Form 1100-001
(R 12/09)

NATURAL RESOURCES BOARD AGENDA ITEM

Item No. 7.A.1

SUBJECT: Retirement Resolution- Ronald H. Jones

FOR: JANUARY **BOARD MEETING**

TO BE PRESENTED BY: Secretary Cathy Stepp

SUMMARY:

Ronald H. Jones is retiring April 25, 2011 after more than 34 years of state service.

RECOMMENDATION: Adopt Retirement Resolution for Ronald H. Jones

LIST OF ATTACHED MATERIALS:

No	☑	Fiscal Estimate Required	Yes	☐	Attached
No	☑	Environmental Assessment or Impact Statement Required	Yes	☐	Attached
No	☑	Background Memo	Yes	☐	Attached

APPROVED:

Jean M Romback-Bartels — Nov. 15, 2010
Regional Director, Jean Romback Bartels — Date

Administrator, — Date

Matt Moroney — 1-7-11
Secretary, Cathy Stepp — Date

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

Retirement Resolution

Ronald H. Jones will retire from service with the Wisconsin Department of Natural Resources on April 25, 2011 with 34 years of exemplary service to the citizens of the State of Wisconsin.

Ron received his Bachelor of Science degree from the University of Wisconsin – Madison, in May 1976 with a Major in Forest Management. Shortly after graduation he began his career with the Department as an Limited Term Employee (LTE), working as a clerk in the Forest Tax Unit in the Central Office, as a Private Lands Forester at Nevin and as a Backlog Forester on the Sawyer County Forest in Hayward. On August 13, 1979 Ron began full time employment with the Department as a Forester/Ranger Trainee at Tomahawk. His first permanent assignment was as the Private Lands Forester for Calumet, Outagamie and Winnebago Counties in the Oshkosh Area. In 1991, Ron was promoted to Area Forestry Supervisor for the Oshkosh Area and supervised field staff in Calumet, Outagamie, Waupaca, Waushara and Winnebago Counties that were providing Forest Management assistance to Private Land Owners, Managing State Owned Lands and suppressing wildfires. In 1996 The Department of Natural Resources re-organized and Ron was asked to Act as the Wolf River Basin Land Team Leader during the pilot. He supervised staff in Forestry, Parks, Wildlife and Facilities and Lands in a six County Area. In 1997 Ron was assigned the South Sub-Team Leader position for the Wolf River Basin Land Team at Waupaca and supervised an integrated team of Foresters, Wildlife Biologists, and Park Staff. During this time he was also the Fire Management Officer for the 6 county Waupaca Dispatch Group. In 1998, Ron returned to Appleton as the Private Lands Forester for Calumet and Outagamie Counties. In 2002 The Department re-organized again and the Division of Forestry was born. Ron was promoted to Area Forestry Leader for the Lakeshore Team, and supervised field foresters in Brown, Calumet, Door, Fond du Lac, Kewaunee, Manitowoc, Outagamie, and Winnebago Counties. Ron served in this leadership capacity until his retirement. Ron's passion throughout his employment with the Department was encouraging and communicating sustainable Forest Management to private forest landowners, and providing leadership to other foresters with the same goal. Private Landowners own 60% of Wisconsin's Forests and contributes significantly to the social, ecological and economic fabric of the state. In addition to countless forestry field days and one-on-one contacts with private landowners in their woods, Ron organized annual woodland owner conferences in Green Bay and Oshkosh, and was instrumental in partnering with UW-EX to develop the Learn About Your Land series designed to educate un-engaged landowners in the value of sustainably managing their woodlands. This series was so popular that it spread state-wide, and thousands of woodland owners continue to enroll in these workshops. Ron was a leader, innovator, and positive contributor through out his career and readily lent his time and talent to a variety of efforts that advanced the art and science of Forestry in Wisconsin through his membership on; the Private Forestry Team; the Ad Hoc Team that developed and implemented the Private Forestry Timber Marking Policy, the Ad Hoc Team that developed the Basic's of Wildland Fire Training Package for Volunteer Fire Departments; long standing member of the Silviculture Team; the Ad Hoc Team for developing silvicultural guidelines for Oak Wilt and Emerald Ash Borer; the ad hoc team charged with Developing and Implementing Certified Plan Writer Training; the Private Forestry Land Management Team; The Forestry Operations Team; the Northeast Region Forestry Leadership Team and the Forest Management Guidelines Team.

Ron received many prestigious awards for his efforts over the years including: The S.W. Welsh Superior Accomplishment Award as a member of the Team that developed the Basics of Wildland Fire Training Package; the 2006 Division of Forestry Career Achievement Award; the Society of American Foresters John Macon Award for professionalism and contributions to the profession.

WHEREAS, Ronald H. Jones 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 January 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

Form 1100-001
(R 12/09)

NATURAL RESOURCES BOARD AGENDA ITEM

Item No. 7.A.2

SUBJECT: Retirement Resolution- Joan M. LeClerc

FOR: JANUARY **BOARD MEETING**

TO BE PRESENTED BY: Secretary Cathy Stepp

SUMMARY:

Joan M. LeClerc is retiring February 10, 2011 after more than 30 years of state service.

RECOMMENDATION: Adopt Retirement Resolution for Joan M. LeClerc

LIST OF ATTACHED MATERIALS:

No	☑	Fiscal Estimate Required	Yes	☐	Attached
No	☑	Environmental Assessment or Impact Statement Required	Yes	☐	Attached
No	☑	Background Memo	Yes	☐	Attached

APPROVED:

Jean M Romback-Bartels — Nov. 15, 2010

Regional Director, Jean Romback Bartels — Date

Administrator, — Date

Matt Mooney — 1-7-11

Secretary, Cathy Stepp — Date

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

Retirement Resolution

Joan Marie LeClerc will retire from the Department of Natural Resources on February 11, 2011, after more than 30 years of service to the people of the State of Wisconsin.

Joan's career began as a Clerk Typist for the Department of Health and Social Services, Division of Health, in 1980. She transferred to the Department of Natural Resources as a Program Assistant in 1986, and worked in the Water Management and Environmental Enforcement Programs.

In 1994, Joan accepted the position of Program Assistant in the Drinking Water and Groundwater Program in the Northeast Region. During her time in this position, Joan was responsible for implementation of the Safe Drinking Water Act for public water supplies in the region.

Joan's level of responsibility continued to increase and she became an integral part of the management of the public water supplies in the region. She was the initial contact informing these public water supplies of unsafe bacteriological drinking water samples and required follow-up activities. Joan was also the initial contact for public water supplies to bring them back into compliance for monitoring and reporting results. These public water supplies were in constant praise of Joan's diligent efforts in working with them to achieve compliance.

Joan has always shown a high degree of professionalism and maintained the highest of standards in her work product. Joan has been an exceptional resource to her peers, and has always been there to help meet the goals of the Drinking Water & Groundwater Program. In addition, she has been the consummate team player in her profession. This type of professionalism and dedication, to her peers and to her program, has distinguished her career.

WHEREAS, Joan M. LeClerc 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 January 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

Form 1100-001
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NATURAL RESOURCES BOARD AGENDA ITEM

Item No. 7.A.3

SUBJECT: Retirement Resolution - Susan J. Brisk

FOR: JANUARY 2011 **BOARD MEETING**

TO BE PRESENTED BY: Secretary Cathy Stepp

SUMMARY:

Susan J. Brisk will retire after 22 years of service to the citizens of the state of Wisconsin

RECOMMENDATION:

Adopt Retirement Resolution for Susan J. Brisk

LIST OF ATTACHED MATERIALS:

No	☑	Fiscal Estimate Required	Yes ☐	Attached
No	☑	Environmental Assessment or Impact Statement Required	Yes ☐	Attached
No	☑	Background Memo	Yes ☐	Attached

APPROVED:

Regional Director — Date: 12-08-2010

Administrator, — Date:

Secretary, Cathy Stepp — Date: 1-7-11

cc: Laurie J. Ross - AD/8
Susan Krantz - HR/Spooner

Retirement Resolution

Susan J. Brisk , Forester-Senior, retires from the Department of Natural Resources effective March 21, 2011 with over 22 years of dedicated service to the State of Wisconsin.

Sue began her career in July of 1988 in Tomahawk, where she received new employee training. Her first permanent assignment was as forester in Neillsville in August of 1988. There her duties involved working on accelerated aspen timber sale establishment on the Clark County Forest. Over the next 4 years she received several reclasses to that of Natural Resources Specialist 4 in January of 1992.

In February of 1992, Sue transferred to Black River Falls. Her duties there switched to primarily private land forestry. She also assisted managing County forest lands.

In January of 1994, Sue transferred to "God's County". She accepted a position on the Northern Highland American Legion State Forest – the Mecca and birthplace of forestry in Wisconsin. There she served as a state land forester, setting up timber sales, doing compartment recon updates and reforestation projects on the forest. Sue also whetted her appetite in the fire program, serving as the Overhead forester position for the Trout Lake Ranger. As is the case with all things Sue does, she took this fire role seriously and was an asset to the fire team.

Sue accepted an appointment as Forester/Ranger at Trout Lake in July of 2004, the final resting place in her professional career. While this career move had a benefit of early retirement, it also had the ramification of securing law enforcement credentials. She willing accepted this challenge as a requirement of the new position and completed over 400+ hours of law enforcement training required to enforce fire laws. Aside from law enforcement requirement of this position, her primary focus now was forest fire suppression and prevention. In addition, her duties involved private lands forestry with substantial Managed Forest Law administration, scattered state land management responsibility and occasional management work on the Northern Highland State Forest.

Sue has always been a "firecracker". She speaks her mind and is always willing to add to the dialogue. Sue's professionalism, her undying desire to get it right and most importantly, her personal and professional contributions to the Oneida/Vilas team will be remembered and missed. It's time to hook up that Casita to head for greener pastures, Sue. But don't forget the memories and your friends for the rest of your journey!

WHEREAS, Susan Brisk 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 January 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

Form 1100-001
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NATURAL RESOURCES BOARD AGENDA ITEM

Item No. 7.A.4

SUBJECT: Retirement Resolution - Alice Miramontes

FOR: JANUARY, 2011 **BOARD MEETING**

TO BE PRESENTED BY: Secretary Cathy Stepp

SUMMARY:

Alice Miramontes retired on December 30, 2010 with over 30 years of service.

RECOMMENDATION: Adopt retirement resolution for Alice Miramontes

LIST OF ATTACHED MATERIALS:

No	☑	Fiscal Estimate Required	Yes	☐	Attached
No	☑	Environmental Assessment or Impact Statement Required	Yes	☐	Attached
No	☑	Background Memo	Yes	☐	Attached

APPROVED:

Lloyd L. Eagan — Dec 13, 2010
Regional Director, Lloyd L. Eagan — Date

Administrator — Date

Matt Mowney — 1-7-11
Secretary, Cathy Stepp — Date

cc: Laurie J. Ross - AD/8
Lloyd Eagan - Fitchburg
Robert Hansis - Fitchburg
Debbie Kundert - Fitchburg

Retirement Resolution

Alice Miramontes, Wastewater Operations Program Associate, retired from the Department of Natural Resources on December 30, 2010, after more than 30 years of state service.

Alice embraced technology improvements, having spent her early career as a Typist, and moving forward to keep pace with the technological advances in data management. Her career touched a broad cross-section of state programs, beginning in the Department of Health and Social Services, Department of Development and UW-Madison Extension. Alice spent sixteen years with the Department of Natural Resources, starting in the Department's licensing program, followed by the Bureau of Environmental Analysis and Review, and eventually the wastewater program at the South Central's Region Fish Hatchery Road office where she served as the regional wastewater program's data manager.

To her colleagues, Alice is best known for her periodic newsletter, "View from the Privy", which delivered plain language tips to waste treatment plant operators in a visually pleasing manner. This medium supported her efforts to bring plant operators into the modern era of reporting their water quality samples in an electronic format. Because of her efforts, operators in the South Central Region led the way in getting reports submitted through the internet.

WHEREAS, Alice Miramontes 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 January 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

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NATURAL RESOURCES BOARD AGENDA ITEM

Item No. 7.A.5

SUBJECT: Retirement of Sheree L. Vande Brink

FOR: JANUARY 2011 **BOARD MEETING**

TO BE PRESENTED BY: Secretary Cathy Stepp

SUMMARY:

Sheree L. Vande Brink will retire on December 30, 2010 after completing over 32 years of service to the citizens of Wisconsin.

RECOMMENDATION: Adopt retirement resolution for Sheree L. Vande Brink

LIST OF ATTACHED MATERIALS:

No	☑	Fiscal Estimate Required	Yes ☐	Attached
No	☑	Environmental Assessment or Impact Statement Required	Yes ☐	Attached
No	☑	Background Memo	Yes ☐	Attached

APPROVED:

Lloyd Eagan — Dec. 13, 2010
Regional Director, Lloyd Eagan — Date

12/15/2010
Administrator, Carrie Mickelson — Date

Matt Mooney — 1-7-11
Secretary, Cathy Stepp — Date

cc: Laurie J. Ross - AD/8
Kurt A. Thiede - Poynette Service Center
Debbie Kundert - SCRHQ - HR
Lloyd Eagan - SCRHQ

Retirement Resolution

Sheree L. Vande Brink began her state civil service career as a clerical assistant with the Department of Health and Social Services, in the Division of Corrections, in July 1978. She transferred to the Department of Natural Resources as a Clerical Assistant 2 in November 1980, where she was classified as an office machine operator in the copy center at the Gef 2 complex in Madison. "Willingness to assist fellow personnel; quality and accuracy in her work", were comments mentioned in her first performance review in 1981, and these are themes that remained consistent throughout Sheree's civil service career.

In September1991, Sheree was reclassified to a Tourist Info Assistant 1 at the Information Center in Gef 2. For the next 19 years Sheree's focus would be customer service. She excelled in this area, and as a result, the citizens of this state were the benefactors. Her supervisors commended her accuracy and attention to detail. "Sheree is extremely well suited to working in a service setting," noted her supervisor, and her customers agreed. As one customer noted, "she was as courteous and helpful as any government employee I have ever dealt with."

In December 2002, as a Natural Resources Customer Service Representative – Senior, she transferred out of Central Office to the South Central Region in Fitchburg, where she was immediately welcomed by the customers and employees as a valued employee and coworker.

For 32 ½ years of State service, Sheree Vande Brink's dedication to providing the correct answer were evident in the numerous information sheets she provided for her coworkers, program staff and customers. She strived to make sure she understood the "why" behind the law, so she could better relay the message to our customers. She epitomizes everything great about our Customer Service staff...dedicated, knowledgeable, helpful, and passionate.

In addition to her service to the general public, for fifteen years she also served the Conservation Congress at their annual meeting. Her service to the Conservation Congress was recognized by the Congress with a special service award in 2009.

Sheree loved her time with the DNR, especially the Customer Service years. As she stated, "she enjoyed helping the customers understand the "mind" of the Department of Natural Resources."

WHEREAS, Sheree L. Vande Brink 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 January 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

Form 1100-001
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NATURAL RESOURCES BOARD AGENDA ITEM

Item No. 7.A.6

SUBJECT: Retirement Resolution - Paul J. Peeters

FOR: JANUARY **BOARD MEETING**

TO BE PRESENTED BY: Secretary Cathy Stepp

SUMMARY:

Paul J. Peeters is retiring after more than 31 years of state service.

RECOMMENDATION: Adopt a retirement resolution for Paul J. Peeters

LIST OF ATTACHED MATERIALS:

No	☑	Fiscal Estimate Required	Yes	☐	Attached
No	☑	Environmental Assessment or Impact Statement Required	Yes	☐	Attached
No	☑	Background Memo	Yes	☐	Attached

APPROVED:

Ron Kazmierczak — 12/20/10
Regional Director, Ron Kazmierczak — Date

Administrator, — Date

Matt Mosey — 1-7-11
Secretary, Cathy Stepp — Date

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

Retirement Resolution

Paul J. Peeters retired from the Department of Natural Resources on December 31, 2010 after completing over 31 years of dedicated service to the people of the State of Wisconsin. On July 30, 1979 Paul began his career as a Fish Manager Trainee stationed at Brule, where he was already working as a Project Biologist on assessment of the fish populations of the Brule River. He was coauthor of Fish Management Report 123 "Migratory Brown and Rainbow Trout Populations of the Bois Brule River, Wisconsin".

On April 6, 1980, Paul was assigned his first permanent station as the Assistant Fish Manager at Two Rivers. He was responsible for management of inland fish populations and Lake Michigan fish assessments. His inland duties included Manitowoc County and Kewaunee, and briefly covered Brown County. He implemented the complex chemical treatment and rehabilitation of Carstens Lake including placement of a carp barrier in the Pine Creek outlet to Lake Michigan and followed up with an aeration system to prevent winterkill. He conducted onboard monitoring of commercial fisheries, operated salmon rearing ponds, instituted coded wire tag studies to evaluate Chinook salmon management and conducted sport fish creel surveys. He developed techniques for evaluation of the forage fish commercial trawl fishery which led to changes from the massive harvest of mostly alewife to a targeted rainbow smelt fishery for human consumption. Paul was an original member of the "Dive Team" and utilized SCUBA diving to evaluate the mortality of sport fish gilled in the mesh of commercial trap nets.

On January 10, 1993, Paul took a lateral transfer to be the Lake Michigan Fisheries Biologist at Sturgeon Bay. His primary duties included assessments of the lake whitefish populations, calculation of the commercial whitefish harvest quota, evaluation of salmon return to the Strawberry Creek and Kewaunee River weirs, trout and salmon diet studies, and creel surveys in northern Lake Michigan.

On November 26, 2006, Paul was promoted to Fisheries Supervisor at Sturgeon Bay. He was responsible for the Lakeshore Fish Team with management responsibilities in Green Bay, Lake Michigan and the inland counties of Door, Kewaunee, Manitowoc and Calumet. He supervised the operation and cruise schedule of the 50 foot research vessel R/V Barney Devine, working with the boat captain to maintain the highest standards for safety. He incorporated the "Dive Team" in numerous innovative surveys including use of underwater video. He worked with other states and management agencies under the auspices of the Great Lakes Fisheries Commission. He was a Wisconsin representative on the Lake Michigan Technical Committee and served on the Lake Michigan Salmonid Work Group, Lake Trout Task Group and the Council of Lake Committees Mass Marking Task Group. Paul was awarded the 2006 Northeast Region Water Division "Employee of the Year" for his leadership of station staff. His last project in a line of major accomplishment was planning and construction of the new 60 foot research vessel, R/V Coregonus. The updated boat, with advanced technical equipment, multiple fishing capabilities, and greater travel speed, will replace the R/V Barney Devine, built by the same contractor in 1937.

Paul is an ambassador for the fisheries of Lake Michigan. He loves to introduce anglers to the fantastic trout and salmon fishing. An annual scheduled trip on the "Lorax" with Captain Paul is the highlight event for Paul's friends, old and new.

WHEREAS, Paul J. Peeters 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 January 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

Form 1100-001
(R 1/11)

NATURAL RESOURCES BOARD AGENDA ITEM

Item No. 7.A.7

SUBJECT: Retirement Resolution - Dennis A. Schenborn

FOR: JANUARY, 2011 **BOARD MEETING**

TO BE PRESENTED BY: Secretary Cathy Stepp

SUMMARY:

Dennis A Schenborn retired on December 20, 2010 with 34 total years of service to the citizens of the State of Wisconsin

RECOMMENDATION: Adopt Retirement Resolution for Dennis A. Schenborn

LIST OF ATTACHED MATERIALS:

No	☑	Fiscal Estimate Required	Yes ☐	Attached
No	☑	Environmental Assessment or Impact Statement Required	Yes ☐	Attached
No	☑	Background Memo	Yes ☐	Attached

APPROVED:

Michael Stagg — 1/3/2011
Bureau Director, Date

NMS for Bruce Baker — 1/10/2011
Administrator, Date

Matt Moorey — 1/10/11
Secretary, Cathy Stepp Date

cc: NRB Liaison
DNR Rules Coordinator

Retirement Resolution

For 34 years, Dennis A. Schenborn has successfully balanced the competing demands of family, his career with the Wisconsin Department of Natural Resources Bureau of Fisheries Management, and contributions to the profession of natural resource management. He made profound contributions in and beyond the DNR toward improving agency management systems, and in showing that healthy economies and environments are interdependent. His major accomplishments include developing the Department's first strategic planning and project management system, leading the Governor's Pulp Mill Siting Feasibility Study, writing numerous professional publications, contributing to four books on natural resources management, and co-authoring a textbook on ecosystem management. He was a nationally respected educator having taught ecosystem management at the National Conservation Training Center, DNR Leadership Academy, University of Wisconsin, and Cornell University. His career is best reflected in the words of others:

"Your excellent performance in strategic planning for fisheries will be recognized not only within this agency and in the State of Wisconsin, but outside the state and, indeed, in Washington, as well." *Governor Anthony Earl*

"Using a team approach...Wisconsin's government, academic community, and private sector are working together to determine an environmentally sound approach to future pulp mill siting." *US EPA*

"...an important contribution to the economic and environmental future of Wisconsin...an exceptional product, indeed! ...A prototype for creative government in the future. We need to have the public and private sectors work together... you have done that." *Governor Tommy Thompson*

"You have had a very significant impact on DNR's ability to face the future. Your action provides an example for others." *Deputy Secretary, Bruce Braun*

"Your exceptional work and efforts were absolutely critical...You have shown outstanding leadership in working with the diverse elements of the reorganized Division, providing advice and support to both bureau and regional staff." *Secretary, George Meyer*

"Thanks for your extra efforts...positive approach...and neutral objective fashion in weaving the issues we need to consider as managers. You are a very positive influence on our working relationships with our union counterparts." *Deputy Secretary, Bill Smith*

"You have a diplomatic, professional approach which is essential when dealing with WSEU issues and staff." *Todd Ambs, Water Divison Administrator*

"Thanks old friend for the many times you've made me look good." *Lee Kernen, Chief of Fisheries*

His file also contains letters of commendation and thanks from the Secretaries of numerous state, provincial and federal natural resource agencies, professional societies and colleagues across the US and Canada.

In reflecting on his years with DNR, Dennis said that he was guided by this quote:

"Frustrations, annoyances, and problems come with the turf. Is it worth it to work for DNR? I think so and have felt that way for a long time. As one our best, I know you feel the same way. Your example is one that I hope other employees will follow." *Secretary, Buzz Besadny*

WHEREAS, Dennis A. Schenborn has been a conscientious and dedicated employee throughout his career gaining the respect and gratitude of fellow employees and earning several commendations for outstanding performance from two Governors, the Natural Resources Board, several DNR Secretaries, and many natural resource agencies throughout North America;

NOW, THEREFORE, the Natural Resources Board at its January 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