

**SUBJECT:** Retirement Resolutions

**FOR:** SEPTEMBER 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. Scott Boran	34	16. Susan Scobell Watson	31
2. John M. Bronikowski	27	17. Joseph Stecker-Kochanski	28
3. Derek A. Duane	20	18. Kathleen Thompson	41
4. Thomas Gilbert	30	19. Steven M. Ugoretz	32
5. Robert J. Goerlinger	30		
6. Curtis W. Hare	14		
7. Gloria L. McCutcheon	40		
8. Thomas I. Meier	35		
9. Judith M. Meierotto	29		
10. Jeffrey G. Norris	40		
11. John Pfender	32		
12. Joseph Renville	22		
13. Kenyon M. Rosenthal	32		
14. Greg Scalissi	25		
15. Charles Schuler	33		

**RECOMMENDATION:** Adopt Retirement Resolutions for September 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

## ***Retirement Resolution***

Scott Boran retired from the Department of Natural Resources in June 2011 having provided over 34 years of valuable service in improving water quality in the state. Scott's career with the Department began in the Department's Municipal Wastewater Program in June 1977. Scott also spent six months working for the Department of Transportation prior to his appointment with the DNR. He graduated in 1975 with a Bachelors Degree in Civil and Environmental Engineering from the University of Wisconsin - Madison.

Scott spent most of his career in the Municipal Wastewater Program area, primarily performing plan review functions for municipal wastewater systems. In addition, early in his career, he volunteered to work a six-month temporary assignment in the Industrial Wastewater Program drafting wastewater permits for industries. Following his temporary stint in the industrial wastewater area, he took on the responsibility for reviewing plans for industrial pretreatment systems in addition to his workload of reviewing municipal systems. Scott achieved a Wisconsin Professional Engineer credential in February 1992.

Following the Departments reorganization in 1996, Scott worked primarily on projects located in the Department's West Central Region. Scott was respected for his practical approach to problem solving and his ability to work with community representatives, engineering consultants and Department regional staff.

Scott was a valuable asset to the Department and the State of Wisconsin through his dedication, no-nonsense approach and expert handling of complex issues.

***WHEREAS***, Scott Boran has served the people of the State of Wisconsin faithfully and well in the performance of duties and has 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, and hereby makes this commendation a part of its official records.

***Natural Resources Board***

***David Clausen, CHAIR***

## *Retirement Resolution*

John M. Bronikowski retired from the Department of Natural Resources on June 2, 2011 after completing 27 years of dedicated service to the Citizens of Wisconsin. John graduated from Thomas More in Milwaukee and earned a Bachelor's Degree in Natural Resources from the University of Wisconsin – Milwaukee.

John began his career with the Department in 1984 when he was hired as a Patrol Officer for Yellowstone Lake State Park in Lafayette County. He then transferred to the Richard Bong State Recreation Area in Kansasville where he served as a Ranger and Special Conservation Warden. In 1993, John promoted to the Southeast Region Recreational Safety Warden position serving the counties of Milwaukee, Racine, Kenosha and Walworth.

John always projected a can-do positive attitude and promoted the program by leveraging his skill set. John received a special recognition award for his efforts in converting Law Enforcement forms and applications into electronic versions. This effort was a major step forward in promoting the efficiency of the department. John was the leader and developer of the boat ambassador program in which volunteers would man busy boat landings providing safety checks to boaters. John would routinely volunteer and lead special projects and initiatives such as the Concerns of Police Survivors "Kids Camp" in East Troy.

John has always promoted and exemplified quality customer service. It was common to receive compliments and praise from his customers and co-workers in regard to John's outstanding assistance.

John has made significant contributions to the future of hunting and hunter education and was the recipient of the Hunter Education Administrator Award for 2010 for his proactive efforts in recruiting Hmong volunteer instructors and the hunter education test-out pilot program.

*WHEREAS*, John Bronikowski 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 September 2011 meeting at Kenosha, 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***

Derek A. Duane began his career with the Wisconsin DNR on August 27<sup>th</sup>, 1990 as the Director of the MacKenzie Environmental Education Center in Poynette, WI; retiring after 20 years of service to the state of Wisconsin.

Serving as Director of the Center, Derek always displayed a love of the outdoors and believed in the mission of the Center to get kids outside participating in hands on outdoor and environmental education programming.

He was instrumental in creating a volunteer program at the Center, writing and being awarded several grants, and in 1996 helped open a DNR Customer Service Center on the MacKenzie Center property to help better serve the community. His efforts helped build programs at the Center such as maple syrup education program and outdoor skills.

In his time spent as Director of the Center, it has been noted by Derek's supervisors that he displays great tolerance, is a star performer and is very committed to the MacKenzie Center. Because of that, Derek received several discretionary awards in his 20 years of service.

Being commended with leading his staff through unsettling times, Derek was also willing to take on the challenge of working with the Wisconsin Wildlife Federation (WWF), a non-profit conservation organization. After attempts to close the Center, he helped implement a unique partnership between WWF, the WDNR and the Friends of the MacKenzie Center. All partners help operate and continue to offer environmental education programs; reaching over 7,600 students on an annual basis. This partnership formalized in July 2006, is now a very successful model that has given new life to the MacKenzie Center.

In addition to his commitment to the Center, Derek has also been involved in and served in leadership roles in community organizations; such as the Poynette Optimist Club and as a lead Hunter Safety Instructor. In 2007, Derek also received the Wisconsin Wildlife Federation's Environmental Educator of the Year Award for his service to the MacKenzie Center and his commitment to getting youth outside.

***WHEREAS***, Derek A. Duane has served the state of Wisconsin faithfully and well in the performance of his duties and has been a conscientious and dedicated employee throughout his career;

***NOW, THEREFORE***, the Natural Resources Board at its September 2011 meeting at Kenosha, Wisconsin, recognizes such 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***

Thomas Gilbert retired from the Department of Natural Resources in March 2011 having provided over 30 years of valuable service in improving water quality in the state. Tom's career with the Department began in the Department's Municipal Wastewater Program in August 1980. Tom graduated in May 1980 with a Bachelor of Science Degree in Environmental Engineering from Purdue University.

Tom spent all of his career in the Municipal Wastewater Program area. During the initial stages of his career, he performed plan review functions for municipal wastewater systems. Tom achieved a Wisconsin Professional Engineer credential in March 1985.

In May 1997, following the Department's reorganization, Tom was appointed as the Project Team Leader/Facility Planning Coordinator. This involved assigning projects to other plan reviewers, tracking project status and streamlining the plan review process. Over the years, Tom took on a number of additional critical responsibilities including collaborating with the Department of Commerce on regulation of private on-site treatment systems, coordinating responses to sewer system overflow events, reviewing innovative wastewater technologies and coordinating the Department's sewer service area water quality planning efforts. Tom was proficient in computer and web technology and lead efforts to incorporate that technology to capture and track data needed for these programs and streamline the process used by consultants to submit plan review projects to the Department.

Tom was a valuable asset to the Department and the State of Wisconsin because of his dedication and hard work, and his exceptional coordinative skills.

***WHEREAS***, Thomas Gilbert has served the people of the State of Wisconsin faithfully and well in the performance of duties and has 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, and hereby makes this commendation a part of its official records.

***Natural Resources Board***

***David Clausen, CHAIR***

## *Retirement Resolution*

Conservation Warden Supervisor Robert J. Goerlinger retires after providing faithful and able service to the Citizens of Wisconsin for 30 years, 27 of them as a Warden. In the performance of these duties, Bob has earned the trust, respect, and admiration of several generations of citizens in the NE Wisconsin as well as his fellow Wardens and other DNR Staff.

Bob began his career working as a Limited Term Employee (LTE) Ranger at Hartman Creek State Park in Waupaca County. Bob completed his Natural Resource Management/Environmental Law Enforcement Bachelor's Degree at UW-Stevens Point in 1980. Since the DNR had a hiring freeze during this time, Bob began his full time state service working with the Department of Corrections as a Prison Guard at the Maximum Security Prison in Green Bay in 1981. Then, in 1982 Bob was able to take a voluntary demotion to begin his career with the DNR as a Ranger at Peninsula State Park in Door County. In 1984, Bob was hired as a full time Warden. After successfully completing field training assignments at Madison, Webster, Racine, LaCrosse, and Kewaunee, Bob was stationed at Darlington in Lafayette County.

While at Darlington, Bob piloted the first ever Warden K-9 program for Conservation Law Enforcement work, all at great personal time and expense. Bob successfully trained a German Shepherd dog to carry out a variety of law enforcement duties; including locating hidden evidence handled by suspects, tracking the trail of suspects, search for lost persons, personal protection/apprehension and some very popular public relations demonstrations.

Bob transferred to the Lakewood station in Oconto County in 1988. While there, Bob continued his work with the successful K-9 program for several more years. Bob found the Lakewood area to have the diversity of natural resources, which he had always been passionate about and dedicated most of his field warden career, towards the protection and enjoyment of those resources.

In 1998 Bob became the Warden Supervisor for the Peshtigo Team, where he served the remainder of his career. Bob readily shared his skills, knowledge, abilities and passion for conservation law enforcement with the field wardens who were stationed in Marinette, Oconto and Shawano Counties. Bob also served as the Peshtigo Service Center Manager during the last several years with the Department.

Bob developed and maintained a very effective law enforcement program throughout his career. A good deal of this success was directly attributable to the excellent cooperation that he has received from the public. During his tenure as Supervisor, Bob developed and maintained a comprehensive computer scheduling program that continues to be used statewide by Warden Supervisors for scheduling wardens. This program has saved thousands of dollars by not having to purchase scheduling software.

The Warden Service has a Challenge Coin, which states "Doing The Right Thing, At The Right Time, In The Right Way, For The Right Reason". Bob embodied these principles during his entire career.

WHEREAS, Mr. Robert J. Goerlinger has conscientiously and faithfully served the people of the of Wisconsin for 30 years and thus has earned the respect of his fellow employees and staff he served; and

WHEREAS, Mr. Robert J. Goerlinger has consistently demonstrated a high ethical regard for both our citizens and the natural resources he swore to protect.

***NOW, THEREFORE***, the Natural Resources Board at its September 2011 meeting at Kenosha, 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***

Curtis W. Hare, Forestry Technician Advanced, retired from the Department of Natural Resources effective July 31, 2011 with over 14 years of dedicated service to the State of Wisconsin.

Curt began his career with a permanent appointment as Forestry Technician II at Oconto Falls on July 10, 1997. While at Oconto Falls, Curt received two reclassifications. One "reclass" was in August of 1998 to that of Forest Technician III and the other was in August of 1999 to that of Forestry Technician IV.

In April of 2001, Curt transferred to God's Country in Eagle River when he took the vacancy there as Forestry Technician Advanced. It was in Eagle River he would become a fixture with others before him who finished careers there.

Curt was a hard charger. He did a lot of quality forestry work for the Department. Curt was a low profile guy who kept his nose to the grindstone and out of the limelight. His accomplishment over the years were exemplary, especially his timber sale work on the Northern Highland American Legion State Forest.

Curt always spoke his mind. While some found that to be abrasive, in a day of "political correctness" ad nauseam, it was to some of us a welcomed breath of fresh air. There was never a doubt where Curt was coming from. The Oneida/Vilas Team always knew Curt could be counted on .....and he always had our back.

***WHEREAS***, Curtis Hare 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 September 2011 meeting at Kenosha, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Curtis 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*

Gloria L. McCutcheon retired from the Department of Natural Resources on June 30, 2011, after completing over 40 years of distinguished service to the citizens and resources of the State of Wisconsin. Gloria earned a Bachelor of Science and a Master of Science degree in Civil Engineering from the University of Illinois. She is a registered Professional Engineer in Wisconsin.

Gloria began her career with the Department of Natural Resources on September 8, 1970. She held engineering and managerial positions, including environmental engineer in the Municipal Wastewater Section, Water Quality Planning Section, and leader of the Rock River Task Force. Gloria served as chief of the Municipal Wastewater Section and director of the Bureau of Water Grants. In 1982, Secretary C.D. "Buzz" Besadny appointed Gloria as Director in the eight-county Southeast Region. One of her first responsibilities was developing the new Regional Headquarters building on Dr. Martin Luther King Jr. Drive. She later oversaw decentralization to new Service Centers in Plymouth, Waukesha, and Sturtevant. Gloria worked across all programs in the Department's decentralized field operations and integrated environmental and resource management activities using a customer driven ecosystem management approach.

Championing public access to lakes and streams, Gloria worked to provide public access on Powers Lake, Waubesa Lake, Lake Twelve, Little Cedar Lake, Pine Lake, Silver Lake, Moose Lake, Beaver Lake and North Lake. Gloria initiated the Sustain, Reconnect and Grow Environmental Corridors Initiative to enhance and expand environmental corridors. Gloria oversaw the redevelopment of numerous brownfield sites, including the Menomonee Valley, promoting economic development and job creation. Gloria advocated for the wise use of Stewardship and other funds to make easement and land purchases featuring high quality recreational and resource value; including the Holy Hill Forest Legacy Project, North Branch Milwaukee River Wildlife and Farming Heritage Area, Hank Aaron State Trail, Milwaukee County Grounds, Big Muskego Wildlife Area, Turtle Valley Wildlife Area, Scuppernon River Habitat Area, and the Mukwonago River Unit (Rainbow Springs) of the Kettle Moraine State Forest. Gloria was instrumental in development of Lakeshore State Park, the newest jewel on the Lake Michigan shore in Milwaukee. Among the special features at this award-winning urban park is a picturesque and whimsical bridge that she helped design.

Gloria received the Sheboygan County Chapter Izaak Walton League Award in 1988, the 2002 Conservationist of the Year Award from the Waukesha County Conservation Alliance, the Women of Influence in Public Policy Award from The Business Journal of Milwaukee in 2003, and the Women Putting Their Stamp on Metro Milwaukee Award from the United States Postal Service in 2006. The region received the Governor's Special Minority Business Award for 18 consecutive years.

Gloria served with great pride and distinction. She was passionate about the mission and goals of the Department to protect and enhance the natural resources of Wisconsin. She was an innovative, customer service-driven manager committed to the principles of continuous quality improvement. Gloria was highly regarded for her positive and visionary leadership, her caring manner, her professionalism, dedication, boundless energy, unbridled enthusiasm and unquestioned integrity.

*WHEREAS*, Gloria L. McCutcheon 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 September 2011 meeting at Kenosha, 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 Meier retired from the Department of Natural Resources on June 3, 2011 after 35 years of service to the State of Wisconsin.

Tom began his career with the Department in 1975 as an LTE at the Mead Wildlife Area. He was hired as a Natural Resource Specialist in Spring Green in 1976 and spent 5 years there. He then returned to the Mead/McMillan work unit as the property supervisor, where he remained for the duration of his career. From the beginning, Tom was recognized as a highly motivated and innovative biologist, trying new techniques as he aggressively managed the wetland, grassland and woodland habitat. He was also recognized for his people skills, including developing a motivated and talented work unit team, working as a team with other DNR programs, maintaining great working relationships with neighbors and the community, providing good public relations for the Mead and the Wildlife Management program, and expanding wildlife educational efforts on the property. As times changed, Tom changed with them, maintaining state-of-the-art management of the property while incorporating other work needs such as CWD sampling. He was an excellent budget manager, and successfully obtained the funding needed to keep the program at Mead going even during the tough budget times. Tom was also instrumental in acquiring thousands of acres to add to the Mead/McMillan complex.

There are a couple of accomplishments that stand out. One is the relationship that Tom developed with the Friends of Mead, which resulted in the construction of a state-of-the-art office and educational facility being completed in 2006. Tom coordinated volunteer educators until the hiring of a permanent Wildlife Educator in 2008. Mead now provides educational opportunities to over thousands of children and adults annually. Second is Tom's involvement in the development of the Central Wisconsin Grassland Conservation Area, a landscape-scale project designed to increase and improve habitat for prairie chickens and other grassland dependent wildlife species.

Tom was a long-standing member of the Migratory Game Bird Committee and assisted with numerous wetland training events on the Mead. He has received numerous recognitions over the years, including recognition from the Bureau of Endangered Resources, the Wildlife Manager of the Year in 2005, a Distinguished Service Award from the Urban Forestry Council in 2010, and the Wildlife Biologist of the Year from the Conservation Congress in 2011. These awards reflect the commitment that Tom showed to wildlife, the Mead Wildlife Area, and the public who appreciate them. Tom consistently went above and beyond in his commitment to the Wildlife Management program – a commitment that continues to this day as Tom now assists at Mead as a volunteer. Tom has earned the respect of DNR staff and the public alike and has made a mark on wildlife and habitat in Wisconsin that will remain for a long time.

*WHEREAS*, Tom Meier has served the Department, the people of the State of Wisconsin and the wildlife to which he dedicated his life, and whereas, Tom's innovation, dedication and team spirit have earned him the respect of his co-workers, associates and the public,

*NOW, THEREFORE*, the Natural Resources Board at its September 2011 meeting at Kenosha, 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*

Judith M. Meierotto will retire from the Department of Natural Resources on June 30, 2011, after more than 29 years of service to the people of the state of Wisconsin.

Judy's career began as a limited term employee for the Lake Superior Fisheries Team on July 20, 1982 working at the Bayfield office. She worked in this position for 17 years. Through this position, she was able to gain valuable experience and demonstrated a great work ethic.

In 1999, Judy accepted a different limited term position with Parks and Recreation. While working in this position she provided excellent customer service and assisted the Forestry staff with many internal needs.

In 2002, Judy accepted a limited term position with the Bureau of Customer Service and Licensing at the Ashland Service Center. She excelled in this position and processed registrations, issued licenses, and continued to improve her skills in Customer Service.

Judy accepted her first permanent assignment with the Department in 2006 as a Customer Service Representative – Senior working in the Ashland Service Center. Throughout her time in this position, she provided exceptional service to thousands of customers whether from the area or on vacation.

In December 2009, Judy accepted a position on the Statewide Call Center. While in this position, Judy was responsible for answering calls from customers, processing registrations, and assisting fellow staff members when needed to provide over the counter sales and information.

Judy has always shown a high degree of professionalism and maintained a high standard in her work. Judy has been an exceptional resource for the customers of the Department and her peers. She has adapted well throughout the changes that have occurred in the Bureau of Customer Service over the years. In addition, she has been the consummate team player in her profession assisting other programs and other offices whenever needed. This professionalism and dedication toward customers and her peers has distinguished her career.

**WHEREAS**, Judith M. Meierotto has served the people of the State of Wisconsin faithfully and well throughout her time as a limited term employee and as a valued member of the Customer Service Team in her permanent position for over 5 years. She has earned the respect and admiration of her customers and peers and deserves to receive this commendation as an exceptional public employee;

**NOW, THEREFORE**, the Natural Resources Board at its September 2011 meeting in Kenosha, 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*

Jeffrey G. Norris (Jeff) retired from the Department of Natural Resources Division of Forestry on July 19, 2011, after completing more than forty years of dedicated service to the people of the State of Wisconsin.

Jeff began his career with the DNR, in 1971, as a Fire Control Assistant in Necedah. In 1985, Jeff transferred permanently into the position of Forest Fire Control Assistant in Nekoosa. For the next 26 years, Jeff faithfully served the citizens of Wisconsin at the Nekoosa Ranger Station until it closed in 1995 and then finishing his career at the Wisconsin Rapids Service Center as a Forestry Technician Advanced.

Jeff's duties included all aspects of the forest fire program, assistance with forest management on private and public lands and office administration of the Nekoosa Fire Response Unit. Throughout Jeff's career, he could always be counted on to complete any assignment, frequently filling the role of forest ranger, and even had an acting assignment as a park manager.

Jeff's passion was in the fire management program. It was there where he gained the respect of the entire Division for his leadership, knowledge and equipment operations skill.

Jeff served as a member of the Equipment and Safety team. He was instrumental in the development and design of the equipment we use today as well as the tactics and safety protocols we employ when engaged in fire suppression. At a time when the Division was transitioning from older equipment to new, Jeff made sure that training and preparedness were a priority. Jeff never compromised safety and never hesitated to bring it to the forefront.

Jeff was always thought of as an expert. He always seemed to have the knowledge needed to be successful. Because of this, Jeff served as lead instructor on numerous fire-training courses on fire suppression equipment and tactics. Jeff certainly had a hand in the development of the lion's share of employees in the Division of Forestry in their fire education.

Jeff will always be known as a skilled equipment operator. He operated his tractor plow on numerous campaign fires in the 70's and 80's as well as hundreds of other fires throughout his career. It was on these fires where his knowledge of fire behavior and equipment skills prevented many fires from getting to project size. He was able to always handle the stress of an emergency and make important decisions under pressure. For an incident commander on a fire, Jeff was the Ace card. By heeding Jeff's advice on the fire line, you certainly would increase your chances for success.

Jeff's fire experience was not just limited to the state of Wisconsin. Jeff volunteered and served on out of state fire assignments for five decades. Jeff served on the first fire crew ever sent out of state in the 70's and just finished up a tour this past May down in Texas. He always portrayed a professional image and brought back with him an increased knowledge base to share. Even in his last assignment, Jeff still made recommendations to improve equipment and the operations.

As quoted from the Area Ranger in 1983, "Jeff is a very dedicated employee of the highest caliber." That remained true throughout his career. Jeff has tirelessly served the public in a spirit of professionalism, courtesy and dedication throughout his 40+ year career.

*WHEREAS*, Jeffrey G. Norris 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 September 2011 meeting at Kenosha, 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***

John Pfender retired from the Department of Natural Resources in March 2011 having provided 33 years of service in protecting and improving the state's water quality. John started his career after graduating from the University of Wisconsin-Madison with a Masters Degree in Water Resources Management.

John spent his career in the Bureau of Watershed Management, Nonpoint Source Water Pollution Abatement Program. During this time he: developed Area-wide Water Quality Management Plans and Nonpoint Source Pollution Control Plans for many areas of the state, including the Milwaukee River Basin; authored the first State Urban Storm Water Model Ordinance; chaired development of the state's first urban storm water infiltration technical standards; was instrumental in the development and administration of the state's agricultural and urban nonpoint source control standards and the Targeted Runoff and Urban Storm Water Management Grant Programs. Throughout his career, John worked closely with others across the state and in local government to develop and implement a wide number of administrative rules that form the framework of the state's current nonpoint pollution control programs.

John received nominations for the 1998 Watershed Person of the Year and for the 1994 and 2001 John Brogan Environmental Achievement Award. In addition, John received achievement awards relating to his work in 2000, 2002, 2010 and 2011.

John was a valuable asset to the Department and the State of Wisconsin through his dedication, vision and expert handling of complex issues.

***WHEREAS***, John Pfender has served the people of the State of Wisconsin faithfully and well in the performance of duties and has 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, and hereby makes this commendation a part of its official records.

***Natural Resources Board***

***David Clausen, CHAIR***

## ***Retirement Resolution***

Joe Renville retired from the Department of Natural Resources on June 17, 2011 after completing 22 years of dedicated service to the State of Wisconsin. Joe began his career with the Department of Justice in 1989 as a Planning Officer/Tribal Liaison for a County/Tribal Law Enforcement Program where his work was essential to establishing a solid basis for the program and in 1991 transferred to the Department of Development as a Tribal Liaison for economic development, again working closely with all Wisconsin tribes.

Joe joined the Bureau of Legal Services in the Department of Natural Resources in December, 1993, as an attorney working with the Remediation and Redevelopment, Laboratory Certification Programs and review of Department-wide contracts. Joe was assigned the responsibility of assisting with is legal counsel to several other programs during his career with the Department. Additionally, in 1998 he volunteered and began assisting the Department's internet and web programs and in 2001 he moved from the R&R Program to begin his work with the Real Estate program.

For the past 6 years, he has been the attorney responsible for advising the Department on all matters relating to real estate law. Throughout this time he was involved in the review of purchases of land, conservation easements and numerous other land transactions by the Department. Joe's work also involved working with real estate staff in the central office and throughout the state in resolving legal disputes with adjacent land owners involving property boundary issues, adverse possession, prescriptive easements and title issues.

Throughout his career with the Department Joe has also provided legal counsel to the pesticides, boat titling and registration, access abandonment programs, and his work was instrumental in obtaining the cooperative cleanup of the Kewaunee Marsh in the C.D. (Buzz) Besadney Wildlife Area, the development of the H & R Landfill by the City of Green Bay as a recreation area and with a comprehensive re-draft of the Laboratory Certification's code chapter.

***WHEREAS***, Joe Renville 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 September meeting in Kenosha, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Joe 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*

Kenyon Rosenthal retired from the Department of Natural Resources on June 17, 2011 after nearly 33 years of service to the State of Wisconsin.

Ken, or "Rosie" as he was known to his friends, began his career with the Department in 1976 as an LTE at the Griffith State Nursery. He was hired as a Natural Resources Assistant 1 in Nekoosa in 1978, working briefly for Fire Control before transferring back to Griffith in 1979. Ken transferred to the Wildlife Program in 1984 and began his tenure at the Buena Vista Wildlife Area. He advanced through the Wildlife Technician series, becoming a Wildlife Technician – Advanced in 2000. Ken spent most of his career providing grassland habitat for prairie chickens and other grassland dependent wildlife. He was a "boots on the ground" employee, spending most of his time in the field – burning, mowing, overseeing grazing agreements, controlling invasive species, and otherwise working to improve and maintain tens of thousands of grassland acres in the prairie chicken project area. He was also responsible for boundary fencing and posting, and of course for monitoring the prairie chicken booming grounds. Ken was involved in prairie chicken survey efforts for over 25 years, including both conducting surveys and working with partner groups to provide viewing opportunities. He contributed not only to the on-the-ground management, but was also involved in planning for the overall management scheme. As one of his supervisors stated, Ken was personally invested in the prairie chicken project, and took pride in doing a great job and doing things right.

Throughout Ken's years of DNR service, he was recognized as a responsible and enthusiastic employee with a desire to do the best work possible. He took initiative, showed flexibility during times of change, and continually learned and developed to be the best he could be. In addition to Ken's work ethic and passion for the prairie chickens, he displayed an upbeat attitude and an infectious smile. He was a joy to work with and will be missed.

*WHEREAS*, Kenyon Rosenthal has served the Department, the people of the State of Wisconsin and the wildlife to which he dedicated his life, and whereas Kenyon's hard work and friendly demeanor have earned him the respect of his co-workers, associates and the public,

*NOW, THEREFORE*, the Natural Resources Board at its September 2011 meeting at Kenosha, 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*

Greg Scalissi retired from the Department of Natural Resources on June 24, 2011 after completing nearly 25 years of highly dedicated service to the people of Wisconsin.

Greg began his career with the State of Wisconsin as an electronic technician. At this time, ambient air monitoring instrumentation was relatively primitive and did not contain microprocessors. Due to many mechanical parts, the monitors required significant preventative maintenance. Data were also collected manually, rather than digitally.

Greg was responsible for operating and maintaining various air monitoring instruments as well as water quality instruments early in his career. He also repaired, maintained, and audited meteorological equipment as well as monitoring support equipment.

As monitoring equipment evolved and became more sophisticated, Greg rose to the occasion and increased his knowledge and skills accordingly. He maintained, repaired and calibrated these instruments as well as built computers needed for the monitoring network. Greg also served as part of the Air Management Bureau's IT group, applying his keen problem-solving and electronics capabilities to assist fellow Air Management staff with computer-related problems.

Greg's major contribution to the Department is his long-standing dedicated service to maintaining and improving a highly technical network of instruments that produced reliable, accurate data benefitting Wisconsin's public. His career-long efforts supported the Department's mission to preserve, protect, effectively manage and maintain Wisconsin's natural resources.

*WHEREAS*, Greg Scalissi 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 September 2011 meeting at Kenosha, 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***

Charles Schuler retired from the Department of Natural Resources in July 2011 having provided over 33 years of valuable public service to the State of Wisconsin first for the Department of Agriculture and later for DNR. He graduated in 1976 with a Bachelor of Science Degree in Biology from the University of Wisconsin - Oshkosh.

Chuck's career began in January 1978 as a Food and Trade Inspector with the Department of Agriculture, inspecting dairy farms, food warehouses and bakeries. Chuck spent most of his career with the Department of Natural Resources. His first position with DNR started in June 1980, when he was appointed as an Engineering Technician in the Municipal Wastewater Program to review construction plans for proposed wastewater collection and pumping systems.

Chuck was promoted in 1985 to Environmental Specialist in the Wastewater Pretreatment Program where he served as the statewide technical authority on federal pretreatment regulations. Since 1990 and until his recent retirement, Chuck was the Department's Industrial Pretreatment Coordinator. In this position, Chuck made sure the state's procedures conformed to federal pretreatment standards and were consistently administered statewide. His knowledge of the program, including municipal local limit development made him an extremely important resource for other state and municipal water quality staff.

Chuck was a valuable asset to the Department and the State of Wisconsin through his hard work, sharing of knowledge and steady approach.

***WHEREAS***, Charles Schuler has served the people of the State of Wisconsin faithfully and well in the performance of duties and has 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, and hereby makes this commendation a part of its official records.

***Natural Resources Board***

***David Clausen, CHAIR***

## *Retirement Resolution*

Susan Scobell Watson started with the Department on June 1, 1989 as a permit coordinator (Environmental Specialist 1) under the Wisconsin Pollutant Discharge Elimination System (WPDES) in Rhinelander. She was reclassified to an Environmental Specialist 3 by February 4, 1991. On March 5, 1993 she was reclassified to a Wastewater Specialist Senior. In December 2010, Susan retired from the Department after an accomplished career of 21 + years. Her colleagues in the wastewater program describe her as one of the best WPDES permit drafters ever in the state.

Susan coordinated permit issuance and modification for major and minor municipal and industrial wastewater discharge permits. She provided guidance to facilities developed the information needed to calculate water quality limits and groundwater evaluations, and evaluated comments from the public and interest groups to ensure that the public's concerns were addressed. She was always upbeat, friendly, and left the highest impression during her dealings with the public. She was very well organized, an excellent communicator with staff and the public, and was very sincere in her desire to work with facilities and staff to come up with the best environmental solutions.

Susan was totally professional in her work, her timeliness, her ability to resolve difficult situations, her willingness to take on extra work and hold herself to her normal high standards, and her ability to get along with everyone. She was extremely knowledgeable in all aspects of her job and in the wastewater program in general. She was considered a statewide source of information and mentoring. Susan was always kind and considerate with everyone with whom she worked. She was always willing to help, even if it meant more work for her. Throughout her career, Susan's efficiency, good organizational skills, and the great team in the north kept the permit backlogs very low, usually the lowest in the state. In recent times, with staff shortages statewide, Susan assumed the duties of drafting WPDES permits for other regions of the state. She was known as a remarkably capable, trusted, and efficient permit drafter. She was consistently delegated approval authorities for permits. Susan fostered good communication in the program and between other programs in the DNR.

Susan was part of the wastewater team in the former North Central District and later in the Northern Region. The team had cut their teeth together in the early days of the wastewater program and as new staff joined them, the spirit of camaraderie and mutual problem solving continued. Susan's organized approach and quarterly status reports allowed all members of the team to foster compliance and to maintain low permit backlogs. The Department's northern wastewater team's work, including the permits drafted by Susan, resulted in communities and industries treating their wastewater well and keeping Northern Wisconsin's waters clean.

Susan also demonstrated her caring attitude for her co-workers by serving as an Employee Assistance Coordinator in Northern Region for many years. Her dedication to helping others experiencing difficulties was most appreciated. Susan is justifiably very proud of her work with the Department protecting the waters of Wisconsin and serving its citizens.

*WHEREAS*, Susan Scobell Watson 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 September 2011 meeting at Kenosha, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Susan 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*

Joseph Stecker-Kochanski retires as the Park Manager at Buckhorn State Park and Roche-a-Cri State Park after over 28 years of service to the citizens of Wisconsin.

Joe started his career with the state on July 25, 1983 as a Seasonal Park Ranger 1 at Harrington Beach State Park. He was reallocated to a Seasonal Ranger 2 in 1984, transferred to a full-time Ranger 2 position in Bagley (Wyalusing State Park) in 1987, and to a Ranger 2 position at Campbellsport (Kettle Moraine State Forest – Northern Unit) in 1988. In 1992 he was promoted to Park Manager 2 at Kansasville (Richard Bong State Recreation Area). On January 9, 1994 he transferred to Buckhorn as the superintendent of Buckhorn and Roche-a-Cri.

Joe's innovative approach has resulted in successful Learn to Hunt experiences, construction of Cabin of the Setting Sun and the Amphitheater, grants, special events, interpretive programming, a robust camp host program, gypsy moth suppression spraying, and forest management. Joe established the Friends of Buckhorn State Park, and in his tenure Buckhorn acquired 2611 acres and updated the property Master Plan.

Joe has been relentless in his pursuit of accessible facilities. Buckhorn State Park boasts picnic areas and a campsite fully accessible to mobility-impaired visitors, an accessible two-story wildlife observation/hunting blind and two accessible waterfowl hunting blinds. Boat launches have been renovated to improve accessibility, and a beach wheelchair and specially adapted kayak are available on the Yellow River beach for use by people with disabilities. The accessible Cabin of the Setting Sun opened in 1999 for disabled campers and their families.

Joe's efforts earned Buckhorn State Park the 2004 WI DNR Disabled Advisory Council "Outstanding Property of the Year" award. In 2010 Joe received the WIDNR Bureau of Wildlife Management Special Service Award for his relentless and enthusiastic support of Wisconsin's wildlife resources.

During Joe's tenure a Discover Wisconsin episode on birding opportunities featured Buckhorn and attracted many visitors to the park. Buckhorn was also briefly featured in a Juneau County episode of Discover Wisconsin in spring 2011, and on Into the Outdoors, a five-time Emmy Award Winning outdoors television series for kids.

Joe has been the difference at these properties. His commitment, drive and enthusiasm are contagious and fruitful to the State Park effort. Joe has spent countless hours over and above the normal work week to ensure the visitors to the Wisconsin State Parks received exceptional service and top notch facilities. Joe has been a tireless and dedicated employee and has had countless positive impacts at the properties he has managed.

**WHEREAS**, Joseph Stecker-Kochanski 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 September 2011 meeting at Kenosha, 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***

Kathleen Thompson retired from the Department of Natural Resources in July 2011 having provided 41 years of service in traffic planning and protecting and improving the state's water quality and environment. Kathleen started her career after graduating from the University of Wisconsin-Madison with a Bachelor's of Science Degree in History and General Science.

Kathleen began her career in the Wisconsin Department of Transportation in the Planning Surveys Section of the Division of Planning. She then transferred to the Department of Natural Resources into the then named Air and Solid Waste Management Bureau, in the Waste Management Section as its licensing file manager. During her 30 years in the Waste Management Section, which became its own separate Bureau, she worked in many capacities as data file manager for hazardous waste, groundwater monitoring, and landfill development.

In 2003 Kathleen transferred to the Watershed Bureau – Runoff Management Section as its grants file manager for the Targeted Runoff Management and Urban Nonpoint Source & Storm Water Management Grant Programs. These grants are on the order of \$10 million per year and are given to local units of government to help farmers and cities control nonpoint sources of pollution.

Kathy was a valuable asset to the Department and the State of Wisconsin for her work on developing tracking systems and her dedication and attention to detail with complex programs.

***WHEREAS***, Kathleen Thompson has served the people of the State of Wisconsin faithfully and well in the performance of duties and has 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, and hereby makes this commendation a part of its official records.

***Natural Resources Board***

***David Clausen, CHAIR***

## *Retirement Resolution*

Steven M. Ugoretz is retiring from the Wisconsin Department of Natural Resources after 32 years of dedicated service to the citizens of the State of Wisconsin.

With an undergraduate degree in Zoology from UW-Madison, and following graduate studies in Aquatic Biology at UW-Green Bay, Steve began his permanent career with the Department on January 14, 1980, as an Environmental Specialist grant coordinator in the Bureau of Water Grants. In 1981 he moved to the Bureau of Environmental Impact (later the Bureau of Environmental Analysis and Review), where he coordinated the environmental review of high profile wastewater treatment and land use planning projects including the Milwaukee Metropolitan Sewerage District Facilities Plan and Chiwaukee Prairie land use and conservation plan. In 1991, Steve was assigned to lead the Department's Energy Team, and in 1997 he became the agency's expert on the environmental aspects of energy systems, housed in the Bureau of Integrated Science Services. In August 2004, his position was moved to the Office of Energy and Environmental Analysis.

Steve was a respected Department employee who worked closely with partners in other state and federal agencies on significant environmental impact analyses and energy matters. Steve advocated a coordinated approach within DNR on energy matters, and the relationships he fostered laid the groundwork for the Office of Energy. Steve also managed DNR input to the Public Service Commission's energy planning processes, and served or led several national and regional committees representing state natural resource agencies in the consideration of policy related to wind and other renewable energy sources.

*WHEREAS*, Steven Ugoretz 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 September 2011 meeting at Kenosha, 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