

**SUBJECT:** Retirement Resolution - Gregory Kornely

**FOR:** AUGUST BOARD MEETING

**TO BE PRESENTED BY:** Secretary Matt Frank

**SUMMARY:**

Gregory Kornely is retiring June 4, 2010 after more than 35 years of service

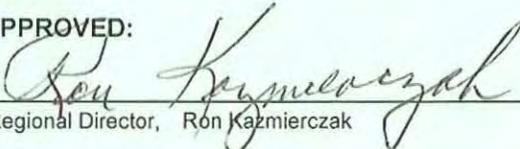
**RECOMMENDATION:** Adopt a retirement resolution for Gregory Kornely

**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:**

  
 \_\_\_\_\_  
 Regional Director, Ron Kazmierczak

6/23/10  
 \_\_\_\_\_  
 Date

Administrator,  
 \_\_\_\_\_  
 Secretary, Matt Frank

\_\_\_\_\_  
 Date  
7-15-10  
 \_\_\_\_\_  
 Date

cc: Laurie J. Ross - AD/8  
Todd VanDen Heuvel - NER

## *Retirement Resolution*

Gregory W. Kornely retired from the Department of Natural Resources on June 4, 2010, after completing 35 years of dedicated services to people of the State of Wisconsin. Greg was an LTE at Horicon and Oshkosh from 1974 through 1975. He then began his permanent career as a Natural Resource Assistant in Pembine in May of 1975. He was re-classified as a Forest Fire Control Assistant in 1977. In 1978, Greg moved to Marinette and started his duties as a Fisheries Technician. He was promoted to an Advance Fisheries Technician and retired in that position. His duties included lake and stream classification, report writing, equipment maintenance and fish distribution in Marinette, Florence and Oconto counties. Greg always contributed to educational programs with local schools and Marinette County Parks Department. Some examples include many years supporting Camp Bird where he assisted Marinette school teachers in educating school children on fishery resources, and as our lead worker on the WDNR fisheries outreach education program and fishing equipment loaner program. Greg was an integral steward of our fishery management areas: South Branch of the Oconto River and North Branch Beaver Creek and was very familiar with the fishery resources in those areas. He was our lead worker on the public fishing pier at Lake Noquebay and arranged with Marinette County for the annual deployment and removal of that pier. Greg enjoyed working on lake habitat projects and reliably gathered the pertinent external partners to explain what needs to be accomplished, securing the necessary funding, and developing an implementation plan. In the last 6 years, those lake habitat projects include: Bass Lake, Grindle Lake, Waubee Lake and Archibald Lake. Greg freely integrated on our Team by volunteering to work on other projects whether it was walleye surveys in the Fox River, tournaments on Green Bay, assisting at a Lake Winnebago sturgeon registration station or Shawano lake fishery surveys or helping at county and state fairs. He has worked closely with the Peshtigo Sportsman's Club and the Oconto River Trout Unlimited Chapter on their rearing and stocking program of wild trout for that river. An evaluation of that trout stocking program was performed in 2007 and Greg assembled the necessary supplies to temporarily build a weir across the river, gather volunteers to construct and maintain the weir, insure proper recording of related data. The project was just another example of Greg's ability to develop innovative approaches to fisheries management and gather the necessary volunteers. Greg was our main boat captain for our boom shocker and he always insured that all lakes were properly and safely sampled including adequate quantity and quality of data according to the current protocol whether contaminant samples are needed or coordinating with lake associations, non-fisheries staff or county staff. Greg has participated with DNR biologists in the management of lake sturgeon populations in the Menominee River since 1978. Those efforts include: creel surveys, harvest registration stations, gamete collection and fertilization, stocking and tracking movements, netting and shocking surveys on 70 miles of river.

*WHEREAS*, Gregory Kornely 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 August 2010 meeting at Superior, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Jonathan P. Ela, CHAIR

NATURAL RESOURCES BOARD AGENDA ITEM

SUBJECT: RETIREMENT RESOLUTION FOR CHARLES R. VERHOEVEN

FOR: AUGUST, 2010 BOARD MEETING

TO BE PRESENTED BY: MATT FRANK, DEPARTMENT SECRETARY

SUMMARY:

CHARLES R. VERHOEVEN RETIRED FROM THE DEPARTMENT AFTER 26 YEARS OF SERVICE WITH THE STATE OF WISCONSIN.

RECOMMENDATION:

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:

Ronald Kaymer  
Regional Director,

6/14/10  
Date

\_\_\_\_\_  
Administrator,  
Matt Frank  
Secretary, Matt Frank

\_\_\_\_\_  
Date  
7-15-10  
Date

## ***Retirement Resolution***

Charles R. Verhoeven retired from the Department of Natural Resources on August 31, 2010 with more than 26 years of dedicated service to the State of Wisconsin.

Charlie started his career in July of 1984 as an Environmental Enforcement Specialist at Eau Claire. In 1988, he promoted to the position of Environmental Enforcement Program Supervisor in the Southeast District located in Milwaukee. He worked hard to ensure pollution prevention was incorporated in actions he and his staff took, even effectively incorporating it into enforcement conferences.

In August of 1996, he was appointed as one of the first regional water leaders and moved to Green Bay in the Northeast Region. He held this position until his retirement.

Charlie has always been a proponent of an integrated approach to resources management and protection. He championed this effort in the Northeast Region. His staff succeeded in implementing this approach in many areas including unifying support for Wolf River issues, better coordination between programs in watershed basins and on special projects. He also represented the Department on the Fox River Navigation System Authority, the group that oversees the Fox locks restoration and operation.

His sense of humor will be missed by all who knew him. His concern for his staff, for the Department and its mission, and for the environment and quality of life for citizens of Wisconsin is evident throughout his long and positive career.

***WHEREAS***, Charles R. Verhoeven 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 August 2010 meeting at Superior, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Jonathan P. Ela, CHAIR

**NATURAL RESOURCES BOARD AGENDA ITEM**

**SUBJECT:** Retirement Resolution - Kirstie Larsen

**FOR:**     AUGUST 2010     BOARD MEETING

**TO BE PRESENTED BY:**

Matt Frank

**SUMMARY:**

Kirstie Larsen will retire after 17 years of service to the citizens of the state of Wisconsin

**RECOMMENDATION:** Adopt Retirement Resolution for Kirstie Larsen

**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:**

  
 \_\_\_\_\_  
 Regional Director,

06-28-2010  
 \_\_\_\_\_  
 Date

Administrator,  
 \_\_\_\_\_  
  
 Secretary, Matt Frank

\_\_\_\_\_  
 Date  
 7-15-10  
 \_\_\_\_\_  
 Date

cc: Laurie J. Ross - AD/8  
 cc: Susan Krantz-NOR/Spooner

## ***Retirement Resolution***

Kirstie Larsen started her State of Wisconsin career as a Program Assistant with the Department of Transportation on Feb. 22, 1993. Kristie's excellent communication skills led to her being promoted to Communications Specialist Advanced. She assisted the DOT with outreach to legislators, county boards, communities and the media. She was instrumental in developing a communication package for the Department. While at the DOT, Kirstie received several Exceptional Employee Awards in addition to several Discretionary Compensation Awards.

Kirstie promoted to the position of Government Outreach Team Supervisor with the Department of Natural Resources in September of 2001. The Northern Region relied on Kristie's skills to reach out to our partners in the legislature, the tribes, media and other agencies. Kirstie assisted wherever she was needed, from helping to coordinate the Natural Resources Board meetings and the Governor's Northern Tour to developing a legislative outreach plan for the region.

Kirstie was committed to developing relationships with our partners in tourism and with the tribes. She was one of our representatives on the Governor's Lac du Flambeau Region Promotion Committee. She forged positive relationships with our partners involved with the group. Kirstie was instrumental in assisting with the development of the Great Wisconsin Birding Trail and was committed to our initiative – "Nature is our Business".

During her tenure with the Department, Kirstie completed the Management Certification Program in addition to graduating from the Department Leadership Academy. Her strong skills in communication and partnering will be greatly missed.

***WHEREAS***, Kirstie Larsen 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 August 2010 meeting at Superior, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Jonathan P. Ela, CHAIR

NATURAL RESOURCES BOARD AGENDA ITEM

**SUBJECT:** Retirement Resolution-Calvin Glessing

**FOR:** AUGUST 2010 BOARD MEETING

**TO BE PRESENTED BY:** Matt Frank

**SUMMARY:**

Calvin Glessing will retire after 32 years of service to the citizens of the state of Wisconsin

**RECOMMENDATION:** Adopt Retirement Resolution for Calvin Glessing

**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:**

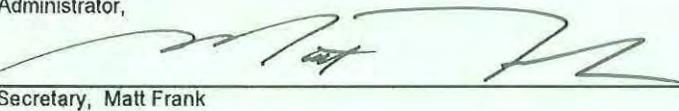
  
Regional Director

06-28-2010

Date

Administrator,

Date

  
Secretary, Matt Frank

7-15-10

Date

cc: Laurie J. Ross - AD/8  
cc Susan Krantz-NOR/Spooner

## ***Retirement Resolution***

Calvin Glessing is retiring from Wisconsin Department of Natural Resources on July 29, 2010, after 32 years. He started his career with the DNR working in a 6 month seasonal Fish Propagation Technician position at the Spooner Fish Hatchery in April 1978, and in August of 1990 his hatchery position was increased to a 9 month seasonal position.

In 1995, Cal transferred into a Fisheries Management Technician – Creel Survey Clerk position with the Treaty Fisheries Assessment Team. In his 15 years working on the creel survey, Cal has become a familiar face to many anglers on Spooner area lakes. Assigned to a different lake each year, Cal would become a fixture on that lake. He was well known and visible on the water in all kinds of weather, from the bluebird days of June to the brutal windchill days of January.

For many of the angling public, the creel survey technicians are the frontline staff who put a human face on the agency. They consider their interaction with the creel clerk to be their opportunity to ask questions about a wide variety of DNR related issues, often going far beyond the individual lake fishery or the Treaty Fisheries program. In these situations, Cal took his role as a public servant and representative of the DNR seriously. He always tried to be informed on hot topic issues so that he could either answer the questions, or provide contact information for a representative of the appropriate program.

Cal also strived to serve the resource of the state. He spent his career both working for the best hatchery product possible and collecting the data necessary to manage the ceded territory fisheries.

***WHEREAS***, Calvin Glessing 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 August 2010 meeting at Superior, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Jonathan P. Ela, CHAIR

**NATURAL RESOURCES BOARD AGENDA ITEM**

**SUBJECT:** Retirement Resolution for David F. Beer

**FOR:** AUGUST **BOARD MEETING**

**TO BE PRESENTED BY:** Secretary Matt Frank

**SUMMARY:**

David F. Beer is retiring August 3, 2010 after more than 30 years of dedicated service

**RECOMMENDATION:** Adopt a retirement resolution for David F. Beer

**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:**

  
 \_\_\_\_\_  
 Regional Director, Ron Kazmierczak

7/15/10  
 \_\_\_\_\_  
 Date

\_\_\_\_\_  
 Administrator,  
 \_\_\_\_\_  
 Secretary, Matt Frank

\_\_\_\_\_  
 Date  
7-29-10  
 \_\_\_\_\_  
 Date

cc: Laurie J. Ross - AD/8  
 Todd VanDen Heuvel-NER

## *Retirement Resolution*

David F. Beer retired from the Department of Natural Resources on August 3, 2010 after 30 years of distinguished service to the State of Wisconsin and its' citizens.

Dave began his career with the WDNR in July, 1980 as a Forester-Ranger stationed at the Keshena Ranger Station. His principle duties in this capacity involved a wide and varied combination of both forest management and wildland fire suppression activities. In November 1983, Dave transferred to the Langlade Ranger Station where he remained until his retirement.

Dave devoted his career to the practice of sustainable forest management. During this course, he became a well-respected practitioner among his many friends, colleagues and co-workers who recognized his passion for both the "art and science" of forestry. Dave's scope of work included a variety of forestry activities such as tree planting, timber sale establishment, educational events and cross-program coordination involving private and state lands, school forests and county forests. In the aftermath of the June 2007 Quad-County Tornado, Dave played a key role as part of emergency response by organizing staging areas for the Langlade County Incident Command Team and incident resources, conducting damage assessments and coordinating timber salvage effort on private and state lands in Langlade County.

Because of his wild land fire expertise, Dave also participated as a valued member of several fire-related team assignments. Those assignments included serving as the lead instructor for statewide fire training courses on behalf of the Forestry Training Cadre, ad-hoc team assignments involving structural fire protection, training and fire prevention, and the DNR Powerline Fire Task Force where he served as chairperson of the group. Many of these activities led to other achievements in Dave's career. In 1992, Dave played a key role with co-developing the Zone Boss training package, which has become standard training for DNR Foresters and volunteer fire department firefighters across the state. For his efforts, Dave received the 'Innovator of the Year' award. Early in his career, Dave participated in several western states wildland fire assignments as a crew boss leading a 20-person hand crew.

As a valued member of his community, Dave was instrumental in forming the Northern Oconto County Fire Officers Association where he currently serves as vice president for the organization. He is also a Captain on the local volunteer fire department. Among his other community pursuits, Dave also has been an Emergency Medical Technician for many years.

Dave was also an ardent supporter and actively engaged with enforcing Wisconsin's fire protection laws, and has been a credentialed forestry law enforcement officer his entire career. In addition, he was also credentialed as a Special Conservation Warden for 16 years.

Dave was known as a talented coach and mentor for many forest technicians and foresters alike. His common sense approach to solving complex challenges and fairness to all earned him the respect of his co-workers, colleagues and supervisors. Dave leaves the Department with a proven track record of performance, leadership and service.

**WHEREAS**, David F. Beer 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 August 2010 meeting at Superior, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Jonathan P. Ela, CHAIR

**NATURAL RESOURCES BOARD AGENDA ITEM**

**SUBJECT:** Retirement Resolution for James R. Reyburn

**FOR:** AUGUST **BOARD MEETING**

**TO BE PRESENTED BY:** Secretary Matt Frank

**SUMMARY:**

James R. Reyburn is retiring August 2nd after more than 31 years of dedicated state service.

**RECOMMENDATION:** Adopt a retirement resolution for James R. Reyburn.

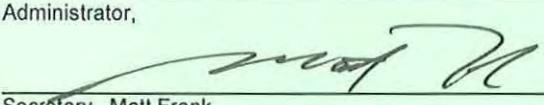
**LIST OF ATTACHED MATERIALS:**

- |    |                                     |   |     |                          |          |
|----|-------------------------------------|---|-----|--------------------------|----------|
| 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:**

  
 \_\_\_\_\_  
 Regional Director, Ron Kazmierczak

7/15/10  
 \_\_\_\_\_  
 Date

\_\_\_\_\_  
 Administrator,  
  
 \_\_\_\_\_  
 Secretary, Matt Frank

\_\_\_\_\_  
 Date  
7-29-10  
 \_\_\_\_\_  
 Date

cc: Laurie J. Ross - AD/8  
Todd VanDen Heuvel - NER

## *Retirement Resolution*

James R. Reyburn retired from the Department of Natural Resources on August 2, 2010 with more than 31 years of dedicated service to the State of Wisconsin.

Jim began his career on April 18, 1979 as an Environmental Specialist in Hazardous Waste Management at Southeast Region Headquarters in Milwaukee. In 1982 he transferred to the same position in Northeast Region Headquarters in Green Bay. His responsibilities were to inspect, sample, monitor, investigate and report on hazardous waste facilities throughout the region. He advanced rapidly through six position classifications and in September 1987 expanded his responsibilities in the Environmental Response and Repair Program, now managing both hazardous and solid waste disposal issues. By 1990 he became a Hydrogeologist in the same program and by 1993 Jim reached the highest classification in that position as an Advanced Hydrogeologist in the Environmental Response and Repair Program.

Throughout his career Jim has protected Wisconsin's environment by managing some of the regions highest priority, most complex and controversial Emergency and Remedial Response Program cases. Jim was actively involved in remediation projects for Door County Lead Arsenate sites, abandoned utility Coal Gasification sites, several Superfund sites, Bioremediation of petroleum contamination sites, emergency spill response, and PCB and contaminated sediment issues. Jim's contribution to environmental remediation is truly appreciated and is a remarkable contribution to the improved quality of Wisconsin's natural resources.

In 2000 Jim made a career shift to become a Water Resource Specialist - Water Quality Biologist. Here he was responsible for surface water quality monitoring, aquatic plant management programs, exotic species monitoring and water quality data management. Jim's contaminant management background became a great asset to the preservation of surface water quality. He remained in this position for the rest of his career.

Jim cares deeply about the environment and believes genuinely in the benefits and values of resource management and environmental regulation. Jim was dedicated to this effort and recognized the importance of maintaining high quality water resources.

Throughout his career Jim worked in common with private individuals and regulated entities to preserve and protect surface water and groundwater systems. Jim participated in numerous talks and training sessions to inform and mentor DNR staff. Jim's peers consulted him often for expert technical and regulatory opinion. Jim's enthusiasm, his sense of humor, and willingness to pleasantly lend assistance when needed were hallmarks of his long career. His commitment to effective natural resource management and continuous customer service is a lasting legacy.

**WHEREAS**, James R. Reyburn 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 August 2010 meeting at Superior, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Jonathan P. Ela, CHAIR

**SUBJECT:** Retirement Resolution - Richard Nelson

**FOR:** AUGUST 2010 BOARD MEETING

**TO BE PRESENTED BY:**

Matt Frank

**SUMMARY:**

Richard Nelson is retiring September 10, 2010 after 32 years of State Service.

**RECOMMENDATION:** Adopt retirement resolution for Richard Nelson.

**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:**

*Michelle Young*  
Bureau Director,

*[Signature]*  
Administrator,

*[Signature]*  
Secretary, Matt Frank

7/2/2010  
Date

7/2/2010  
Date

7-15-10  
Date

## *Retirement Resolution*

Richard H. Nelson is retiring from the Department of Natural Resources on September 10, 2010, after completing more than 32 years of dedicated service to the State of Wisconsin.

Richard began his career with the Legislative Audit Bureau on June 19, 1978 as a Financial Auditor. Richard's first audit was of the Migrant Services Bureau which was part of the Department of Industry, Labor and Human Relations. At that time the Legislative Audit Bureau was also responsible for auditing areas deemed a disaster, and Richard performed a number of these disaster audits. In June 1980, Richard was recognized for his distinguished work with an Exceptional Performance Award. During his time at the Legislative Audit Bureau, Richard audited many state agencies, from Employee Trust Funds to the Department of Agriculture, Trade and Consumer Protection.

Richard joined the Department of Natural Resources on August 31, 1987, as an External Auditor with the Bureau of Finance. In this position, he was responsible for auditing grants that were awarded to the Milwaukee Metropolitan Sewage District. With the conversion to WISMART and a Department re-organization in the mid '90s, Richard's duties switched from external auditing to management accountant duties. In May 1997, he permanently transferred into a Management Accountant position.

With his strong background in auditing and accounting, Richard quickly became a well respected member of the management accountant team who everyone relied upon for advice on sound accounting principles. He worked with the Division of Administrative and Technology and the Division of Customer and Employee Relations, overseeing the Bureaus of Administration, Legal Services, Management and budget, Finance, Customer Service and Licensing, Communication and Education, Program Management, and Community Financial Assistance. These Divisions were later merged and became the Division of Customer and Employee Services. His helpful ways, unflappable problem handling and institutional knowledge will be greatly missed by the CAES division.

*WHEREAS*, Richard Nelson 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 August 2010 meeting at Superior, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Richard a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Jonathan P. Ela, CHAIR

**NATURAL RESOURCES BOARD AGENDA ITEM**

**SUBJECT:** Retirement Resolution -- Vance L. Rayburn

**FOR:** AUGUST 2010 BOARD MEETING

**TO BE PRESENTED BY:** Secretary Matt Frank

**SUMMARY:**

Vance Rayburn retired June 18, 2010 after completing nearly 38 years of dedicated service to the State of Wisconsin.

**RECOMMENDATION:** Adopt Retirement Resolution for Vance Rayburn.

**LIST OF ATTACHED MATERIALS:**

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

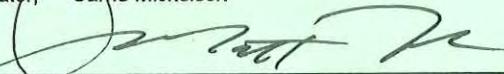
- Yes  Attached
- Yes  Attached
- Yes  Attached

**APPROVED:**

\_\_\_\_\_  
Bureau Director,



\_\_\_\_\_  
Administrator, Carrie Mickelson



\_\_\_\_\_  
Secretary, Matt Frank

\_\_\_\_\_  
Date

7/20/2010

\_\_\_\_\_  
Date

7-22-10

\_\_\_\_\_  
Date

## *Retirement Resolution*

Vance Rayburn retired from the Department of Natural Resources June 18, 2010 after completing nearly 38 years of service to the State of Wisconsin.

A graduate of Western Illinois University, Vance started his state career in April 1971 with the Department of Transportation as a part time LTE clerk and highway painter. He got a permanent job with DOT in August of 1972 and quickly worked his way up from account specialist to budget management accountant and auditor to fiscal supervisor. By April 1990, he was promoted to Management Services Bureau Director at the Department of Public Instruction and Finance officer a mere two years later. In his time at DPI, he received numerous awards and exceptional performance recognitions and was instrumental in a state government-wide consolidation of payroll reporting and approval.

Vance came to DNR in March, 2003, appointed as Administrator of the then Division of Administration and Technology. Within a short time, he was tasked with merging and streamlining divisions of Administration and Technology and Customer Assistance and External Relations. He was appointed administrator of the new Customer and Employee Services Division in 2004, and in that role implemented significant budget cuts which he accomplished with empathy and compassion, innovation, and a will to retain staff in re-envisioned jobs integral to the Department accomplishing its goals. In downsizing amounting to 40 per cent of staff, layoffs were limited to just a few employees. Among initiatives accomplished on Vance's watch are development of DNR's call center, Internet registration services, partnering with law enforcement on the Tipline, adding Spanish and Hmong language service, being the first agency to accomplish consolidation of information technology resources with the Department of Administration, award of hundreds of millions of dollars in grants and loans, and implementing a shift in DNR's customer service model to provide state of the art service through ALIS vendors and customer service staff linked by phone statewide. To this day, DNR remains the only natural resources agency in the country offering live operators and on-line chats seven days a week from 7 a.m. until 10 p.m.

Vance is known and respected for being a straight shooter, for a dry sense of humor, for his love of the Chicago Cubs and for his collection of antique radios. He mentored his managers in a positive workplace where they could excel, grow, and take risks knowing they had his unwavering support. Vance exemplifies the type of manager that makes DNR the strong, close knit family-like agency it is. He will be deeply missed. DNR and state government are much better for his service.

WHEREAS, Vance L. Rayburn has been a dedicated, knowledgeable and committed manager and leader at DNR and has earned the friendship, respect and gratitude of his staff and colleagues,

NOW THEREFORE, the Natural Resources Board at its August, 2010 meeting at Superior, Wisconsin, recognizes such faithful service with due respect, gratitude and warm wishes for a happy, healthy retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Jonathan P. Ela, CHAIR

**NATURAL RESOURCES BOARD AGENDA ITEM**

**SUBJECT:** Retirement Resolution - Larry Bruss

**FOR:** AUGUST 2010 BOARD MEETING

**TO BE PRESENTED BY:** Secretary Matt Frank

**SUMMARY:**

Larry Bruss will retire August 13, 2010 with more than 31 years of state service.

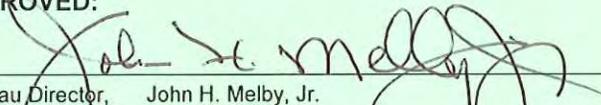
**RECOMMENDATION:** Adopt Retirement Resolution for Larry Bruss

**LIST OF ATTACHED MATERIALS:**

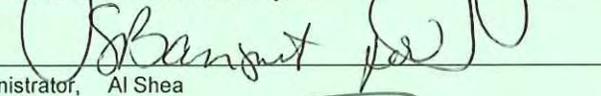
- No  Fiscal Estimate Required
- No  Environmental Assessment or Impact Statement Required
- No  Background Memo

- Yes  Attached
- Yes  Attached
- Yes  Attached

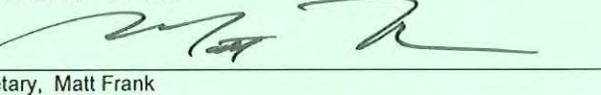
**APPROVED:**

  
 Bureau Director, John H. Melby, Jr.

07/16/2010  
 Date

  
 Administrator, Al Shea

07/16/2010  
 Date

  
 Secretary, Matt Frank

7-22-10  
 Date

## ***Retirement Resolution***

Larry Bruss will retire from the Department of Natural Resources on August 13, 2010 with over 31 years of dedicated service in the Bureau of Air Management and to the State of Wisconsin.

Larry began his DNR career as an Air Quality Planning Analyst (Stationary Source Unit) on July 22, 1979. In early 1984, Larry moved to the Mobile Sources Unit (Planning Section) and in January 1986 he was promoted to Unit Supervisor. In July 1993, as part of Air Management's reorganization, Larry was appointed Section Chief for the Ozone Section (the section was later renamed the Ozone and SIP Development Section in 1996 and again renamed the Regional Pollutant and Mobile Source Section in 2005).

Throughout his career Larry has been the primary leader of the Air Management's State Implementation Planning and Emission Control Program development efforts for the ambient air pollutants including ozone, sulfur dioxide, nitrogen oxides, organic carbon compounds, particulates (coarse and fine), regional haze and mercury. In that role he has evaluated local, state level and national control programs, managed the development of Wisconsin's regulatory control programs and provided technical and policy leadership for regional efforts undertaken by Region 5 USEPA and the Lake Michigan Air Directors Consortium (LADCO). He has served on EPA guidance committees for photochemical modeling and advised other state air programs via multiple regional control program policy development efforts. Throughout his career Larry has consistently nurtured and developed staff capabilities, maintained a balanced management approach and actively pursued input and dialogue with regulated entities and other external partners. Throughout his work, Larry has maintained a strong belief in the importance of improving air quality because of its impacts on public health and he has sought creative solutions to addressing longstanding air pollution problems.

***WHEREAS***, Larry Bruss has been a conscientious and dedicated employee throughout his career and has earned the friendship and gratitude of his fellow employees;

***NOW, THEREFORE***, the Natural Resources Board at its August 2010 meeting at Superior, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Jonathan P. Ela, CHAIR