

NATURAL RESOURCES BOARD AGENDA ITEM

SUBJECT: April Retirement Resolutions

FOR: APRIL 2011 BOARD MEETING

TO BE PRESENTED BY / TITLE: Cathy Stepp, Secretary

SUMMARY:

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

	<u>Employee</u>	<u>Years of Service</u>
1	Mark L. Andersen	32
2	Daniel C. Boardman	25
3	Michael S. Cross	24
4	Steven M. Dewald	31
5	James F. Fratrack	32
6	Mary E. Hamel	24
7	Timothy J. Hanson	25
8	Michael G. Hawley	41
9	Joanne Howe	30
10	Wesley O. Jahns	23
11	Dr. Richard C. Lathrop	33
12	Robert E. Lent	30
13	Sandra J. Manthei	35
14	John J. Plenke	31
15	Dennis Pratt	36
16	Paul H. Scott	30
17	Thomas Stunkard	24
18	Jerry Wilson	35

RECOMMENDATION: Adopt Retirement Resolutions for April 2011

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:

Bureau Director,

Date

Administrator,

Date

Cathy Stepp

Secretary, Cathy Stepp

4/5/11

Date

cc: NRB Liaison
DNR Rules Coordinator

Retirement Resolution

Mark L. Andersen retired from the Department of Natural Resources on March 30, 2011, after completing 32 years of dedicated service to the State of Wisconsin.

Mark began his career with the on March 26, 1979 as a Natural Resources Specialist. His work began in Eau Claire, but quickly moved to Eagle, in southeast Wisconsin.

For almost 20 years, Mark worked out of Eagle, focusing on the Trumpeter Swan recovery effort, urban deer management, pheasant stocking and management of the Vernon Marsh and the Southern Unit of the Kettle Moraine State Forest. Mark's work ethic was recognized while in Eagle with nomination of Property Manager of the Year honors. Mark's "can do" attitude and ability to work with a wide range of stakeholders resulted in his progression through the ranks of his classification.

An opportunity to change program locations was presented to Mark in 1997, and he successfully competed for a position on the Wildlife Team in La Crosse. In La Crosse, Mark expanded his knowledge working on Integrated Ecosystems Management projects, as well as getting to know a different constituency of conservation organizations. Other work while in La Crosse, working "inland", included efforts with The Friends of McGilvary Road, Ruffed Grouse Society, The Mississippi Valley Conservancy, Fort McCoy, and management of DNR Wildlife Areas to enhance the resource and provide a more rewarding outdoor experiences to our public.

Mark's interest in the Big River, the Mississippi, drew him to transfer to the Mississippi River Wildlife Biologist position in the spring of 2001. Waterfowl is the major species of management on the Mississippi, and Mark's previous 20+ years of experience made him an excellent fit to represent Wisconsin's interests in waterfowl and wildlife on the River. Over the past 10 years since his transfer, Mark has played a critical role in working with our federal and surrounding state partners on resource issues associated with the Mississippi including island construction and planning and monitoring of drawdowns to enhance wildlife habitat on the river. Groups that Mark has worked with include; the Water Level Management Task force, Pool 5 Project Delivery Team (PDT), Mississippi River Forest Mgt. PDT, and the Upper Mississippi River Conservation Committee's Wildlife Technical Section and Vegetation ad hoc committee, DNR's Migratory Gamebird Committee, the Fish and Wildlife Workgroup, the Corps of Engineers' Environmental Management Program project teams, and the Fish and Wildlife Service's Interagency Comprehensive Conservation Plan Team.

One of Mark's other commitments over his career was working with our partners in the Conservation Congress. Since the Mississippi River is a separate committee of the Congress, Mark gave a lot of his own time ensuring that Mississippi River Wildlife was represented at CC meetings. Mark was always willing to candidly share the "why" with our congress partners when it came to rule changes and management decisions.

Mark was a very experienced and knowledgeable employee. He was dedicated and well respected by others and his contributions to Regional and statewide program operations, as well as his unique sense of humor, are greatly appreciated. Mark's many important contributions have been vital to the operation of the Mississippi management team and the Wildlife program.

WHEREAS, the dedication and commitment of Mark L. Andersen has earned him the respect of the public, his co-workers, supervisors and associates throughout the Department;

NOW, THEREFORE, the Natural Resources Board at its April 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Daniel C. Boardman, Northern Region Waste Management Specialist, retired from the Wisconsin Department of Natural Resources on December 30, 2010, after working for the State of Wisconsin for 25 years.

Dan was originally hired into the Wisconsin state civil service system in January 1985, as a Public Health Sanitarian. As a sanitarian, Dan did sanitary surveys of restaurants, hotels, resorts, campgrounds and mobile home parks in Northern Wisconsin. Dan responded to food borne disease outbreaks and complaints. He provided public health training to the Vilas and Lac du Flambeau County Tavern Leagues and Nicolet College food service students. Dan passed his certification test for a Registered Sanitarian in 1985.

In 1989, Dan left the Department of Health and Human Services and began his career with the Wisconsin Department of Natural Resources. He was hired as a Land Application Specialist in North Central District stationed in Rhinelander. Dan's new civil service classification was as an Environmental Specialist 4 in the Wastewater program. In this capacity, Dan worked in the municipal and industrial sludge disposal programs and eventually assumed responsibilities for the septage program. Dan received a reclass to Environmental Specialist 5 in 1990 when he began coordinating the North Central District septage management program. In 1994, Dan took the statewide lead on the NR 204 Administrative code revisions for the state delegated sludge program. Dan's co-workers recognized his expertise and hard work in the wastewater program when Dan was recognized as the 1995 District Wastewater Person of the Year.

In 1998, Dan was appointed as a Waste Management Specialist Senior working on Brownfield Outreach in the Northern Region Remediation and Redevelopment program in Rhinelander. Dan worked on Brownfield redevelopment, environmental assessments and municipal grants. In 2004, Dan made his final move to the Waste Management Program where he remained working on solid and hazardous waste issues and non-metallic mining issues in Northern Wisconsin.

Dan brought a straight-forward, no nonsense attitude to the workplace in all the positions that he held throughout his career. He was noted for his ability to get along with people and use his patience to resolve sticky complaints in the food industry as well as complex problems in the environmental arena. As one of Dan's supervisors said, "He tells it like he sees it!" In December 2010, Dan decided it was time to hang up his work boots and put on his hunting boots and spend more time at the cabin. In addition, Dan is looking forward to spending time with his wife, Glenna, and his faithful companion Buddy, traveling, splitting hosta plants and relaxing at the cabin.

WHEREAS, Dan Boardman 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 2011 meeting at Madison, Wisconsin, 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Mike Cross began his work with the DNR as an LTE in fisheries in Central Wisconsin from 1982-1986 where he worked on trout stream restoration. He was hired as a conservation warden in 1987 working first as a field warden in Jefferson County, and then working the remainder of his career in Crawford County from 2004 through 2011.

Mike served as a field training officer for 17 years training 10 recruits, and was also a background investigator. Throughout his career, Mike was a top performer in his profession, accumulating 12 prestigious awards. These awards reflected Mike's outstanding work with safety programs, environmental enforcement, waterfowl enforcement, and public relations.

Mike was willing to take on challenging interstate cases that included interviews as far away as Texas and California. Mike also worked on issues unique to his station including feral hog control as well as noise and OWI enforcement involving high speed boats on the Mississippi River. Because Mike always provided excellent service both to the public and to local law enforcement, he was honored with the Haskell Noyes Warden of the Year award in 2000. Mike was also recognized as having the best overall law enforcement program in two different regions. Throughout his career, Mike was the kind of warden other officers wanted to work with due to his positive energy, strong work ethic, and enthusiasm for the job at hand.

WHEREAS, Michael S. Cross 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 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Steven Dewald began his service with the DNR as an LTE in Parks in 1977, working as a DNR officer for 3 seasons. He was hired full-time on November 3, 1980. In 1982 he was promoted to conservation warden assigned to Jefferson where he excelled at enforcement as well as writing a newspaper column and serving as a field training officer. Steve was the first warden in the Southern region to receive the Outstanding Environmental Enforcement Program award in 1988.

Steve promoted to warden supervisor in LaCrosse in 1989 responsible for 5 counties. Steve focused efforts on Mississippi River issues, including negotiating historic law enforcement agreements with multiple Federal agencies and adjacent states. Steve worked in Washington D.C. in 1993 helping to implement national oil spill legislation leading to Wisconsin's double hull barge law; the only state on the Mississippi River to do so. Steve received special awards from the LaCrosse Conservation Alliance and the Conservation Congress for his outstanding efforts in protecting the Mississippi river.

Steve served as an academy instructor, and was chairman of the law enforcement section of the 5 state UMRCC for 8 years, and chaired the DNR Futures and I&E committees. Steve created the Whitetail watch program which has been implemented in 9 states. Steve created and managed the Ethical Hunter award for 14 years which recognizes hunters engaged in actions that reflects positively on the tradition of hunting. Steve received a "Distinguished Service Award" for his courage in apprehending 6 armed burglars on May 13, 1994. Steve received the Shikar Safari wildlife officer of the year award in 2007.

WHEREAS, Steven M. Dewald 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 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

James F. Fratrack, Regional Watershed Program Coordinator with the Southeast Region of the Department of Natural Resources, retired on February 11, 2011, following 32 years of dedicated service to the citizens and resources of the State of Wisconsin. Jim graduated from the University of Wisconsin- Stevens Point in 1973 with a Bachelor of Science Degree in Water and Resource Management.

Jim began his state career in 1978 working for the University of Wisconsin - Milwaukee as a grounds keeper. Jim was hired by the Department of Natural Resources in 1979 as an engineering technician for the Bureau of Water Quality. In 1982, Jim promoted to the wastewater pretreatment coordinator and permit unit leader for the Bureau. In 1986, Jim transferred to the Southeast Region in Milwaukee serving as the municipal wastewater unit supervisor. In that capacity, Jim supervised staff regulating municipal wastewater facilities.

Jim was the primary staff person in the region overseeing the Milwaukee Metropolitan Sewerage District, the largest and most complex water reclamation and flood management agency in the state, serving over one million customers in six watersheds. Jim maintained responsibility for management and oversight of the Milwaukee Metropolitan Sewerage District permit until his retirement.

Jim became the regional water program expert in 1997 and served in that capacity until his retirement. Jim mentored, trained and worked with Department staff and municipal employees to ensure that the municipal wastewater facilities in Southeast Region operated to provide the best in sanitary services. Jim was passionate about protecting public and environmental health and improving water quality in the most populated area of Wisconsin.

Jim was widely respected by external partners and his co-workers. Jim was well-known for his problem-solving and communications skills. He was a true professional who served with pride and dedication.

WHEREAS, Jim Fratrack has served the people of Wisconsin faithfully and well in the performance of his duties and has earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its April 2011 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation part of its official records.

Natural Resources Board

Jonathan P. Ela, CHAIR

Retirement Resolution

Mary Hamel has provided more than twenty-four years of service to the DNR and the citizens of Wisconsin.

Mary joined the department as a project employee working on small quantity hazardous waste generator relations, providing a series of workshops for businesses throughout the state on what were then new hazardous waste requirements. She was hired into a permanent position in June, 1989 as an environmental specialist, working as the liaison to the Air Pollution Control Council. This marked the beginning of a career dedicated to environmental education and informing the public of their role – as well as that of the DNR – in protecting and enhancing Wisconsin's natural resources.

After joining the DNR, Mary worked to establish Pollution Prevention (P2) programs for the DNR and UW – Extension. This was ground-breaking work, as P2 was a relatively new concept at that time, and was demonstrative of Mary's exceptional skills as a convener and facilitator.

Mary's facilitation skills have since been instrumental in ensuring and increasing the public's involvement in the DNR's work. Appointed as DNR's citizen involvement manager in February, 1995, she led many sessions that enabled the public provide input on such important issues as deer management and park development, and she mentored numerous staff in how to ensure effective public participation. Her commitment to ensuring the public was engaged and involved expanded beyond the DNR; Mary worked with experts in Australia and Canada to develop and deliver training in public participation that benefited many other Wisconsin state agencies, as well as local governments and private companies.

In July, 2006 Mary became the DNR's Air Quality Education Manager. In this role, her talents as a writer and communicator resulted in a number of widely distributed publications that helped to educate students, teachers and the public about the importance of air quality. These include: *Celebrating 40 years of Cleaner Air*, a publication and series of web-based stories highlighting improvements in air quality since the inception of the Clean Air Act; *Creating the Right Atmosphere*, which celebrates twenty years of Wisconsin's Acid Rain Law; and *Climate Change: A Wisconsin Activity Guide*, a comprehensive guide to help teachers educate students on the affects of Climate Change in our state. The latter was a runner-up for the 2009 Wisconsin Distinguished Document Award and has since been reproduced in Chinese by the Chinese Ministry of Environmental Protection for use in that country.

Perhaps Mary's greatest gift is that of a teacher—whether in public participation and citizen involvement classes, or to teachers in workshops on climate change. She oversaw many, broader educational projects for the DNR, including working with Discovery World in Milwaukee to create a permanent display focusing on eco-driving and the use of alternative fueled vehicles. Her ability to engage the public will be missed.

Through her work, dedication and commitment to the environment, and to informing and engaging the public, Mary exemplified and instilled in those with whom she worked and interacted the Wisconsin Idea. Thank you, Mary, for reminding us of this again and again.

WHEREAS, Mary Hamel 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 April 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Timothy J. Hanson retired from the Department of Natural Resources on December 30, 2010, after completing almost 26 years of dedicated service to the State of Wisconsin.

Tim began his public service career with Health & Social Services on September 25, 1972 as a Public Health Sanitarian, in Rhinelander. His work involved restaurant inspections until when he left the agency as a Sanitarian 3 in 1977 to work in the private sector. Tim returned in 1985 to Health & Social Services in 1985 again as a Sanitarian working in the Eau Claire office. Tim stayed in this position until February 21, 1993 when he transferred to the Department of Natural Resources as a Water Supply Specialist - Objective position. On October 31, 1993 Tim was reclassified to a Water Supply Specialist – Senior class. Tim held this position until his retirement.

Tim's reputation with his regulated systems and well drillers was one with the highest regards. He made a point to treat everyone with respect and made his decisions based on good information. His knowledge of the Public and Private water codes was sound and he used it to educate as well as regulate all water systems. Tim had a knack for gaining compliance without using formal enforcement procedures. His communication skills and his ability to apply them regardless of the type of problem made him a valued employee. He knew his authority and never misused it.

Tim is an avid outdoorsman and his love and respect for nature is obvious. He always had a kind word to share and you could count on him to be a positive participant in any conversation. He continued to gain knowledge and skills throughout his career and loved to share. Tim spent his last week with the Department training new employees in passing on a small amount of his knowledge.

Tim was dedicated and well respected by others for his contributions to Regional and statewide programs. As an outstanding model for the Drinking Water Program staff within the organization, he has enthusiastically taken on roles, such as participating on statewide program work groups, demonstrating leadership, he was always willing to help when asked. Tim's many important contributions have been vital to the effective operation of the regional water management team.

WHEREAS, the dedication and commitment of Timothy J. Hanson has earned him the respect of the public, his co-workers, supervisors and associates throughout the Department;

NOW, THEREFORE, the Natural Resources Board at its April 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Michael G. Hawley retired from the Department of Natural Resources on December 30, 2010, after completing 41 years of dedicated services to people of the State of Wisconsin. Mike was an LTE at the Peshtigo River Fly Fishing Area from 1965 through 1967. Mr. Hawley graduated from University of Wisconsin- Stevens Point in 1969.

Mike began his permanent career as a Natural Resource Assistant in Marinette on April 1, 1969. He was re-classified as a Natural Resources Technician in 1977. Mike was assigned to the Lake Michigan Work Unit and worked on various assignments including evaluation of stocked trout and salmon in Green Bay, coordination of creel census staff and collection and summarization of Green Bay fish population data. Mike completed his career in the Marinette- Peshtigo area as an Advanced Fisheries Technician.

He worked closely with our Green Bay commercial fishermen and he was a strong advocate for that aspect of our Lake Michigan fisheries management program. He enjoyed a close working relationship with Dr Fred Binkowski of the University of Wisconsin-Milwaukee. They collaborated efforts to understand yellow perch recruitment in Green Bay. Mike was innovative in the techniques utilized to assign ages to yellow perch samples and wanted to insure that we had the best data available for the management of that species. Mike enjoyed field work and participated in yellow perch trawling efforts on Green Bay since WDNR began that program in 1978.

Mike freely integrated on our Team by volunteering to work on other projects whether it was surveying inland fish populations, assisting with Menominee River sturgeon assessments, or walleye surveys in the Fox River. Mike had a positive attitude and willingly accepted new assignments throughout his career.

Mike was a boat captain for our boom shocker and he always insured that all surveys were properly and safely sampled including adequate quantity and quality of data according to the current protocol. Mike was a member of our fire control team for over 35 years.

WHEREAS, Michael G. Hawley 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 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Joanne Howe is retiring on March 11, 2011, after more than 30 years of service to the State of Wisconsin, including many years of service at the Department of Natural Resources.

Joanne began her state career at the Department of Industry, Labor and Human Relations in 1980, moved on to provide excellent service to the Department of Health and Social Services and then continued her commitment and service to the citizens of Wisconsin by joining us at the Department of Natural Resources. Joanne always provided excellent customer service that brought a bright smile and warmth to face of the bureaucracy. Her interactions with the public were always exceptional.

During her tenure at the DNR, Joanne provided support staff to various programs within the Bureaus of Forestry, Law Enforcement, Air Management, and Community Financial Assistance. She was consistently praised as “doing a wonderful job” and “always willing to take on new responsibilities”. Providing support to staff in these programs is an integral part of making the programs successful. Joanne serves as a role model for all public employees.

WHEREAS, Joanne Howe 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 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Wesley O. Jahns, Fisheries Technician - Advanced in Woodruff, retired from the Wisconsin Department of Natural Resources on March 11, 2011 after 23 years of dedicated service to the citizens of the State of Wisconsin.

Wes began his permanent career with the Wisconsin Department of Natural Resources on September 02, 1988 as a Natural Resources Technician 1 at the Northern Highland Fishery Research Area on Escanaba Lake. During November of the same year he transferred to Woodruff as Fisheries Technician 2.

In February of 1992 his position was reallocated to Fisheries Management Technician 4. Wes worked under this job title until July of 2000, when another reallocation occurred and he became Fisheries Technician – Advanced. He served under this title the remainder of his career at Woodruff.

Wes was a well-liked and respected Department employee. He worked well with Department partners including lake associations, local Towns, and the public. He served his area of responsibility with a sense of ownership and dedication. He will be greatly missed by his co-workers at Woodruff.

WHEREAS, Wesley O. Jahns 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 2011 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Wesley a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Jonathan P. Ela, CHAIR

Retirement Resolution

Dr. Richard C. Lathrop retired from state service in the Department of Natural Resources on December 30, 2010, having provided over 33 years of honorable service and dedication to the people of Wisconsin and to the natural resources of our state.

Dick began his Madison-based DNR career on November 7, 1977, as Chief Limnologist for the Bureau of Research; Dick's position became Research Scientist – Advanced after reorganization of the Bureau in 1991. In 1992, while continuing to work full-time for the DNR on his lake research projects, Dick went back to school for a Ph.D. in Oceanography and Limnology at the UW-Madison. After receiving his degree in 1998, Dick was awarded Honorary Fellow status at the UW Center for Limnology and later at the Nelson Institute for Environmental Studies. Over his career Dick championed a number of important research initiatives both on the local and state scale. These projects tackled diverse ecological issues, all with relevant management implications. His experience and training as a limnologist allowed him to address aquatic issues on multiple levels from nutrients to algae and macrophytes to zooplankton to fish, as well as mercury bioaccumulation in lakes. In particular, Dick has applied the science of limnology to the restoration, protection, and management of lakes, including the Yahara lakes and Devil's Lake. These efforts led to local, state, and national recognition. During the last years of his career, Dick had a leadership role in the Wisconsin Initiative on Climate Change Impacts (WICCI) – a collaborative project initiated in 2007 to assess the impacts of climate change on the state's natural resources and human systems.

The Science Services Research Team, the Department of Natural Resources, and the State of Wisconsin wish Dick well on his retirement and his continued enjoyment of the things he loves to do most, which will undoubtedly include his continued involvement with local lake restoration projects as well as limnological research at the UW. Most people hope to look back on a career and be able to say that they made at least some small difference in DNR's mission to protect and enhance Wisconsin's natural resources. Dick had, and his work continues to have, a major influence on the protection and management of Wisconsin lakes. In fact, the respect he has earned from the national and international community translates his influence beyond our border toward a global contribution to the science of lake management for the past 33 years, and into the future.

WHEREAS, Dr. Richard C. Lathrop has conducted dozens of applied research projects and secured and led many major research grants such as EPA STAR, dealing with topics such as agricultural phosphorus and urban hydrology; **WHEREAS**, Dr. Richard C. Lathrop has been a principal DNR contributor to the UW's federally-funded North Temperate Lakes Long-Term Ecological Research project and has long been considered a leading expert on the Madison lakes, through numerous research efforts and tireless advocacy for their improved water quality; **WHEREAS**, Dr. Richard C. Lathrop has applied innovative lake restoration techniques such as the Devil's Lake bottom withdrawal and the Lake Wingra carp enclosure as examples of new approaches to lake management; **WHEREAS**, Dr. Richard C. Lathrop has played an important role for the DNR as Co-Chair of the Science Council of the Wisconsin Initiative on Climate Change Impacts as WICCI recently completed its first assessment report; **WHEREAS**, Dr. Richard C. Lathrop has published over 50 peer-reviewed scientific papers, written 21 technical reports and popular science articles, and presented 33 times as lead-author at national and international conferences. **WHEREAS**, Dr. Richard C. Lathrop has always been mindful and respectful of his fellow colleagues and showed concern for the welfare and future of his fellow scientists as well as the State's natural resources; **WHEREAS**, Dr. Richard C. Lathrop has served the people of the State of Wisconsin faithfully and well in the performance of his duties and has thus earned the commendation due an exemplary public employee; **NOW, THEREFORE**, the Natural Resources Board at its April meeting in 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Robert E. Lent (Bob) retired from the Department of Natural Resources on March 11, 2011, after completing more than thirty years of dedicated service to the people of the State of Wisconsin.

Bob began his career with the DNR, in 1975, as a Fisheries LTE working in the Brule Area. In April of 1980, Bob was hired permanently into the position of Forest Fire Control Assistant I in Babcock. For the next 30 years, Bob faithfully served the citizens of Wisconsin at the Babcock Ranger Station until it closed in 1995 and then finishing his career at the Wisconsin Rapids Service Center as a Forestry Technician Advanced.

Bob's duties included all aspects of the forest fire program, assistance with forest management on private and public lands and office administration of the Babcock Fire Response Unit. Throughout Bob's career, he was the stalwart of Babcock. Bob worked with an unprecedented number of Forest Ranger's who were assigned to the Babcock unit or were serving a training or fill in assignment.

Much of Bob's duties were in the fire management program and he was instrumental and innovative in many ways in the fire prevention program. He brought fire prevention and Smokey Bear programs to all schools in the county both public and private. Prior to Bob's efforts, only a few public schools were targeted.

Bob's Fire prevention passion took him to a career highlight in 1994 where he represented Wisconsin at Smokey Bear's 50th Birthday at the White House in Washington DC. Bob continued with this passion through his career participating in prevention programs. Bob also has a very large and impressive personal collection of Smokey Bear memorabilia in museum like display at his home that he has collected through personal travel over his life.

Bob responded to many forest fires throughout his career and gained an experience and competence level that was appreciated by his supervisors and peers. Bob never compromised safety on the fireline and has always championed the partnerships and attributed his success to the volunteer fire departments he worked with. Bob was always very clear that he was there to serve the public and the fire departments he worked alongside. That drive ensured a response from Bob to fire calls day or night, 24/7, whether he was on duty or not.

Bob also was tasked with the maintenance and upkeep of the Cranberry Fire Lookout Tower. At least twice a year, Bob would climb the 100 foot ladder leading into the tower cab and give a thorough inspection and repair of it making sure it was safe for the seasonal tower man assigned to it.

Bob provided throughout his career assistance to all DNR programs. From the air program to wildlife Bob cooperated with all. It did not matter whether he was checking an air monitor or working on a habitat project out on the Sand Hill Meadow Valley Wildlife area, Bob was there to help.

When Bob is not at work he and his wife have worked tirelessly for the past 10 years hosting and fostering foreign exchange students enabling them to pursue and complete high school and college educations in America.

Bob has tirelessly served the public in a spirit of professionalism, courtesy and dedication throughout his 30+ year career.

WHEREAS, Robert E. Lent 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 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Sandra J. Manthei, Natural Resource Financial Assistance Specialist-Senior with the Southeast Region of the Department of Natural Resources, retired on January 7, 2011, following 35 years of dedicated service to the citizens and resources of the State of Wisconsin. Sandy graduated from Custer High School in Milwaukee, and earned a Bachelor of Fine Arts Degree from Layton School of Art and Design in Milwaukee.

Sandy began her career in 1975 at the Department of Industry, Labor, and Human Relations as an Unemployment Benefits Specialist and promoted to an Unemployment Benefit Compensation Supervisor. Sandy began working for the Department of Natural Resources in 1991 as a Program Assistant Supervisor at the Southeast District Headquarters in Milwaukee. She supervised all program support staff and managed the license sales and customer call center.

In 1997, Sandy became the Administrative Assistant for the Southeast Region Water Division supporting the Water Leader, Basin Leaders and program staff. Sandy became a Water Regulation and Zoning Specialist in 2005 in the Waukesha Service Center assisting with permitting for the shoreland-wetland and floodplain programs. Sandy joined the Southeast Region Government Outreach Team in 2005, assisting local governments, lake districts and associations conduct studies, acquire land and install best management practices. Sandy served with distinction and dedication, demonstrating pride, integrity, and leadership throughout her career.

Sandy received the 2009 Rebecca Wallace Memorial Award in recognition of her outstanding accomplishments mentoring colleagues and improving relationships with local governments and organizations. She made significant contributions to the mission of the Department and to the partners she worked with over her career. Sandy's management and organizational skills, and her positive can-do attitude earned her frequent praise from the public and her co-workers. Her boundless energy was legendary as was her cooperative spirit and commitment to excellence. Sandy was known for her compassion and dedication to her work, family and friends. She was a great friend to all and she enriched the work environment through her warmth and friendship. Sandy was DNR at its best.

Whereas, Sandy Manthei has served the people of Wisconsin faithfully and well in the performance of her duties and thus has earned the commendation due an exemplary public employee;

Now, therefore, the Natural Resources Board at its April 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

John J. Plenke started his career with Wisconsin Department of Natural Resources in the fall of 1979 as a Conservation Warden. John was stationed in Adams County in 1980, Fond du Lac in 1983. John supervised a vibrant county warden program and focused efforts on protecting waterfowl, sturgeon and the environment.

John developed a very proactive public relations program and fostered excellent relations with volunteer safety instructors in Fond Du Lac County. The Southern District recognized these efforts by presenting John with awards in outstanding public relations and environmental enforcement programs.

In 1992 John was promoted to the Southeast Region Recreational Safety Warden position stationed at Bong, Pike Lake and Waukesha. John's primary role was to enhance and promote excellence in the ATV, Boating, Snowmobile and Hunter education programs.

John was a promoter of change for all the safety programs and led by example in the workshops and academies he conducted statewide. These changes include; internet hunter education, instructor hands-on lesson plans, instructor appreciation events and the hunter education test-out. John also was a leader in promoting diversity in the program by his involvement in the Hmong and African American communities.

In recognition of his excellence in Hunter Education, John was presented with the 2004 Professional of the Year Award by the International Hunter Education Association.

John brought a passion of helping people and recognized the value of individual instructors working together as a team to accomplish the goals and mission of the department. Instructors and Wardens were drawn to John's openness and high energy.

WHEREAS, John J. Plenke 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 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Dennis Pratt is retiring from the Wisconsin Department of Natural Resources on March 11, 2011 after 36 years. He started his career with the DNR in Bayfield as a seasonal Natural Resources Assistant 1 in May 1975, was hired again in November of that year as a Fish Research Aid and was reclassified in May 1977 to Natural Resource Assistant 2. In July 1978 he was promoted to a permanent position and was reclassified as a Natural Resources Technician 2 in December 1979.

He transferred to the Brule office in February 1985 as a Natural Resource Specialist 1 and by October 1988 had been reclassified a number of times finally attaining a position as Natural Resource Specialist 5 and had transferred to the Superior office. In April 1992, he was reallocated to Senior Fisheries Biologist, a capacity in which he served admirably until his retirement in March 2011.

Dennis developed a reputation as a man of action who was never content to simply study a problem. Early on he recognized the vital role stream habitat played in the salmonid life cycle and set about tirelessly working to restore and rehabilitate stream habitat along the South Shore of Lake Superior. His insight and willingness to accept the long-view rather than the short-term fix resulted in the restoration of many miles of South Shore trout stream which now provide enhanced nursery and spawning habitat for native and naturalized trout and salmon. The most prominent is his work on the main stem and tributaries of the Brule River where a judicious combination of regulation and restoration have restored and enhanced steelhead runs and native brook trout habitat. This success has been replicated many times over in smaller, less well-known streams along the South Shore too numerous to list here.

Dennis also recognized a well-informed angling public as one of the greatest assets to a fisheries manager. From this realization emerged a strong commitment to partner with external collaborators. This work has born fruit in the close working relationships he has formed with angler groups and the man-power and financial resources that has allowed him to mobilize towards fisheries enhancement and management activities.

WHEREAS, Dennis Pratt 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 employeec;

NOW, THEREFORE, the Natural Resources Board at its April 2011 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Dennis a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Jonathan P. Ela, CHAIR

Retirement Resolution

Paul H. Scott retired from the Department of Natural Resources on March 11, 2011 with more than 30 years of dedicated service to the State of Wisconsin. After a stint as a Regional Planner and a degree in Environmental Studies at Utah State Paul began his employment as an Area Land Agent at Horicon in January of 1980. He enjoyed his work in the Real Estate program in South Central Region for the next 24 years, becoming a Real Estate Specialist-Senior and achieving the certified general appraiser license. As a land agent Paul completed many property appraisals and negotiated land purchases for conservation projects in southern Wisconsin. He assisted property managers with trespass, lease and other real estate duties and also served on statewide planning and policy development terms. Paul was a contributor to the development of the Land Legacy Report.

In his role in the Department's Real Estate Program, Paul completed many transactions adding thousands of acres of land for projects such as Pine Island Wildlife Area, Rowan Creek and Rocky Run Fishery Areas and numerous state natural areas. He was respected as an appraiser and a serious real estate practitioner. He had a strong attention to detail combined with an ability to understand and deal with larger situations and concepts. His underlying dedication to the Department and the conservation mission guided his daily work.

In June, 2004, Paul promoted to the Advanced level as a Department Review Appraiser. This statewide position drew on Paul's ability to guide other staff and serve as a mentor and trainer. Paul developed a blended appraisal product which he applied as a problem solving technique for difficult real estate valuations. This leadership has served as guidance for other review appraisers and has been cited in audits as a practical, fair and efficient way to deliver just compensation to landowners in a public land acquisition program.

Paul is a true credit to the Department and is widely respected by his peers for his integrity and his accomplishments.

WHEREAS, Paul H. Scott 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 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Thomas Stunkard is retiring from the Wisconsin Department of Natural Resources on March 11, 2011, after completing 24 1/2 years of skilled and dedicated service to the citizens of Wisconsin. All 24 1/2 years of his career have been spent ensuring the safety of public water supplies for Wisconsin residents.

Tom began his career on August 18, 1986 as a Public Water Supply Engineer working in Southern District stationed in Horicon. He worked out of the Horicon Area Office for 14 months regulating public water systems in Green Lake, Marquette, Fond du Lac, Columbia and Dodge County. In October 1987, he transferred to the Southern District Office in Fitchburg and continued as a Public Water Supply Engineer in charge of regulating public water systems in Dane, Rock, Green and Jefferson County.

During Tom's career he completed over 1,159 inspections of which 240 were sanitary surveys and 919 were annual inspections of public water systems. Tom also observed the grouting of over 50 new and reconstructed municipal wells during his career as a Public Water Supply Engineer. Other important program issues where Tom played a role include implementing the Federal Clean Water Act and re-writing state rules on water supplies; sampling efforts related to VOCs, pesticides, arsenic, nitrates and radium; and corrosion studies in municipal systems. Tom was also involved in providing on the job training for new DNR Drinking Water Supply Engineers throughout the State as they started down their career path with the DNR.

WHEREAS, Tom Stunkard has been a conscientious and dedicated employee throughout his career gaining the respect, trust and gratitude of his fellow employees, well drillers, pump installers and waterworks operators throughout the state earning the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its April 2011 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

Jonathan P. Ela, CHAIR

Retirement Resolution

Jerry Wilson will retire after 35 years of service to the citizens of the State of Wisconsin, and more than 11 years of service at the Department of Natural Resources, Bureau of Community Financial Assistance.

Jerry began his career as a public employee in the Department of Health and Social Services on February 2, 1976 where he worked in the Bureau of Child Support. He advanced in his career at the Department of Health and Social Services with a succession of new positions and advancements. His employee history is marked by "consistently outstanding performance" to the citizens of Wisconsin.

Jerry joined the Department of Natural Resources on September 24, 2000, as a Financial Assistance Specialist to implement the Clean Water Fund and Safe Drinking Water Fund loan programs. He provided his trademark excellent customer service to communities throughout the state as they worked together to improve the water quality for our citizens. Jerry's dedication to his job was especially appreciated as he worked above and beyond to ensure that all of the American Recovery and Resource Act funding was disbursed to communities throughout the state by the Federal deadline, again enhancing our water quality and the health of our citizens and environment. Jerry's dedication to the Environmental Loans Programs and the teamwork he brought to his job every day contributed to the success of these programs as well as the agency.

WHEREAS, Jerry Wilson 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 2011 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

Jonathan P. Ela, CHAIR