

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

**SUBJECT:** Retirement resolutions

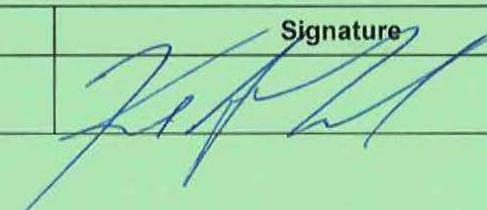
**FOR:** December 2015 Board meeting

**TO BE PRESENTED BY:** Secretary Stepp

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

<b>Employee</b>	<b>Years of Service</b>
1. Timothy A. Andryk	29
2. David Benish	15
3. Diane Crawford	36
4. Lavane Hessler	31
5. Steven W. Miller	42

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

<b>Approved by</b>	<b>Signature</b>	<b>Date</b>
Cathy Stepp, Secretary		12/1/15

# Retirement Resolution

Timothy A. Andryk, Chief Legal Counsel in Central Office - Madison, will retire from the Wisconsin Department of Natural Resources on January 8, 2016 after 29 years of dedicated service to the citizens of the State of Wisconsin.

Tim began his state service with the Bureau of Wildlife Management in 1986 as a wildlife biologist LTE. In 1987, Tim was hired into the State Migratory Bird Specialist position on an interim basis until his successor, Jon Bergquist was hired into the position. Tim graduated from UW Law School May of 1988. On January 2, 1989, Tim was hired as the Bureau of Wildlife Management Budget Planning and Personnel Specialist. Tim served in that position until 1993, when he made the decision that he could better work to protect and enhance hunting and fishing opportunities by becoming an attorney, and was hired as the Fish and Wildlife Staff Attorney for the Department of Natural Resources by then Chief Legal Counsel Jim Kurtz.

Tim was a natural fit as the fish and wildlife attorney, and provided critical, respected and recognized legal advice and support to the Department of Natural Resources, the Wisconsin Conservation Congress, and the citizens of this state throughout the state and the country, through the Association of Fish and Wildlife Agencies (AFWA) and the Midwest Association of Fish and Wildlife Agencies (MAFWA). One of his many accomplishments included working to successfully defend the validity of the State's first mourning dove hunt before the Wisconsin Supreme Court in the case of Wisconsin Citizens Concerned for Cranes and Doves v. Department of Natural Resources, 2004 WI 40, a case which is routinely cited for its precedential value in Department rulemaking authority. In 2002, Tim was named by Secretary Darrell Bazzell as the Special Assistant to the Secretary on Conservation Matters for the Department, with the primary responsibilities of working with hunting and fishing organizations throughout the state on challenging resource management and stakeholder issues. He served in that capacity until the end of 2003.

Tim continued to be the Fish and Wildlife Staff Attorney for the Department until 2011, when he was named to the position of Chief Legal Counsel for the Department of Natural Resources, where he championed a culture of making client service and satisfaction as the number one priority of the Bureau of Legal Services. In this role, Tim recruited, trained and mentored a team of highly skilled, customer service oriented attorneys to provide quality legal advice to the Department in the furtherance of the Department's mission. Tim's leadership transformed the delivery of quality legal and customer service to the Department, and by extension, has served to ensure that all the citizens of the State can recreate and enjoy the outstanding natural resources that he has help to protect and enhance. One of Tim's most enjoyable group of clients was this Board, with whom Tim has spent countless hours advising, guiding and counseling. Tim's boundless energy and positive attitude in his legal advice and professional manner are only exceeded by his boundless energy and prodigious accomplishments as a skilled hunter and angler, and it is with this in mind that we offer the following:

WHEREAS, Timothy A. Andryk 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 December 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Timothy 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**

David Benish, Parks and Recreation Specialist - Advanced in the Bureau of Parks and Recreation, retired from the Wisconsin Department of Natural Resources on November 28, 2015 after 15 years of dedicated service to the citizens of the State of Wisconsin.

David started his career with the agency in 2000 as the Bureau of Parks and Recreation Camping Program Manager. David has provided excellent customer service to the residents of Wisconsin and all campground users within the State Park System. David responded to customer inquiries in a timely, respectful, and efficient manner that was always appreciated by customers. David also provided excellent support and communication to all Parks Staff, DNR staff, and other state agencies. David was instrumental in the coordination and management of the online camping reservation system. David worked with both property staff and vendors to ensure that information was accurate and readily available for camping customers. David was a valuable resource for all field staff and customers in the delivery of quality outdoor recreational opportunities.

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

*Natural Resources Board*

Preston D. Cole, Chair

## **Retirement Resolution**

Diane Crawford, Information Systems Manager in Madison, will retire from the Wisconsin Department of Natural Resources on January 8, 2016 after 36 years of dedicated service to the citizens of the State of Wisconsin.

Diane began her career with the Department of Vocational Rehabilitation on April 23, 1979, and moved to the Department of Natural Resources on August 27, 1982. Diane has made significant contributions in every position she held throughout her career. She is recognized as the business and technical expert for the Department's Automated License Issuance System. Diane's knowledge, intellect, analytical skills and experience have served as the cornerstone for each generation of the system since its inception in 1998.

Diane has a passion for leaving everything she touches better than she found it, and she is always willing to go the extra mile to make it happen. She is driven by something deeper and more personal than just the desire to do a good job. She finds ways to make processes better, not because she is expected to, but because she can't help it. She has left her footprint in several places across the agency. Her drive, determination, customer service skills, strong work ethic and wonderful sense of humor will be truly missed.

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

*Natural Resources Board*

Preston D. Cole, Chair

## **Retirement Resolution**

Lavane Hessler, Natural Resources Financial Assistance Specialist - Senior in Eau Claire, retired from the Wisconsin Department of Natural Resources on November 2, 2015 after 31 years of dedicated service to the citizens of the State of Wisconsin.

Lavane's career began in 1984 as a Fiscal Clerk in Boulder Junction. She served as a Financial Specialist in Woodruff, as a Water Supply Program Assistant in Eau Claire, and in 1997, became the West Central Region's Payroll and Benefits Specialist. She transferred to a similar position at DOT in 1999 and returned to the DNR Eau Claire office one year later as a Financial Assistance Specialist.

For 10 years Lavane administered the West Central Region's Recreational Grants, including Stewardship aids to Local Units of Government, federal Land and Water Conservation Funds (LWCF), and Snowmobile and ATV trail grant programs. In 2010, she took over state-wide administration of the Stewardship Local Assistance and LWCF programs, which was transferred to the Lands Division in 2013.

Lavane's administrative skills and common sense leadership in both project and program management have supported the integrity of Department programs, the health and well-being of co-workers, and serve as a great contribution to Wisconsin's Outdoor Recreation Legacy.

WHEREAS, Lavane Hessler 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 December 2015 meeting recognizes such faithful service with due respect and gratitude, wishes Lavane Hessler 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**

Steven W. Miller, Director, Bureau of Facilities and Land in Madison, retired from the Wisconsin Department of Natural Resources on October 2, 2015 after 42 years of dedicated service to the citizens of the State of Wisconsin.

Steve Miller was hired by the Bureau of Wildlife Management in January of 1974, holding staff and management positions in the Bureau until 1992. He was the Bureau Director the last eight of those years, until 1992 when he was promoted to assistant Resource Management Division Administrator. In 1997 Steve was appointed as the Land Division Administrator and held that post until 2003. Steve dedicated the last twelve years of his career as the Director of the Bureau of Facilities and Lands. In all of these positions and throughout his career Steve was recognized as a visionary leader, who understood the importance of having a practical approach to natural resources management and customer service.

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

*Natural Resources Board*

Preston D. Cole, Chair