

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

**SUBJECT:** Retirement resolutions

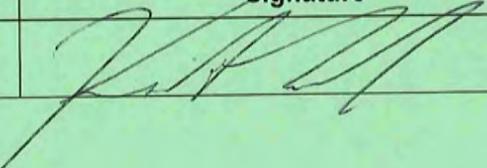
**FOR:** February 2016 Board meeting

**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. Kris Belling	30
2. Jeffrey Dauterman	34
3. Teri Heathcote	28
4. Robert P. Olynyk	24
5. Dora Puckett	29
6. Ellyn Talley	29
7. Arthur F. Techlow III	33
8. Philip F. Theiler	34
9. Mary VanFossen	25

**RECOMMENDATION:** That the Board adopt the retirement resolution(s) for February 2016.

<b>Approved by</b>	<b>Signature</b>	<b>Date</b>
Cathy Stepp, Secretary		2/10/16

## **Retirement Resolution**

Kris Belling, District Wildlife Supervisor in Eau Claire, retired from the Wisconsin Department of Natural Resources on July 6, 2015 after 30 years of dedicated service to the citizens of the State of Wisconsin.

Kris began her career with the Department in 1985 as a Wildlife Manager Trainee in Oshkosh. By 1987 she had advanced to the Assistant Area Wildlife Manager position responsible for implementing the Wildlife Program in Outagamie and Calumet Counties. In 1987 she transferred to the same position in Baldwin working in St. Croix and Pierce Counties. In 2005 she was promoted to the Eau Claire Area Wildlife Supervisor position. In 2007 she was promoted to the West Central District Wildlife Supervisor position.

Throughout Kris' career she did an exemplary job of enhancing program unity, improving communications and strengthening relationships with our partners in conservation and the public. Through Kris' leadership the Western Prairie Habitat Restoration Area was established. This project serves as a model for landscape scale grassland and wetland management and enhancement.

Kris was known for her patience, good humor & team oriented approach towards the task at hand. She demonstrated the highest integrity, expertise & professionalism throughout her career.

WHEREAS, Kris Belling 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 February 2016 meeting recognizes such faithful service with due respect and gratitude, wishes Kris a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## *Retirement Resolution*

**Jeffrey J. Dauterman**, Conservation Warden, Environmental Warden and Recreational Safety Warden serving with the Bureau of Law Enforcement retired from the Wisconsin Department of Natural Resources on April 2, 2016, after 34 years of dedicated service to the protection of Wisconsin's precious natural resources, to the outdoor recreationists and all other citizens of the State of Wisconsin.

Jeff was hired January 1, 1982. His first administrative area was in the Southeast District in Walworth County at the Delavan station. In September 1984 Jeff transferred to the Southern District to the Dodge and Columbia County station at Beaver Dam. As a Conservation Warden, Jeff excelled in interviewing and investigations as well as involvement in public relations. In 1990 Jeff won the Outstanding Public Relations Program award for the Southern District. After 10 years as a Conservation Warden Jeff was looking for a new challenge and during October 1992 Jeff promoted to the Environmental Warden position at Fitchburg in the Southern District. As an Environmental Warden Jeff investigated and submitted for prosecution over 70 criminal and civil cases, as well as assisting in many other investigations. During July 1996 Jeff transferred to the Recreational Safety Warden position in the Northern Region at Antigo where he remained until retirement.

Jeff's interest in training remained high during his career. In 1988 Jeff became a Field Training Officer training numerous recruit wardens for the warden career. As a Conservation Warden, Jeff was among the charter group of wardens who developed the "Boat School" at Swan Lake and the "Duck School" at Horicon. This training was developed as a practical, scenario based "hands-on" approach to significantly increase the value of training provided to the new recruits as well as the seasoned veterans.

As a Recreational Safety Warden, Jeff's skills in training were very prevalent with major involvement in the development of a CD Rom Snowmobile Safety Course as well as Snowmobile and ATV Safety Internet courses and Safety Program manuals and exams. Jeff also pioneered development of the hands on lesson based training for all the safety programs. Jeff initiated many of these lesson plans and was continually making improvements to this innovative system of instruction. Jeff was involved with multitudes of projects to help the WI Safety Program Instructors become more professional and better prepared in their roles. For his efforts Jeff was recognized by achieving the 2010 IHEA Outstanding Professional of the Year award. Jeff also provided training to 100's of volunteer instructors, Recreational Vehicle Patrol Officers and fellow Conservation Wardens in safety education, law enforcement practices and accident investigation techniques through the many training activities that Jeff was involved with over his career.

During his entire career Jeff's supervisors have repeatedly recognized him for his dedication and commitment to the natural resources and the public we serve. In addition, these supervisors have complimented him as being highly motivated, self-initiated, organized, skilled, productive and constructively outspoken; with unquestioned work-ethic and leadership abilities. Above all else Jeff was held in high regard and respect by his fellow Wardens, DNR co-workers, volunteer instructors and the public that Jeff has worked with over his career.

*WHEREAS, Jeffrey J. Dauterman* 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 February 2016 meeting recognizes such faithful service with due respect and gratitude, wishes Jeffrey a healthy, happy, and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, CHAIR

## **Retirement Resolution**

Teri Heathcote, Customer Service Representative - Senior in Spooner, retired from the Wisconsin Department of Natural Resources on October 2, 2015 after 28 years of dedicated service to the citizens of the State of Wisconsin.

Teri's career began in 1987 as Employee and Training Specialist, Caseload Manager, Resource Coordinator, and Financial Planner for the Department of Workforce Development, Job Service, Superior. She began one of the first pilot programs called Community Work Experience Program, becoming a statewide model. In 2000, Teri transferred to the Hayward and Spooner Job Service as a Business Employment and Resource Coordinator.

In 2007, Teri accepted a position as a Customer Service Representative - Senior with the Bureau of Customer and Outreach Services for the Department of Natural Resources. She served two years on the Affirmative Action Committee. She worked with the Employee Assistance Program and was a member of the Incident Management Team.

Teri has been a dedicated and valuable staff member. She has been willing to share her knowledge as part of the statewide Call Center, serving thousands by telephone, and in-person Headquarter customers. She was part of the Customer Service Team receiving Honorable Mention for the Dream Team portion of the Secretary's PRIDE awards.

WHEREAS, Teri Heathcote 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 February 2016 meeting recognizes such faithful service with due respect and gratitude, wishes Teri a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Robert P. Olynyk, Fisheries Technician, Advanced in Oshkosh, WI, retired from the Wisconsin Department of Natural Resources on January 23, 2015 after 24 years of dedicated service to the citizens of the State of Wisconsin.

Bob began his career in Natural Resources in Winnipeg, Manitoba, Canada in November of 1975. He moved to WI in March of 1991 to work for the Wisconsin DNR in Fish Management out of the Oshkosh office, where he worked for the remainder of his career in natural resources.

At Oshkosh, Bob carried out his duties in conducting various surveys and fisheries projects on and around the Winnebago system which included survey assessments for northern pike, walleye, lake sturgeon and other species, the Lake Winnebago annual trawling assessment, lake sturgeon spearing registration, data entry and the Winnebago System walleye tag return information program. Additionally, he assisted with data entry, creel surveys and public outreach.

During his career, Bob excelled in working with club members and volunteers around the System, involving them in special assessments or projects such as operating "Walleye Wagons" to stock fry back in lakes or stock assessments of northern pike populations in the upriver lakes of the Winnebago system and in doing so, made them advocates for the system.

WHEREAS, Robert P. Olynyk 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 February 2016 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*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Dora Puckett, Customer Service Representative in Madison, retired from the Wisconsin Department of Natural Resources on November 26, 2015 after 29 1/2 years of dedicated service to the citizens of the State of Wisconsin.

Dora Puckett joined the ranks of the Wisconsin Department of Natural Resources 25 years ago after working 4 1/2 years for the Public Defenders Office. During her time with the DNR, Dora first specialized in recreational vehicle registrations serving as a statewide expert. When the DNR Call Center started to expand, Dora was asked to assist in answering customers questions on the large variety of topics. While at first hesitant, Dora mastered how to interpret fishing and hunting regulations for the public. She was later asked to assist in the Madison Information Center where she worked face-to-face with the public, and while at first hesitant, she thrived in being able to provide excellent service. Dora accepted the challenge of every assignment and became a proficient Customer Service Representative and one who truly enjoyed being of service to others.

WHEREAS, Dora Puckett 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 February 2016 meeting recognizes such faithful service with due respect and gratitude, wishes Dora a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Ellyn Talley, Facilities and Lands Technician in LaCrosse, retired from the Wisconsin Department of Natural Resources on December 31, 2015 after 29 years of dedicated service to the citizens of the State of Wisconsin.

Ellie began her career with the Department in July of 1986, as a park ranger working out of Mill Bluff State Park. In 1990, she transferred to the District Field Operations office in Black River Falls as the heavy equipment operator. From 1994-1996 Ellie was the West Central District Coop Trout Pond Coordinator. After that, she found her "home" working as a Lands Technician for fishery properties in the West Central Region.

While working for the Department she participated in the Wild Turkey Reintroduction Program by trapping turkey and grouse. In addition, she banded ducks and geese, baited black bear for population estimation, constructed parking lots, built ponds, raised and stocked trout, participated in prescribed burns, and maintained Department lands.

Throughout her career, Ellie excelled at creating sound working relationships with fellow coworkers in the management of Department lands. Her enthusiasm for the job, advocacy for Department lands, and her diligence in upholding high standards of service reflect well on a career of outstanding achievement.

WHEREAS, Ellyn Talley 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 February 2016 meeting recognizes such faithful service with due respect and gratitude, wishes Ellyn a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Arthur F. Techlow III, Winnebago System Biologist in Oshkosh, WI, retired from the Wisconsin Department of Natural Resources on February 2, 2015 after 33 years of dedicated service to the citizens of the State of Wisconsin.

Art Techlow III came to the DNR in 1981 as a student intern. He continued as an LTE from 1982 through 1990, all the while developing his passion for fish and wildlife habitat restoration and protection on the Winnebago lakes.

In 1991, Art became the Winnebago System Biologist in Oshkosh and was charged with implementing the Winnebago Comprehensive Management Plan. For the next 24 years Art worked tirelessly to accomplish 70% of the 120 strategies designed to meet the Plan's goals, including the creation of the 600 acre Terrell's Island Habitat Restoration Area on Lake Butte des Morts, and the development of a similar project on Lake Poygan. These habitat restoration efforts continue to this day.

One of the most important aspects in accomplishing these projects over the years was Art's great knowledge of the the Winnebago system, earning him the respect of the public and enabling him, and others, to do the many great projects that have protected and restored the ecological diversity, health and beneficial uses of the fish, wildlife and water resources of the system.

WHEREAS, Arthur F. Techlow III 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 February 2016 meeting recognizes such faithful service with due respect and gratitude, wishes Arthur a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Philip F. Theiler, Area Forestry Leader in Woodruff, retired from the Wisconsin Department of Natural Resources on March 4th 2016 after more than 34 years of dedicated service to the citizens of the State of Wisconsin.

Phil began his career with the Department as a "Backlog Forester" in 1980 on the Wood, Juneau and Langlade County Forest's following graduation from the University of Wisconsin-Stevens Point with a BS in Forest Management

He was hired with the Forester/Ranger Class of 1981 and after training in Tomahawk was stationed at Gordon as a "Productivity Forester" on the Douglas County Forest. In 1983 Phil transferred to the Northern Highland American Legion State Forest in Boulder Jct where he worked 4 years as a Forester, before accepting the Forester Ranger position at Boulder Jct. In 2004, Phil promoted to the Area Forester Leader position in Woodruff.

Phil made many contributions to Forestry over his career serving on the Field Operations Team, the Forestry Equipment and Safety Team, the Physical Fitness Team, the Strategic Direction Reconciliation Team and countless other leadership and ad hoc teams. Phil was highly respected for his quiet competence and leadership under pressure. A thoughtful person that folks listened when he voiced a well-reasoned opinion.

WHEREAS, Philip F. Theiler 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 February 2016 meeting recognizes such faithful service with due respect and gratitude, wishes Philip a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Mary VanFossen, District Real Estate Specialist in Eau Claire, retired from the Wisconsin Department of Natural Resources on August 3rd of 2015 after 25 years of dedicated service to the citizens of the State of Wisconsin.

Throughout Mary's career she worked in the wastewater, community of financial assistance and real estate programs. The majority of her years of service were spent in the real estate program, where she helped secure numerous acres of land for fee and easement acquisition by the WDNR. She also resolved many realty issues that arose involving State owned lands in west central Wisconsin.

A common theme that brought these real estate transactions to a close was Mary's ability to connect with the people of our State. Mary continuously built trust with those whom which she encountered. Many landowners who sold their family property to the State, felt that they were selling to a friend, close acquaintance or relative because of Mary's personal touch.

Mary's efforts will go down in history for contributing to resource protection and for providing recreational opportunities to the general public, for future generations to use and enjoy.

WHEREAS, Mary VanFossen 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 February 2016 meeting recognizes such faithful service with due respect and gratitude, wishes Mary a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair