

NATURAL RESOURCES BOARD AGENDA ITEM

SUBJECT: Retirement Resolutions

FOR: MAY 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	Employee	Years of Service
1. Daniel Adams	18	17. Kevin Shurilla	26
2. Andrew L. Anderson	28	18. Kenneth Von Ruden	35
3. Kenneth G. Anderson	35	19. Michael J. Wallace	25
4. James E. Baughman	40		
5. Barb Boettcher	32		
6. George Boronow	31		
7. Steven S. Crary	33		
8. Genny Fannucchi	26		
9. Lance Green	19		
10. Gary W. Greene	20		
11. Steven L. Klock	30		
12. Todd C. McCourt	30		
13. Michael L. Miller	33		
14. Charles A. Pape	30		
15. Randy L. Schott	30		
16. Steven R. Schuenemann	27		

RECOMMENDATION: Adopt Retirement Resolutions for May 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,

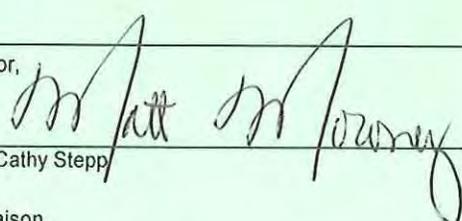
Date

Administrator,

Date

Secretary, Cathy Stepp

Date



5/4/11

cc: NRB Liaison
DNR Rules Coordinator

Retirement Resolution

Daniel Adams is retiring from the Department of Natural Resources on May 20, 2011, after completing 18 years of dedicated service to the State of Wisconsin.

Dan began his career with the Educational Communications Board in January of 1993 as the Distance Education Technologies Consultant for Northern Wisconsin. In his time with the ECB Dan helped five Distance Education Networks plan and build operational systems and assisted three networks that were already built improve their services.

Dan joined the Department of Natural Resources as the Northern Region Customer Service and Licensing Supervisor, stationed in Spooner, in September 1997. In that position he helped to build and staff seven of the ten Northern Region Service Centers covering seventeen counties.

When the department introduced a new service delivery model in 2009, Dan accepted a supervisory position that was responsible for overseeing multiple service delivery teams. His position was integral in planning and implementing a consistent and convenient transition of services for our customers.

Throughout Dan's career he promoted the need for clear direct communications in our work place. He was thorough and tenacious in completing his assignments. Dan had tremendous integrity and was a strong advocate for his employees.

WHEREAS, Daniel Adams 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 May 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

Andrew "Andy" Anderson retired from the Department of Natural Resources on March 10, 2011 with more than 28 years of dedicated service to the State of Wisconsin.

Andy began his career with the State of Wisconsin in October 1983. He was employed with the Wisconsin Veterans Home in King as a Security Officer 3. In 2001, Andy transferred to the Storekeeper position at the Veterans Home. In 2006, he worked as a Police Communications Operator for the Wisconsin Department of State Patrol. Andy has been employed with High Cliff State Park as the Facilities Repair Worker since April 2007.

While employed with the Veterans Home Andy received several letters of commendation for bravery, expertise, and excellence. Andy also received a letter of appreciation while working with State Patrol for dedicated time and effort spent assisting with a project.

While working at High Cliff, Andy has been the "go to" person for equipment and building repairs. Andy has proven to be very organized and concerned with park appearance. Andy has also served as the property on-site trainer, keeping other staff up-to-date with required operator training.

WHEREAS, Andrew Anderson 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 May 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

Kenneth G. Anderson retired from the Department of Natural Resources on March 11, 2011, after completing over 35 years of dedicated service to the citizens of Wisconsin. Ken began his career in 1975 as a Fire Control Assistant at the Goodman Ranger Station. He then transferred to Peninsula State Park as a Park Ranger. In 1977, Ken transferred to the Northern Highlands-American Legion State Forest as a Patrol Officer. In 1979, Ken was promoted to Park Ranger at newly established Buckhorn State Park where he was instrumental in developing new park facilities and operational procedures.

Ken came to the Southeast Region in 1982 as the Visitor Services and Enforcement Supervisor at the Southern Unit of the Kettle Moraine State Forest. In addition to law enforcement responsibilities, Ken supervised visitor services staff. In 1988, Ken accepted the Park Manager position at Lake Kegonsa State Park where he directed park operations and managed budget allotments for three park units in the Madison area. Ken returned to the Southern Unit in 1989 as State Forest Operations Manager responsible for supervising the forest operations crew, expediting new project development and improving services and facilities. Ken excelled at providing quality customer service at this property that serves over one million visitors annually.

In 1998, Ken was appointed to the Regional Construction Representative position in the Southeast Region Land Services Program. Working with Department property and facility managers, Ken focused his expertise on the development and construction of recreational projects which included trails, shower buildings, accessible cabins, and campgrounds to provide quality nature-based outdoor recreational opportunities to people of all ages and abilities, including youth, disabled and nontraditional participants.

Ken contributed greatly to a multitude of projects throughout Wisconsin. He planned and developed the first cross-country ski trails in the Northern Highland-American Legion State Forest. He coordinated the initial acquisition of the Young Prairie State Natural Area. He played a major role in the development and construction of a campground at Harrington Beach State Park, which was the first new campground in Wisconsin in 25 years. The campground features 31 electric and 33 non-electric sites plus five walk-in sites, a group campsite, and a kayak site that optimizes its unique setting along the Lake Michigan shoreline. Ken has provided Wisconsin citizens and visitors a proud legacy of outstanding outdoor recreational opportunities. Ken was committed to ensuring a safe environment for co-workers and property visitors.

WHEREAS, Kenneth G. Anderson 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 May 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

James E. Baughman, Forester-Senior, retired from the Department of Natural Resources effective March 11, 2011 with over 40 years of dedicated service to the State of Wisconsin.

Jim began his career with the Department in June of 1969 as a seasonal Conservation Aid 2 in Brule. He accepted a full time position on July 1, 1970, when he was hired as a Natural Resources Specialist 1-Forester. His first station was at Shawano.

Jim was amazingly mobile the early part of his career. In November of 1970, he transferred to Tomahawk. While still at Tomahawk, Jim was reclassified to Natural Resource Specialist 2 - Forester in June of 1971. Jim then transferred to Rhinelander in September of 1971. That didn't seem to be the right fit for Jim because only two years later, he transferred to Eagle River in December of 1973.

It was at Eagle River Jim set down his "tap root". He remained anchored there, seemingly attached to the very core of the earth, for the remaining 37+ years of his career. This was the only station his current Team ever knew Jim to be at. In December of 1977, Jim received a reallocation to Natural Resources Specialist 3. In March of 1983, he was reclassified to Natural Resources Specialist 4. In April of 1985 he received a reallocation to Natural Resources Specialist 5. And finally, in April of 1992, he was reallocated to Forester-Senior which he remained as until his retirement on March 11, 2011.

The word synonymous with Jim is stability. He is as constant as the North Star - as reliable as the day is long. Also, his professionalism is unequalled in the entire state. From boards and cords forestry, to ground plant identification, to "birding" in between the incredible amount of work he accomplished - Jim was the consummate professional in every aspect of the natural resource.

WHEREAS, James Baughman 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 May 2011 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes James 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

Barbara Boettcher is retiring from the Department of Natural Resources on May 26, 2011, after completing 32 years of dedicated service to the State of Wisconsin.

Barb began her career with the department as a Typist in Antigo on February 19, 1979. From February 1979 through June 2000, Barb also served as a typist, word processing operator, program assistant and customer service representative. She was promoted to Service Center supervisor in June of 2000.

Throughout Barb's career, she has served on numerous Department committees and teams receiving recognition and awards for her efforts in providing quality customer service. She has participated as a member of the Headwaters Fire Management Overhead Team since 1990 and has assisted local Wildlife staff with deer registrations for 17+ years. In addition, Barb assisted the Statewide Wildlife Program with CWD sampling efforts from 2002-2008.

Barb was a tireless advocate for those she supervised and the common sense approach to Customer Service in the DNR. She was an excellent communicator who enjoyed face to face interaction with customers in all of her positions. She will be missed by customers and co-workers in the Antigo Service Center area.

WHEREAS, Barbara Boettcher 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 May meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Barb 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

George Boronow retired from state service on December 30, 2010 after faithfully serving the citizens of Wisconsin for thirty one years. George started his career in 1979 as a fisheries biologist in the Southeast District responsible for management of the fisheries and waters in Racine, Kenosha, and Walworth counties.

While in the southeast, George designed and implemented the first comprehensive evaluation of the impacts of slot size limits on largemouth bass and fish communities. This work is still referenced for its thoroughness and application to largemouth bass management questions encountered by biologists 30 years later.

In 1986 George took a promotion to the Lake Michigan District to become the Area Fish Manager for the Green Bay Area. This position supervised the management of inland waters of a four county area and the Great Lakes waters of the Lake Michigan District. In this role he was instrumental in promoting commercial and recreational fisheries assessments, and updating commercial fishing regulations to balance the needs of the resource with this rapidly changing industry.

In 1997, following the reorganization of the Department and its Fisheries supervisory staff, George took a position as a Water Team Supervisor of the Lower Fox River Basin, where he excelled at directing the staff and activities of a diverse group of programs including fisheries, water regulation, wastewater, surface run-off, and water resources. George's professionalism and steady approach served him well as he dealt with wide ranging issues related to the management and regulation of critical water resources in Northeast Wisconsin. Of particular note was his leadership during the remedial hydraulic dredging of the lower Fox River to remove vast deposits of PCB contaminated sediments.

Finally in March 2006, George became the Fisheries Supervisor of the Northeast Region. George directed all fisheries management, hatcheries, and support operations in a 17 county area encompassing Lake Michigan, Green Bay, the Winnebago system, and a diverse collection of inland coldwater, coolwater, and warm water fisheries resources.

WHEREAS, George Boronow 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 May 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

Steven S. Crary will retire from the Department of Natural Resources on March 24, 2011 with over 33 years of service. Steve began his career in the Mail & Supply section in the Pyare Square Building.

Steve promoted to the Bureau of Law Enforcement in the early 1980's. His first duties for Law Enforcement were to oversee the purchase, warehousing & distribution of the materials for the Bureau of Law Enforcement Safety/Education programs statewide. After moving to the central office bureau of Law Enforcement his duties evolved to include the following:

Administered updating of the statewide Bowhunter Education program including authoring the written exam and increasing participation from less than 100 students per year to 1,000's per year.

Assist in training of recruit Wardens in ATV and Snowmobile operation, as well as boat enforcement training at Swan Lake.

Statewide operation of the Firearms Safety Training System (FATS) and Conservation Warden training related to shoot/don't shoot scenarios.

DNR Liaison to DOT Chemical Section for certification of 1400 portable breath testers which included certification of new operators and assisted with subject tests at numerous statewide boat safety checks.

Designed and built numerous clothing racks at Darwin Warehouse to facilitate storage and reissuing of gear and clothing, saving thousands of dollars versus purchasing new items.

Administered statewide purchasing of clothing and equipment for Wardens, a money and time saving process.

Steve exemplified public service by always being willing to help the public, Department staff, or other agencies. Steve also served on the DNR Disabled Advisory Council as the law enforcement liaison.

WHEREAS, Steven S. Crary 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 May 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

Genny Fannucchi is retiring from the Department of Natural Resources on May 26, 2011 after completing 26 years of dedicated full time service to the State of Wisconsin.

Genny began her career as one of the first two female wildlife managers hired by the Department of Natural Resources. Genny worked for six years as the wildlife manager in southern Wisconsin. Genny helped acquire bluff sites and other properties in the Lower Wisconsin Riverway (LWR) and worked on some historic species restoration projects. She was the first full time female wildlife manager directing turkey re-introduction and restoration in Wisconsin. Through science and habitat management, Genny and others helped to restore a viable population of bald eagles to southern Wisconsin. She initiated the first flight surveys to document eagle nests along the LWR and worked to protect eagle wintering roosts. These efforts contributed to the bald eagle's eventual removal from the Federal and State Endangered and Threatened Species listings.

For twenty years, Genny has successfully worked on building partnerships with others in the forestry community to increase and improve conservation education across the state. In 2009 Genny was awarded the David Engelson Award by the Wisconsin Association of Environmental Educators for her statewide excellence in environmental education.

Genny has been a strong advocate of Wisconsin's School Forest program. She advocated for and secured legislative authorization and funding for both the Forestry Education and School Forest WEEB grants, and the Learning, Experiences & Activities in Forestry (LEAF) K-12 forestry education program. She was recognized as a School Forest Champion by the LEAF program in 2004. Today there are 357 registered school forests located in 66 of the 72 counties in Wisconsin. Genny has championed several impressive education initiatives such as Wisconsin's Project Learning Tree Program for over 20 years, the UW Extension Basin Education Initiative and the creation of the "Learn About Your Land Series" for private forest landowners.

For over 20 years, Genny has increased awareness and appreciation for Arbor Day and Earth Day and has implemented the annual Arbor Day tree planting at the State Capitol, produced the Department's annual Arbor Day-Earth Day Calendar, the 4th Grade Statewide Forest Appreciation Week Writing Contest, and promoted the Arbor Day Foundation's Statewide 5th Grade Arbor Day Poster Contests.

Many forestry publications have been created, edited or produced by Genny and she initiated and helped to create an intranet based publication catalogue of forestry publications which serves as an institutional memory for the program. Genny served as program liaison to the Forestry Education Specialist Team (FEST), which achieved statewide recognition in 2007 with the Employee Group Suggestion of the Year award for its leadership on raising Departmental awareness about the presence of invasive species at the DNR Park at State Fair Park.

Genny served on the Department's team for Into the Outdoors, a commercial television partnership with Discover Wisconsin Productions. She scripted and helped to coordinate an innovative series' show titled "Trees Are Tree...mendous," which won an EMMY in the category of children's television programming.

Genny's work has benefited many citizens and will remain a legacy for years to come.

WHEREAS, Genny Fannucchi 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 May 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

Lance Green retired from the Department of Natural Resources on March 11, 2011 with almost 20 years of dedicated service in the Bureau of Air Management and to the State of Wisconsin.

Lance began his DNR career as a project Environmental Specialist in the Bureau of Air Management on April 4, 1991. His responsibilities were to assist in implementing the air management elements of the new refrigerant law in s. 144.422. His responsibilities included administrative rule development, interagency coordination, and information and education.

On July 14, 1994, Lance was appointed to a permanent position as an Air Management Specialist – Senior in the Bureau of Air Management. He continued to focus his efforts on administration of NR 488 refrigerant recovery, salvage operations, enforcement and compliance, interagency coordination, information and education, and stratospheric ozone protection.

Throughout his career, Lance has been the primary leader of the Air Management's CFC Program and the face of DNR with respect to the regulated community. Throughout his career, Lance has maintained a strong belief in the importance of protecting stratospheric ozone because of its potential impacts on public health.

In addition, Lance was extensively involved with DNR's Green Team. The Team was formed in 1999 and the Team has provided tools for DNR staff to make greener choice at work and at home.

WHEREAS, Lance Green 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 May 2011 meeting 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

Gary W. Greene will retire from the Department of Natural Resources on June 1st, 2011 following 20 years of dedicated service to the people of Wisconsin

Gary began his distinguished career with the DNR at the Newville Fisheries Station in March, 1991 as a LTE for Fisheries and Wildlife Management. From 1992 to 1999, Gary had LTE positions with Fish Research as a creel clerk and Madison Area Fisheries as a Fisheries Technician. Gary proved to be invaluable. As the then Madison Area Lakes Biologist said, "Gary made my job extremely easy because of his outstanding work ethic". In 1993, Gary received the 1993 Madison Area "LTE of the Year" award.

On April 26th, 1999 Gary was appointed to a project position as a Trout Stamp Technician. Gary's duties were coordinating and implementing trout stamp funded projects in the South Central Region. From LUNKER structure construction and installation, to fencing and development of parking lots and cattle crossings, Gary was a key component of trout stream maintenance and rehabilitation.

On May 22, 2000, Gary accepted his first (and last) permanent appointment as the statewide electrofishing technician. Gary's main responsibilities were to "provide statewide coordination of design, construction and purchase of electrofishing units and components for safe and efficient use". Gary was also responsible for the construction, repair and maintenance of SCR electrofishing equipment. Finally, Gary was always asked to help with other SCR fisheries duties such as spawning and stocking trout, walleyes and northern pike, assisting with fyke netting surveys on the Madison Lakes, and stream shocking on Black Earth Creek. Scot Stewart Fisheries Supervisor stated "Whenever I was involved with Gary on a project, I knew it would be done correctly and safely" If there was a "SCR Fisheries MVP award", Gary would certainly be at the top of the list.

Using the handwritten words of Gordon Priegel (retired WDNR Fisheries pioneer), "What impressed me the most was the condition and efficiency of the boom shocker. You are doing a great job in keeping the electrofishing gear in good condition. Please keep it up", illustrates Gary's many accomplishments, dedication and reliability that has set high standards for the future of the statewide electrofishing program.

WHEREAS, Gary W. Greene 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 May 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

Steven L. Klock, Wildlife Technician-Advanced with the Southeast Region of the Department of Natural Resources, retired on March 4, 2011, with more than 30 years of dedicated service to the citizens and resources of the State of Wisconsin. Steve started his career with the Department in 1977 as a fisheries aid monitoring commercial fishing on Lake Michigan. In 1978, he became a Young Adult Conservation Corps Crew Leader at Peninsula State Park. In 1981, Steve was appointed to a permanent position as a Natural Resources Assistant for Wildlife Management in Plymouth where he worked in the Wildlife Management Program for the remainder of his career. In 1983, he was promoted to a Wildlife Technician position. He received a number of promotions within the Wildlife Technician series throughout his career.

Steve's accomplishments throughout his career are impressive. He was a strong advocate of the Wild Turkey Restoration Program and participated in the first restocking efforts in southeast Wisconsin helping to make Wisconsin the number one turkey hunting state in the nation. Steve helped to implement the Department's Wild Pheasant Restoration Program. He operated heavy equipment to restore wetlands on the first private land wetland restoration projects in Sheboygan County. Steve recognized the need to work in partnership with conservation and environmental groups to protect our natural resources and to ensure the future of hunting, fishing and trapping. He was a tireless promoter of Wisconsin's hunting heritage recruiting many young hunters to the sport through his efforts in partnership with conservation clubs to establish and conduct youth hunting programs. He worked with the National Wild Turkey Federation to provide Learn-to-Hunt Turkey Programs for first time turkey hunters. In partnership with Ducks Unlimited, he helped direct and staff Greenwing Day on the Sheboygan Marsh, which is now one of the longest running programs teaching youth about waterfowl and waterfowl hunting. He partnered with conservation clubs on a wood duck box program to provide youth an opportunity to construct, erect and maintain wood duck boxes in the field. Through this hands-on interactive project, he taught many youth about the ecology of wood ducks and the need to conserve, protect and enhance wetlands.

Throughout his career Steve truly demonstrated his commitment to Wisconsin's natural resources, the state's hunting heritage and to the education of youth on conservation issues. In 1995, Steve received the Wildlife Management Program's Technician of the Year Award for his hard work and dedication to achieving program goals and his commitment to the protection and enhancement of Wisconsin's natural resources.

WHEREAS, Steven L. Klock 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 May 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

Mr. Todd C. McCourt retired from the Department of Natural Resources on May 6, 2011 after more than 30 years of distinguished service to the people of the State of Wisconsin.

Todd graduated from the University of Wisconsin- Stevens Point in May 1978 with a Bachelors of Science degree in Forest Management and, after graduation worked for several years with a private forestry consulting firm and the U.S. Forest Service prior to being hired on July 7, 1980 as a forester with the Department of Natural Resources. After an initial training assignment at Antigo, Todd was permanently stationed at Oconto Falls where he assumed initial attack forest fire responsibility as a forester/ranger in the recently organized extensive protection area of southern Oconto County. Todd played a key role in implementing partnerships with local fire departments, establishing an emergency fire warden force, suppressing forest fires and enforcing forest protection laws. Additionally, Todd served as the private lands service forester for the entire county and took on the additional role of being the Department's liaison forester to the Oconto County Forest. He worked in this capacity until July, 1998, when an additional forester position was reallocated to Oconto Falls. At that time, Todd relinquished the initial attack fire management portion of his job, allowing him to spend more time as the county forest liaison. Todd continued to assist the fire management program as a back-up ranger, overhead forester and maintained his Forest Ranger credentials until 2010.

Todd's knowledge and expertise as a forester, and the conscientious manner in which he carried out his assignments have earned him the friendship and respect of his fellow employees, landowners, loggers, and other resource professionals with whom he worked. He has forged numerous partnerships in the advancement of sustainable forestry. Todd's work ethic was second to none, his passion for the forestry profession has been outstanding and it was hard to ever find him in the office.

Over his career, Todd has organized and overseen the planting of almost 9 million tree seedlings on private and county forest lands, established over 500 timber sales on state lands and county forest, generated over \$9.1 million of timber revenue from public land timber sales, co-authored three county forest comprehensive land use plans and prepared hundreds of stewardship management plans to ensure the practice of sustainable forestry on tens of thousands of acres of privately owned land in Oconto County. Todd's hands have literally touched almost every woodlot in Oconto County and the Oconto County Forest was as well known to him as his own backyard.

Todd has served the citizens of Wisconsin with distinction. Through his efforts the forest lands of Oconto County are well managed and sustainable for future generations. He has trained and mentored numerous new foresters and technicians throughout his career and has received numerous commendations from the landowners and customers he has served over his career. In 1994, Todd was recognized as the Department's Forester of the Year, and in 1999 he was recognized as the Northeast Region's Employee of the Year. In 2002, Todd received the Bureau of Forestry's CFM Service Forester of the Year award and was nominated by the Chief State Forester for the Northeast Area Service Forester of the Year. In 2007, Todd took on the lead role of organizing and completing timber salvage operations on private lands damaged by the Quad County Tornado.

WHEREAS, Todd C. McCourt 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 May 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

Michael L. Miller (Mike) retired from the Department of Natural Resources on March 9, 2011, after completing more than 33 years of dedicated service to the people of Wisconsin and the environment.

Mike began his career working for the Department in Rhinelander under the Comprehensive Employment and Training Act conducting inspections of salvage yards, and township operated landfills. Over the following years, Mike worked for the Department out of the Wisconsin Rapids Office as a field investigator in nearly all aspects of waste management including investigating illegal disposal and other environmental enforcement cases; conducting spill response; inspecting and licensing landfills, waste processing facilities, waste transfer stations and wood burning sites; and conducting hazardous waste facility inspections. Mike led an intra-program team that coordinated staff training, and played an important role in the development and implementation of the NR 538 rules promoting the beneficial use of high volume industrial by-products. During his career, Mike witnessed waste management evolve from disposal by open burning and open pit dumps to a focus on product stewardship, reduction and reuse, and the transition to waste disposal in engineered lined landfill facilities.

While new regulations have mandated the way we manage our solid and hazardous waste in the State of Wisconsin, the success of these programs is due to employees like Mike and his excellent communication skills and ability to work with individual property owners, local officials, and industry representatives to teach a better way of waste management which enhanced protection of our air, land, and water resources. As quoted by a long time co-worker, Mike has "always been upbeat, willing to learn, willing to teach, reliable, knowledgeable, reasonable, fun, forthright about what can and cannot be done, and respectful of everyone." It is these skills and a personal commitment to protect the environment that has enabled Mike to succeed in his career. Because of Mike's hard work and dedication the environment is now a better place for all of us and for future generations.

WHEREAS, Michael L. Miller has earned the respect and cooperation of hundreds of people as he has worked to fulfill the mission of the Department of Natural Resources, including local officials, the public, representatives of business and industry, and his colleagues;

NOW, THEREFORE, the Natural Resources Board at its May 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

Charles A Pape, Construction Management Engineer with the Southeast Region of the Department of Natural Resources, retired on March 11, 2011, following 30 years of dedicated service to the citizens and resources of the State of Wisconsin. Chuck graduated from Winnebago Lutheran Academy in Fond du Lac and earned a Bachelor's degree in Civil Engineering from the University of Wisconsin - Platteville.

Chuck began his professional career working as an engineering consultant in Sheboygan, prior to accepting a permanent position with the Department in June 1981. Chuck began working in the Wisconsin Fund Water Grants program inspecting newly constructed wastewater treatment plants and interceptor sewers. This program is now the Environmental Improvement Program, which has awarded loans of almost four billion dollars to build new or make improvements to nearly all of the wastewater treatment plants in the state. Chuck was a dedicated professional committed to meeting project goals in a timely and cost-effective manner.

Chuck was instrumental in the installation of new sewer systems in Pell Lake, Lake Como, Bohners Lake, Delavan Lake, Town of Wilson, Pike Lake, Village of Summit, Ixonia, Town of Oconomowoc, Village of Lac La Belle, Okauchee and the City of Delafield. Recently, Chuck managed 11 new American Recovery and Reinvestment Act (stimulus) projects, distributing more than \$30 million in grants and another \$30 million in loans, putting many people to work helping grow Wisconsin's economy while restoring and protecting the environment. Chuck was extensively involved in many complex infrastructure projects with the Milwaukee Metropolitan Sewerage District, which serves 1.1 million customers in 28 communities that cover all or segments of six watersheds.

Chuck's strong technical knowledge, responsiveness and willingness to work cooperatively has earned him praise from his customers and co-workers. Chuck mentored his fellow Construction Management Engineers in Green Bay and Fitchburg when they joined the program, and has been a valuable contributor to the Environmental Loans Section and member of the Regional Government Outreach Team. Chuck leaves a proud legacy of protecting and improving public and environmental health in the most populous area of Wisconsin.

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

NOW, THEREFORE, the Natural Resources Board at its May 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

Randy L. Schott retired from the Wisconsin Department of Natural Resources (DNR) on January 7, 2011, after completing more than thirty years of dedicated service to the people of the State of Wisconsin.

Randy's first job with the DNR began on November 17, 1980 in Menomonie as a project forester. He was permanently hired on January 1, 1982 and worked in Oshkosh, Waupaca and Wautoma during his initial training. Randy accepted his first permanent assignment as a Forester Ranger at Poynette and later transferred to Pray where he performed similar duties. In 1987 Randy was promoted to the Forester Ranger/Work Unit Supervisor position in Nekoosa and in 1993 accepted a promotion to the Eau Claire Area Forestry Supervisor position. While in Eau Claire he also functioned as the Regional Fire Management Officer and Sub Team Leader. In 2002, Randy became the Area Forestry Leader in Black River Falls where he concluded his professional forestry career. Randy also held law enforcement credentials for over 26 years as part of his forestry responsibilities.

During his twenty-three years as a forestry supervisor, Randy worked with the fire suppression, private forestry and county forest programs. He took pride in supporting staff to strengthen integration between the fire and forest management programs. Randy developed strong relationships with partners and was especially proud of his work with fire departments, county forests, landowner associations and other DNR programs.

A strong interest in fire management led Randy to undertake several special assignments, including the 1993 Fire Control Study where he was the Command and Control Group Leader. He took a leadership role in the 2009 Fire Assessment as the Dispatch Working Group Leader and was a team member of the Forestry Law Enforcement Study. Randy also dedicated time to the Division of Forestry's Incident Command training and evaluation team serving as Operations Section Chief Specialist and later in the Incident Commander role.

Over the course of his career, Randy gained important project fire experience, including responsibilities as Structural Branch Director on the Lyndon Station III fire. He performed regional fire coordination duties on the Four-Corners Fire and worked on the County Road B Fire. Randy was Incident Commander on five significant extended attack fires including the Canoe Landing II Fire, Jean Road Fire, Mission Road Fire, Beaver Creek Fire and the Horse Creek Fire. Randy was a strong advocate for rapid and aggressive initial fire attack, a philosophy which may have been instrumental in preventing several project fires from occurring. His experience and competence in the fire program were highly valued by his peers.

During his tenure with the Department, Randy served as an active member of the Forestry Management Team, the Fire Working Group, the Forest Operations Team, the DNR Work Planning Team and the West Central Regional Forest Management Team.

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

WHEREAS, Randy L. Schott 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 employee;

NOW, THEREFORE, the Natural Resources Board at its May 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

Steven R. Schuenemann is retiring from the Department of Natural Resources on May 9, 2011 after completing nearly 28 years of dedicated service to the State of Wisconsin. Steve served as an LTE with the Water Regulation and Zoning Program in Wausau from August of 1978 to February 1980. He then worked for private industry for a couple of years before joining the Air Management Bureau on November 14, 1983.

Steve began his full-time career with the State of Wisconsin in the Air Monitoring Program, as a monitoring auditor. He served in that capacity until 1987 before becoming the statewide Air Monitoring Quality Assurance Coordinator. The field knowledge and expertise Steve brought with him to the QA Coordinator position provided a foundation for a very successful career meeting the ever-increasing demands of new monitoring techniques and federal requirements.

Throughout his career, Steve kept the Air Monitoring Program on the leading edge of quality assurance application, adapting the program's quality assurance needs from relatively primitive instrumentation using manual data collection and producing data on paper-based forms, to sophisticated detection systems, electronic data acquisition, and more automated data review systems. His major contributions to the Department are developing a highly respected and trusted quality assurance program and providing a consistent, common sense approach to producing the highest quality air monitoring data possible. These data are used as the basis for significant policy decisions with environmental and economic import.

WHEREAS, Steven R. Schuenemann has been a conscientious, consistent and dedicated employee and has earned the friendship and gratitude of his fellow employees and members of the public;

NOW, THEREFORE, the Natural Resources Board at its May 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

Kevin Shurilla, Regional Private Drinking Water Specialist with the Southeast Region of the Department of Natural Resources retired on February 11, 2011, following 26 years of dedicated service to the citizens and resources of the State of Wisconsin. Kevin, a native of Milwaukee, graduated from the University of Wisconsin-Milwaukee in 1975 with a Bachelor of Arts degree in Geography. In 1983, Kevin earned a degree in Environmental Studies from Milwaukee Area Technical College-Mequon.

Kevin's career in water supply began as a Certified Operator at the Milwaukee Waterworks Linnwood Purification Plant. When he joined the Department of Natural Resources in 1985, he was responsible for conducting sanitary surveys of public water systems under the new Safe Drinking Water Act. He gained accreditation as a Registered Sanitarian, a Certified Soil Tester and a Pump Installer. Kevin's talent interacting with business, home owners and well contractors led him to become chief field inspector for well drilling and pump installation in the eight-county Southeast Region.

Kevin was highly regarded for his expertise in drinking water and groundwater. He assured the proper construction and maintenance of countless wells. He identified individual causes of unsafe wells and broad areas of aquifer contamination. Kevin counseled many grateful well owners and contractors, guiding services of health professionals and facilitating grants. He earned wide respect from the regulated community for his uniform, proactive enforcement which established reliable standards and fair competition. He spurred improvement and efficiency in field surveillance, filling-and-sealing abandoned wells, grouting methods, well driller licensing, continuing education, policies and rules. Kevin appreciated the value of environmental education and shared his vast knowledge and experiences as well as the resources of other Department staff through a partnership with the Milwaukee Area Technical College which established DNR job shadowing as an ongoing element of the environmental studies curriculum. Kevin was passionate about protecting public and environmental health and leaves a legacy of safe and reliable drinking water from wells in southeastern Wisconsin.

WHEREAS, Kevin Shurilla 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 May 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

Kenneth Von Ruden retired from the Department of Natural Resources on April 8, 2011, after completing more than 35 years of dedicated service to the State of Wisconsin. Ken began his career with the Department of Natural Resources on March 29, 1976 as a Natural Resource Assistant I, in the West Central District, working out of the Black River Falls Office. His work there involved operations tasks, including fish production, heavy equipment operation and electro fishing. Ken maintained this position until April 9, 1978 when he was promoted to Fisheries Technician and made a location change to the Mississippi River work Unit at the Lacrosse Area Office of the DNR. In Lacrosse, Ken helped expand the knowledge in Mississippi fresh water mussel populations gathering the data for an extensive brail survey of the Mississippi thirty years ago that is still used today. Ken was one of the principal technicians in the Mississippi river work units walleye, largemouth and small mouth bass studies that included reproduction, movement and population indexes. Ken worked on 3 different 5 year channel catfish population monitoring studies. Ken helped gather the information that helped justify the large habitat improvement projects along Wisconsin's border of the Mississippi River. In Ken's thirty five year career he mentored many new fish biologist, technicians and LTE's on the technical side of sampling of large river fish populations. He was the lead person that kept the teams mended and the equipment maintained.

Ken was also extremely important to the Mississippi River wildlife program by assisting with the early turkey program including help developing parts of the turkey education program. He annually assisted with Duck and Goose banding, Muskrat house surveys and the handicapped waterfowl hunt.

Ken is simply a joy to work with because of his dedicated, cooperative, attentive, conscientious, hard working, and eager attitude in every thing he tackles. Ken was always loyal to his teammates and supervisors and always upbeat. It is this attitude that made him so effective in his fishery sampling, airboat operation, training, mentoring and other fishery management roles. Ken received sincere respect from his peers and his supervisors because of his professional "can do" demeanor. Ken was always an excellent ambassador to the public for Fisheries Management and the Agency he worked for. Ken's unique strengths will be missed throughout the DNR.

While these words provide only a glimpse of a career and a quality employee, those who worked with him know the Department will miss Ken Von Ruden.

WHEREAS, the dedication and commitment of Ken Von Ruden 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 May 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

Michael Joseph Wallace, Automotive Equipment Technician - Master, Fleet Maintenance Service Shop Spooner, retired on March 11, 2011, after over 25 years of dedicated service to the State of Wisconsin. Michael "Mike" worked his entire State service career in the Northern Region, working for the Wisconsin Department of Natural Resources.

In May of 1985, Mike began his career at the Spooner Mechanics shop as an Automotive Mechanic 2. In March of 1994, Mike was reclassified to Automotive Equipment Technician - Master in Spooner. This is where Mike would continue his great service to the State of Wisconsin until his retirement on March of 2011.

Throughout his career, Mike used his experience and knowledge to forward the State's mission by keeping a wide variety of vehicles and equipment in working condition. Mike was called upon to repair and maintain wildland fire fighting equipment, large heavy equipment used for habitat restoration in addition to cars and trucks. Mike spent much of his career in the shop, but the later years were spent as part of a statewide mobile service program which proved to be a great savings to the Department of Natural Resources and the taxpayer. Mike's work was critically important to the agency and he always performed his work with professionalism. We will miss his experience and his clever wit. Always striving to provide quality service, Michael has exuded a can-do attitude in his interactions with co-workers. We owe him a debt of gratitude for his service.

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

Natural Resources Board

David Clausen, CHAIR