

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

SUBJECT: Retirement resolutions

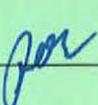
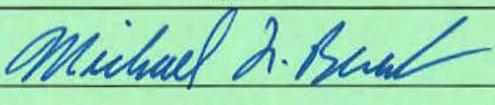
FOR: April 2015 Board meeting

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. Neal Baudhuin	30
2. Mike Hammers	35
3. Robert Mather	35
4. Dan Peerenboom	30
5. Gregory Sevener	38

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

Approved by	Signature	Date
Cathy Stepp, Secretary 		3/16/15

Retirement Resolution

Neal Baudhuin, Environmental Engineer Supervisor in Rhinelander, retired from the Wisconsin Department of Natural Resources on January 13, 2015 after 30 years of dedicated service to the citizens of the State of Wisconsin.

Neal began his career with the Wisconsin Department of Natural Resources on December 10, 1984 in Madison as an air permit engineer. In the summer of 1985 he moved to Rhinelander to work as an air permit and compliance engineer. Neal's positive attitude, knowledge, and work ethic earned him an appointment to the North Central District Air supervisor position in July 1988 which he held until his retirement on January 13, 2015.

Neal participated in a number of significant initiatives during his career that improved air quality for the citizens of Wisconsin. Over the years he used his expertise in the pulp and paper industry to assist in the development of plans to reduce sulfur dioxide. Neal served on the governor's "Pulp Mill Siting Feasibility Study for Wisconsin", the Pulp & Paper Technology workgroup, the Environmental Technology Initiative pulp and paper grant and study, and the Pulp and Paper Pollution Prevention Partnership with the Wisconsin Paper Council. Neal also represented the Department on air permit issues related to the Forest County Potawatomi Community's Class I designation status.

Neal was always a willing and active member of the Air Management Team where his leadership, ideas, and efforts were always valued.

WHEREAS, Neal Baudhuin 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 April 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Neal 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

Mike Hammers retired from the Wisconsin Department of Natural Resources in January 2015, after 35 years of dedicated service to the citizens of the State of Wisconsin. Mike began his career in 1979 in the Industrial Wastewater Section as a wastewater engineer. Although the names of his unit, section and bureau each changed several times over the years and his responsibilities evolved, he worked in that same position his whole career. Mike's degrees in Biochemistry and Sanitary Engineering prepared him well for his career.

What Mike is perhaps best known for is his work as the lead expert of the Pulp and Paper Mill technical team. Mike prided himself on developing defensible wastewater discharge permits for complex facilities and processes. He was meticulous in his approach to developing permits and communicated with permittees, DNR field staff, other programs, external organizations, and U.S. EPA to clarify issues and permit requirements.

His other accomplishments included developing Biological Oxygen Demand (BOD) wasteload allocation tables, serving as an expert for regulating the metal finishing industry and the aquaculture industry, developing technology-based permit limits, and providing expert leadership on dioxin issues. Mike also worked in the area of toxic chemical discharges, particularly as Wisconsin implemented the Great Lakes Water Quality Initiative (known as simply GLI). Mike understood the importance of implementing Total Maximum Daily Loads (TMDLs) in permits to reduce phosphorus and he worked tirelessly to develop implementation guidance and permit language. Mike's assistance in finalizing guidance on water quality trading was a ground-breaking achievement.

WHEREAS, Mike Hammers has served the people of the State of Wisconsin faithfully and exceptionally in the performance of his duties and has thus earned the commendation due an exemplary employee;

NOW, THEREFORE, the Natural Resources Board at its April 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Mike 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

Robert Mather, Forest Management Bureau Director in Madison, retired from the Wisconsin Department of Natural Resources on December 30, 2014 after 35 years of dedicated service to the citizens of the State of Wisconsin.

Throughout his career, Robert, or Bob as his colleagues know him, has demonstrated his passion to ensure that Wisconsin's forests are protected and sustainably managed.

In 1979, Bob joined the Department as the Assistant Liaison Forester in Keshena, monitoring timber harvests on the Menominee Reservation. Soon after, he moved to Eau Claire as the Assistant Area Forester, working on state and private lands, as well as acting as the Eau Claire County Forest Liaison. In 1985, Bob became the District Forestry Staff Specialist for the 14 county West Central District, working with state, county, and private forestry programs, as well as fire control.

In 1990, he came to Madison as the County Forest Specialist and in 2000, Bob became the Lands Section Chief. Since 2002, as the Forest Management Bureau Director, he has overseen a number of programs that support sustainable management of Wisconsin's forests. His passion for forestry, his fun-loving Harley side and his predictable, yet charming, excitability all make for an amazing co-worker and cherished friend.

WHEREAS, Robert Mather 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 April 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Robert 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

Dan Peerenboom, Wastewater Engineer in Rhinelander, retired from the Wisconsin Department of Natural Resources on August 15, 2014 after 30 years of dedicated service to the citizens of the State of Wisconsin.

Dan served in water protection roles as an Environmental Engineer in both the DNR and the Department of Agriculture. While participating in an Earth Day event in 1970, he decided he wanted to work for clean water with the Department of Natural Resources. He has succeeded in working on many threats to both public health and our surface waters and groundwater: correcting non-point runoff, reducing habitat and water quality impacts from dams and culverts, setting limits for point source discharges, and assuring compliance at wastewater systems and landspreading operations.

Dan was part of the Northern Region Wastewater Team, implementing some of the most protective water quality standards in the nation. Dan had strong technical expertise, practical savvy, and a great sense of humor. He strove for excellence in public service, and was very supportive and considerate of his co-workers. In Dan's words, "I spent the majority of my career working for public health and water quality protection and I have been very fortunate to have worked closely with so many incredible people."

WHEREAS, Dan Peerenboom 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 April 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Dan 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 Sevenser, Wastewater Specialist and Water Quality Biologist in Peshtigo, retired from the Wisconsin Department of Natural Resources on January 9th, 2015 after over 38 years of dedicated service to the citizens of the State of Wisconsin.

Greg began his long and successful career with DNR in 1976 in Spooner, WI developing areawide water quality management plans for the Lake Superior and St. Croix Drainage Basins. While in Spooner, he expanded his experience by assisting biologists, wildlife, fisheries, and forestry staff on many special projects.

Greg transferred to Marinette in 1981, and worked as a joint water quality biologist and wastewater specialist. This dual role, while definitely challenging, allowed Greg the unique opportunity to holistically understand the impacts of wastewater discharges to water quality. Greg also enforced Ag Waste rules.

While in Peshtigo, Greg was involved in the successful Bass Lake improvement project and the Menominee AOC remediation. Greg leaves the Department with a tremendous amount of multi-program knowledge and respect - from peers as well as the regulated community. He will be sorely missed.

WHEREAS, Gregory Sevenser 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 April 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