

NATURAL RESOURCES BOARD AGENDA ITEM

SUBJECT: Retirement Resolutions

FOR: DECEMBER 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:

Employee	Years of Service
1. Thomas A. Nigus	32
2. Dave Paynter	37
3. Doug Rinzel	31
4. Joan Rockwell	21
5. Alan Tatzel	29
6. Shane Weber	31
7. Nancy R. Wood	10

RECOMMENDATION: Adopt Retirement Resolutions for December 2011

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, n/a

Date

Administrator, n/a

Date

Secretary, Cathy Stepp

Date
11/16/11

cc: NRB Liaison
DNR Rules Coordinator

Retirement Resolution

Thomas A. Nigus retired from the Department of Natural Resources on June 17, 2011, after 32 years of dedicated service to the State of Wisconsin.

Tom began his career April 9, 1979 as a Wildlife Manager trainee, in Madison, working in the Bureau of Wildlife Management and training out in the districts. In August 1979, he was assigned to Horicon as the Wildlife Manager for Dodge and Fond du Lac counties. In this position for 11 years, he was property manager for state lands including Horicon and Eldorado Marsh wildlife areas. He acquired lands, wrote master plans, managed wetland and grassland habitats, renovated dikes and water control structures, implemented carp eradication projects, facilitated youth trapper and waterfowl hunter education events, performed wildlife and hunter surveys, monitored and managed waterfowl disease events, and worked with local conservation clubs rearing pheasants. In October 1990, Tom became the lead field biologist for the Glacial Habitat Restoration Area, a landscape scale project to restore grassland birds including pheasants and breeding ducks in east-central Wisconsin. He developed partnerships with federal agencies to fund private lands habitat work, and acquired easements to improve habitat on private lands. In February 1993, Tom was promoted to Area Wildlife Supervisor for the five-county Horicon Area. In this position, he supervised a large staff of biologists, technicians and an educator in delivering all facets of Wildlife Management. The Department reorganized in 1997 and Tom became a Land Sub-team Leader at Wautoma where he supervised biologists, foresters, and technicians from three programs. In July 2002, Area Wildlife Supervisor positions were reinstated and Tom returned to this role, staying at the Wautoma Service Center until his retirement. His new assignment was the Fox-Wolf Area, ranging from Marquette County to Shawano County. During this time he supervised a large contingent of permanent and temporary staff in Wildlife Management, Facilities & Lands, and Endangered Resources. At Wautoma, Tom enjoyed filling his team vacancies with new biologists and technicians, his team's work in improving public access and wildlife habitat on trout stream fisheries lands, and his team's work restoring prairies and wetlands on wildlife areas.

Although Tom was well known and appreciated for his love of wildlife and hunting both upland birds and waterfowl; his exemplary dedication to supporting the success of staff around him and the institution that is wildlife management is what he will be most remembered for. Tom was exceptionally well organized, and was considered a walking encyclopedia of wildlife management history and policy development. He was often sought out by younger staff for explanations of how and why agency policy came to be. If someone needed documentation of a decision or process that had been developed, Tom was a go to guy. As new procedures were developed, Tom's insight was often sought to help guide the process in a logical and defensible manner.

WHEREAS, Thomas A. Nigus has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

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

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Dave Paynter, Fisheries Technician – Advanced in Montello retired from the Department of Natural Resources on March 11, 2011 with over 37 years of dedicated service to the State of Wisconsin.

Dave began his DNR career on July 22, 1974 as a Limited Term Employee in the Game Management program at Meadow Valley in the Southern District. On May 12, 1975 he received his first permanent appointment in the Department as a seasonal Natural Resources Assistant in the Forestry program at the Griffith Nursery in Wisconsin Rapids where he worked for over 8 years and was promoted to a Natural Resources Technician.

On January 16, 1984 Dave transferred into the Fisheries Management program, stationed at Friendship where over the next 15 years he built an outstanding trout habitat improvement program. Dave made significant contributions not only to the Fisheries program in south central Wisconsin, but also to the program on many of the northern waters where he volunteered each spring to conduct surveys in the early days of the Ceded Territory Treaty assessment.

Dave's tremendous technical knowledge and strong work ethic resulted in his eventual promotion to Advanced Fisheries Technician and on January 3, 1999 he began the final phase of his career working out of the Montello Field Station on the waters of the upper Fox River system and the diverse lakes and streams of Marquette, Green Lake, and Waushara Counties. Dave's contributions to fisheries management in this area helped forge the Upper Fox-Wolf Fisheries Work Unit into one of the finest and most productive in the state.

WHEREAS, Dave Paynter has conscientiously and faithfully served the people of the State of Wisconsin for over thirty-seven years and has earned the respect of his fellow employees and those he has served; and

WHEREAS, Dave Paynter has consistently demonstrated a positive attitude and outstanding demeanor, as well as a high ethical regard for staff he has worked with, and the water and fisheries resources he has managed throughout his career;

NOW, THEREFORE, the Natural Resources Board at its December 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

David Clausen, CHAIR

Retirement Resolution

Doug Rinzel, Fisheries Technician – Advanced, Oshkosh retired from the Department of Natural Resources on July 28, 2011 with over 31 years of dedicated service to the State of Wisconsin.

Doug began his DNR career on June 16, 1980 as a Fisheries Technician at the newly acquired Kettle Moraine State Fish Hatchery. In over 10 years at the hatchery Doug, through his innovation and creativity, made significant contributions to updating and improving production and water systems on the hatchery grounds, working often under very difficult conditions, and extra hours and weekends.

On December 1, 1991 Doug left the hatchery and transferred to a Fisheries Management position in Oshkosh to work on the Winnebago System fisheries and habitat management programs. Doug's strong work ethic and technical knowledge, along with his positive attitude and demeanor served him well in Oshkosh where he quickly was promoted to an Advanced Fisheries Technician. Doug made outstanding contributions to all aspects of the Winnebago System fisheries program including the extensive shallow lakes habitat restoration projects on the Upriver Lakes, and sturgeon and walleye population and harvest assessments. Basically every technical aspect of the fisheries program in Oshkosh has Doug's mark on it. He was nominated for Northeast Region Water employee of the year three times, winning the award in 2004.

WHEREAS, Doug Rinzel has conscientiously and faithfully served the people of the State of Wisconsin for over thirty-seven years and has earned the respect of his fellow employees and those he has served; and

WHEREAS, Doug Rinzel has consistently demonstrated a high ethical regard for staff and the water and fisheries resources he has worked with throughout his career;

NOW, THEREFORE, the Natural Resources Board at its December 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

David Clausen, CHAIR

Retirement Resolution

Joan Rockwell retired from the Department of Natural Resources on July 29, 2011, after completing 21 years of dedicated service to the State of Wisconsin.

Joan began her career with the department as a tourist information assistant in Milwaukee on June 18, 1990. She took a 6-month temporary assignment to the brand new Sturtevant Service Center when it opened in 1998. Joan decided she liked Sturtevant so much she made the assignment permanent.

She enjoyed helping the wardens each year with the Spring Hearings. She was very organized, knowledgeable and treated customers, both internal and external, with kindness and went above and beyond to help anyone. She was known for her excellent bookkeeping skills and would reconcile the books to the penny. She cared about the customers and will be missed by customers and co-workers throughout the department.

WHEREAS, Joan Rockwell has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

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

Natural Resources Board

Dave Clausen, CHAIR

Retirement Resolution

Alan Tatzel retired from the Department of Natural Resources on June 27, 2011 after 29 years of service to the State of Wisconsin.

He began his career with the Wisconsin Department of Natural Resources in August of 1981, as an LTE Forester assigned to Hayward. Al was hired as a Permanent Forester on September 28, 1981. Al continued work on the Forest Inventory crew through December 1981 and then began his formal WDNR permanent Forester training at Tomahawk LeMay Center in January 1982. His first assignment was a Natural Resources Specialist 1 in Dodgeville. Al's primary duties were to oversee the Forest Fire Suppression Program and conduct Forest Management work on Private lands and State lands. Al was re-classed to a Natural Resource Specialist 2 in 1982 and transferred from Dodgeville to Park Falls in January 1983.

Al spent the majority of his career in Park Falls. In January 1983 Al assumed the duties as the Park Falls Forester Ranger. In October 1983 Al was re-classed to a Natural Resources Specialist 3. Al's primary duties as the Park Falls Forester/Ranger included oversight of the fire management and private forest management programs. Al dedicated considerable personal effort and time in the Law Enforcement aspects of the fire and forestry programs he managed. A highlight of Law Enforcement achievement for Al was the arrest of an arsonist after 12 years of investigation work. Al also served as a Special Conservation Warden for 6 years.

Al championed the sustainable management and use of the Park Falls School Forest; he accomplished a management plan for the forest, timber sale establishment, trail development, and conducted field and classroom education for the students in the Park Falls School District.

In May of 1990 Al was promoted to a Natural Resources Supervisor 2, for the Park Falls Work Unit. In April 1992 Al's position was re-allocated to a Forestry Supervisor 1. Al worked as the Park Falls Work Unit Supervisor until he took a transfer to the Chippewa Basin Fire Management Officer in January 1991. As the Basin fire Management Officer Al directed all aspects of the fire management program. In September 2002 Al served as Incident Commander for the Ladysmith Tornado Incident, charged with managing the clean up efforts of over 4000 volunteers. He was a member of the statewide Fire Management Working Group and the statewide Law Enforcement Specialist Team.

In 2003, Al transferred from Park Falls to the Lake Superior Area to serve as the Forestry Staff Specialist. Al served in this position until his retirement on June 17, 2011. Al continued to provide expertise in the Fire Management Program and handled the more complex Law Enforcement cases when requested. Al's professionalism and candid manner supported and strengthened a valuable partnership between the County Forests and the Division of Forestry in the Lake Superior Area.

Al, you exemplified the ideals of a truly Integrated Forest Manager throughout your career. The Department thanks you for your many years of service to the people of Wisconsin, and wishes you the best for a long and happy retirement.

WHEREAS, Alan Tatzel has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

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

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Shane Weber, Plant Pest and Disease Specialist, Spooner, retired from the Department of Natural Resources effective December 2, 2011 with over 31 years of dedicated service to the State of Wisconsin.

Shane began his career with the Department on September 22, 1980 when he was hired as a Natural Resource Specialist 4 – Entomologist in Spooner, Wisconsin. Shane was reclassified to Natural Resource Specialist 5 in 1983, to Natural Resource Specialist 6 in 1985 and finally to Plant, Pest and Disease Specialist Advanced in 1992 which he held until his retirement.

In the course of his employment with the Department of Natural Resources, Shane had his areas of coverage change several times, but he always remained in Spooner. Shane provided expertise in insect and disease management for Department personnel as well as for private landowners, industrial land foresters and County Forest personnel.

Through the course of his profession, Shane quickly became – and continued to be – Northwest Wisconsin’s “go to man” when it came to identification of insect and disease pests, but also was known for his very practical forest management expertise and ability to unite the science with the art of practicing forestry. Shane became the Jack Pine budworm expert in the State and was sought after for management advice, as well as his incredibly informative and entertaining education programs not only on Jack Pine budworm but on any and all insects and diseases that invaded the forests of northern Wisconsin.

Maintaining his residence and employment for 30 years in Spooner, Shane enjoyed sharing his love of baseball with all around him – especially his little league teams who he coached and loved for 30 years. His enjoyment of the game was eclipsed only by his love for teaching that game to eager youngsters. Shane kept their interest by being known as the “hat man” – always wearing very interesting and unique hats while coaching.

Shane’s presence and experience will be sorely missed by all who worked with him.

WHEREAS, Shane Weber has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

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

Natural Resources Board

David Clausen, CHAIR

Retirement Resolution

Nancy R. Wood will retire from the Department of Natural Resources on October 21, 2011, after more than 10 years of service to the people of the state of Wisconsin.

Nancy's career began as a Customer Service Representative – Entry/Objective in the Northeast Region at the Oshkosh Service Center in 2000. She was reclassified to Customer Service Representative - Senior in 2001.

In 2009, Nancy was a member of the Customer Service Team nominated for Northeast Region Team of the Year Award. Although they did not win, through its leadership and teamwork this team provided outstanding contributions to the protection, management, and enhancement of Wisconsin's natural resources.

In December 2009, Nancy accepted a position on the Statewide Call Center. While in this position, Nancy was responsible for answering calls from customers, processing registrations, and assisting fellow staff members when needed to provide over the counter sales and information.

Before joining the Department of Natural Resources Customer Service Team, Nancy worked for the United States Postal Service, was a self-employed Art Teacher, worker at Wood Ferrier Service, and worked for the Convention and Visitors Bureau.

Nancy has always shown a high degree of professionalism and maintained a high standard in her work product. Nancy has been an exceptional resource for the customers of the Department and her peers. She has adapted well throughout the changes that occurred in Customer Service over the years. In addition, she has been the consummate team player in her profession. This professionalism and dedication toward customers and her peers has distinguished her career.

WHEREAS, Nancy R. Wood has served the people of the State of Wisconsin faithfully and well as a valued member of the Customer Service Team for over 10 years in the performance of her duties. She has earned the respect and admiration of her customers and peers and deserves to receive this commendation as an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its December 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

David Clausen, CHAIR