendship and respect of fellow employees, landowners, loggers, and other resource professionals with whom he worked. He has forged numerous partnerships in the advancement of sustainable forestry. Todd's work ethic was second to none, his passion for the forestry profession has been outstanding and it was hard to ever catch him in the office.

Over his career, Todd has organized and overseen the planting of almost 9 million tree seedlings on private and county forest lands, established over 500 timber sales on state lands and county forest, generated over \$9.1 million of timber revenue from public land timber sales, co-authored three county forest comprehensive land use plans and prepared hundreds of stewardship management plans to ensure the practice of sustainable forestry on tens of thousands of acres of privately owned land in Oconto County. Todd's hands have literally touched almost every woodlot in Oconto County and the Oconto County Forest was as well known to him as his own backyard.

Todd has served the citizens of Wisconsin with distinction and through his efforts the forest lands of Oconto County are well managed and sustainable for future generations. He has trained and mentored numerous new foresters and technicians throughout his career and has received numerous commendations from the landowners and customers he has served over his career. In 1994, Todd was recognized as the Department's Forester of the Year, and in 1999 he was recognized as the Northeast Region's Employee of the Year. In 2002, Todd received the Bureau of Forestry's CFM Service Forester of the Year award and was nominated by the Chief State Forester for the Northeast Area Service Forester of the Year. In 2007, Todd took on the lead role of organizing and completing timber salvage operations on private lands damaged by the Quad County Tornado. He has also served his local community as a volunteer firefighter and training officer with the Oconto Falls Fire Department throughout the entire length of his career with the Department.

*WHEREAS*, Todd C. McCourt 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 October 2011 meeting at Madison, 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*

Michael D. Reif retired from the Department of Natural Resources on December 30, 2010 after completing 31 years of permanent dedicated service to the people and natural resources of the State of Wisconsin. Michael began his career in 1976 with the Department in fisheries as a summer LTE on the Plover River Project in Antigo. In the summer of 1977 he worked for Dr. Robert Carline conducting creel census for trout on 6 of the spring ponds of Langlade County. In March of 1978 Michael became an LTE assistant water pollution biologist in Eau Claire. After 9 months he became a LTE Project 208 Planner in Eau Claire for 13 months.

On December 16, 1979 Michael became a permanent employee of the Department working as an Environmental Specialist in the NR 101 Section in Madison. In October 1980 he became a permanent combined Wastewater Environmental Specialist and Natural Resources Biologist in Oshkosh where he worked until his retirement.

Since Michael was working in both the wastewater and biology programs he was able to determine the cause of the large fish kills that had been occurring yearly mostly in the spring, summer and fall in the Fox River in Oshkosh. At that same time and location (Fox River-Oshkosh from 1985 through 1987) he developed a predictive equation between T-P and Chlorophyll a in the Fox River and the report of this work resides in SWIMS database.

Working in both Wastewater and Water Resources allowed him to conduct stream classification and Impaired Water evaluations on several wadable streams in Calumet and Fond du Lac County, delineating how the sub-watersheds for those streams function and how to develop them to reach their available uses, including trout management. An excellent example is his work on the Parsons Creek TMDL. This effort has grown into the establishment of a local Friends of Parsons Creek group and a local Citizens Based Stream Monitoring group which tracks water quality improvements.

Through the Wastewater Program Michael spent much of the 30 years in the program finding and solving water quality facility related problems. Many of these solutions played an extensive part in there specific surface and groundwater protection and permit development. Being able to work in both programs allowed him the ability to find and solve water quality problems that may have gone unnoticed or not well solved otherwise. An example of this was the discovery and remediation of high metals discharge from a limestone quarry.

Over his career, Michael never hesitated in doing what was necessary to address these many water quality problems concerns, and the waters of the state have benefitted from his expertise and dedication.

*WHEREAS*, Michael D. Reif 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 October 2011 meeting at Madison, 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*

Ken Schreiber retired from the Department of Natural Resources in October, 2011, having provided 32 years of honorable service in protecting and improving the state's water quality. After briefly serving as an LTE, Ken began his career with the Department in 1977 as a Natural Resources Specialist I in Wisconsin Rapids. Over his time with the Department, he progressed through the Environmental Specialist series and Program and Planning Analyst series, completing his career as a Water Resources Management Specialist-Advanced.

Ken has worn many hats on behalf of the waters of Wisconsin. In his early years, he worked in the Griffith Nursery and as a Limnologist in the Office of Inland Lake Renewal. From there, he transitioned to the role of Water Quality Planner in Madison, working on the Priority Watersheds Program. After relocating to Eau Claire, he conducted intensive watershed appraisals and became one of the state's first Total Maximum Daily Load (TMDL) coordinators. He has served as West Central Region's River Grants Coordinator and Invasive Species Coordinator, and eventually shared his wide-ranging expertise as the Region's Watershed Expert. Among his many contributions, Ken was instrumental in evaluating the effects of cranberry operations on water quality. In 1995, Ken was part of a team that received the "Wisconsin Idea Award" from UW-Extension. He capped off his career as Wisconsin's statewide Monitoring Coordinator for TMDLs, devoting tremendous effort to designing and coordinating the Wisconsin River TMDL, the largest such project in the state to date.

Ken is held in high regard for his exceptional technical background, expert handling of complex water resource issues, and ability to coordinate people and projects. His peers attest that he has been an outstanding friend and coworker, and has been a valuable asset to the Department and the State of Wisconsin.

*WHEREAS*, Ken Schreiber has served the people of the State of Wisconsin faithfully and well in the performance of his duties and has earned a commendation due an exemplary public employee;

*NOW, THEREFORE*, the Natural Resources Board at its October 2011 meeting at Madison, 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