

NATURAL RESOURCES BOARD AGENDA ITEM

SUBJECT: Retirement Resolution - Tom Niebauer

FOR: JANUARY, 2009 **BOARD MEETING**

TO BE PRESENTED BY: Secretary Matt Frank

SUMMARY:

Tom Niebauer retired December 30, 2008 after more than 34 years of state service.

RECOMMENDATION: Adopt Retirement Resolution for Tom Niebauer

LIST OF ATTACHED MATERIALS:

- No Fiscal Estimate Required
- No Environmental Assessment or Impact Statement Required
- No Background Memo

- Yes Attached
- Yes Attached
- Yes Attached

APPROVED:



 Bureau Director,

12-22-08

 Date

 Administrator,

 Date



 Secretary, Matt Frank

12/23/08

 Date

cc: Laurie J. Ross - AD/8
 Barb Zellmer - MB/8

Retirement Resolution

Tom Niebauer retired from the Department of Natural Resources on December 30, 2008 after more than thirty-four years of dedicated service to the Department and the State of Wisconsin.

Tom began his career with the Department in September 1974 as a Wildlife Biologist in Spring Green. He next accepted a position with the Bureau of Wildlife Management in Madison as a Planning Specialist. He then moved to the Bureau of Aid Programs to serve as the Federal Aid Coordinator, and was promoted to the Federal Liaison Team Leader position. Tom currently serves as Federal Policy Advisor in both the Bureau of Community Financial Assistance and the Bureau of Management and Budget.

Tom has been instrumental in working through complex federal fish and wildlife funding issues - sharing information and his perspectives - providing counsel and advice to DNR administration, program leaders, and staff experts over the years. He also played a critical role in identifying fish and wildlife related issues for the Wisconsin annual "Federal Agenda" - prepared for the Governor's Office and for the Congressional Delegation.

Tom's active participation in both the Midwest Association of Fish and Wildlife Agencies and the Association of Fish and Wildlife Agencies engaged the Department in discussions and debate on regional and national conservation policy issues which benefitted the Department of Natural Resources in particular and fish and wildlife conservation in general. Through his long-standing membership on several AFWA committees including Fish and Wildlife Trust Funds, and Legislative and Federal Budget committees, he used his keen policy analysis skills and his dedicated commitment to problem-solving - combined with equanimity and good humor - to further the common goal of fish and wildlife conservation. He provided great expertise, institutional knowledge, and political acumen in working on several joint state-federal task forces with several other state fish and wildlife agencies and the US Fish and Wildlife Service, particularly in the arena of Federal Trust funds (especially Pittman-Robertson and Wallop-Breaux). With his participation, these task forces solved important, vexing problems regarding the use of those funds.

Tom served in a leadership role in coordinating the Department's work on the audit of our Sport Fish and Wildlife Restoration Grant programs by the U.S Department of Interior. He also played a key role in coordinating the development of several editions of the Department's six year Fish, Wildlife and Habitat Conservation Management Plan. Tom was instrumental in the completion and subsequent approval by the U.S. Fish and Wildlife Service of the 2007 - 2012 plan. This was a major accomplishment - and an important contribution to the success of the Department's fish and wildlife programs.

WHEREAS, Tom Niebauer has been a dedicated employee throughout his career, serving the people of the State of Wisconsin faithfully and with good humor, and has earned the friendship, respect and gratitude of his co-workers,

NOW, THEREFORE, the Natural Resources Board at its January 2009 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

Natural Resources Board

Christine Thomas, CHAIR