

**Wisconsin Department of Natural Resources  
Natural Resources Board Agenda Item**

**SUBJECT:** Retirement resolutions

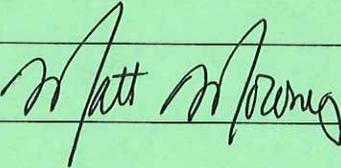
**FOR:** December 2012 Board meeting

**TO BE PRESENTED BY:** Secretary Stepp

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

<b>Employee</b>	<b>Years of Service</b>
1. Sandy Miller	34
2. Laurel Steffes	35
3. John Nelson	30
4. Richard Steffes	39
5. Nancy Wellman	20

**RECOMMENDATION:** That the Board adopt the retirement resolutions for December 2012.

Approved by	Signature	Date
, Bureau Director N/A		
, Administrator N/A		
Cathy Stepp, Secretary		11/28/12

cc: Board Liaison - AD/8

## **Retirement Resolution**

Sandy Miller, Waste Management Specialist - Advanced in Sturgeon Bay, retired from the Wisconsin Department of Natural Resources on September 21, 2012 after almost 35 years of dedicated service to the citizens of the State of Wisconsin.

While Sandy worked in the DNR's Sturgeon Bay office at her retirement, she began her DNR career on November 7, 1977, at the DNR's former Southeast District headquarters when they were located at the Milwaukee County grounds. Sandy continued to work in Southeast Region for 30 years before a promotion transferred her to northeast Wisconsin to finish her career.

For her first eight-and-a-half years of her DNR career, Sandy worked in the Air Management program as a laboratory. In March 1986, she became a hazardous waste program inspector. In this capacity, Sandy provided many years of technical and compliance assistance to businesses. Her knowledge and experience made her invaluable when developing program guidance, policy and hazardous waste rules, as well as in enforcement cases. Sandy has been a great mentor who successfully trained many hazardous waste inspectors, as well as many private environmental managers, in hazardous waste program intricacies through meetings, seminars, correspondence and countless hours on the phone. Sandy's caring attitude, enthusiasm, reliability and broad program knowledge will be sorely missed.

WHEREAS, Sandy Miller 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 2012 meeting recognizes such faithful service with due respect and gratitude, wishes Sandy 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*

Laurel F. Steffes, Director of the Office of Communications, retired from the Department of Natural Resources on 12/12/12, with more than 35 years of dedicated service to the people of the State of Wisconsin. Laurel began her career with state service in Madison on October 31, 1977 as circulation and business manager for DNR's *Wisconsin Natural Resources* magazine, and was commended in April 1983 for planning and guiding the conversion of the Spring Rules Hearings from manual to computer tabulation.

In December 1990, Laurel was promoted to the Chief of News and Publications at DNR and named Division Employee of the Month. She later assumed supervision of the agency's public affairs managers. In 1991 Laurel was nominated for the prestigious Virginia Hart Award. In July 1998 the Bureau of Information and Education was renamed the Bureau of Communication and Education and Laurel was named director. In December 2006, when the DNR's Office of Communication was created, Laurel was named its director.

Throughout her career, Laurel made major contributions to organization management, environmental and crisis communication and the citizens of Wisconsin. She helped the state annually celebrate Earth Day, served on the Spearfishing Command Team and many strategic planning teams, and, through several reorganizations supported DNR's nationally-envied magazine, and developed education and public affairs staff and programs. Laurel has earned the respect and admiration of her colleagues and the news media statewide. Through her work style, Laurel has consistently demonstrated a collaborative approach that's insightful and creative. She was most happy seeing her staff shine and succeed.

One of Laurel's DNR supervisors wrote in her performance evaluation, "Laurel is one of the hardest working, most dedicated people I have ever worked with. Her knowledge of the agency and its history of issues is invaluable. She is an exceptional writer and editor. She is quick to grasp issues and their impact. I don't know if I've ever worked with anyone who listened better, understood what was asked and delivered what was asked. Laurel has almost single handedly managed the external communications for this large, complicated agency. I believe the public image of this agency has been greatly enhanced by Laurel's efforts."

Over the years, her co-workers have raved about her homemade salsa and equally spicy personality laced with wit and intellect.

**WHEREAS**, Laurel Steffes 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 and our gratitude and wishes for a fulfilling, long and healthy retirement;

**NOW, THEREFORE**, the Natural Resources Board at its December 2012 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**

John Nelson, Regional Fisheries Operations Supervisor in Oshkosh, retired from the Wisconsin Department of Natural Resources on June 17, 2011 after 30 years of dedicated service to the citizens of the State of Wisconsin.

While serving as Senior Fisheries Biologist stationed at Plymouth, John acquired hundreds of acres of public lands on trout streams and many stream bank habitat easements on the Milwaukee and other important rivers.

As a biologist, he improved many miles of trout streams including the Onion River and Nichols Creek, and built lasting, strong alliances with many partners including the Sheboygan County Conservation Alliance and local Trout Unlimited chapters.

At Oshkosh, John supervised a Habitat and Hatchery program that reared and stocked millions of fish, conducted many lake, stream and river fisheries habitat improvement projects; and fostered a region-wide culture of on-the-job safety.

John always represented the Department in the best light and his accomplishments will serve Wisconsin's anglers for generations to come.

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

NOW, THEREFORE, the Natural Resources Board at its December 2012 meeting recognizes such faithful service with due respect and gratitude, wishes John 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**

Richard E. Steffes, Department Real Estate Director in Madison, retired from the Wisconsin Department of Natural Resources on December 28, 2012 after 39 years of dedicated service to the citizens of the State of Wisconsin.

Dick began his storied career in DNR real estate in 1974 and for the last 14 years served as the Department's Real Estate Director. In his time with the program, the Department has acquired more than 834,502 acres in fee and easement. This is more than 1,300 square miles, an area larger than Dane County. Dick was directly involved in many of the individual transactions making up this total.

Starting with ORAP and working through three Stewardship authorizations, Dick has used public funds wisely and creatively to secure recreational land and protect unique land and water habitats for future generations and to preserve the Wisconsin landscape.

Dick's integrity and ability to relate to other people's views made him an outstanding effective negotiator. He served under eight Wisconsin governors and eight Department secretaries continuing to promote and lead a successful real estate program throughout.

WHEREAS, Richard E. Steffes 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 2012 meeting recognizes such faithful service with due respect and gratitude, wishes Richard E. 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 Wellman, Wildlife Technician in Milwaukee, retired from the Wisconsin Department of Natural Resources on September 17, 2012 after 20 years of dedicated service to the citizens of the State of Wisconsin.

Nancy began her career with the Department in January 1992, as a Fisheries Technician working out of the Eagle, Wisconsin office on the regional Fishery Operations Team. One of her primary responsibilities was maintaining the Department's public access sites.

In 1997, Nancy was transferred into a Wildlife Technician position assigned to the Milwaukee Office where she was solely responsible for the management and operation of over 25 Department public access sites throughout the 8 county Southeast Region.

Throughout her career, Nancy excelled at providing exceptional customer service to the general public, the public access site users, local residents and neighbors. She was instrumental in fostering sound working relationships with area partners that assisted in the maintenance of these important access sites. Nancy took pride in maintaining the high standards of service expected at these facilities. Her enthusiasm for the job, advocacy for public access and her diligence in maintaining a high standard of service reflects well on a career of outstanding achievement.

WHEREAS, Nancy Wellman 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 2012 meeting recognizes such faithful service with due respect and gratitude, wishes Nancy a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

David Clansen, Chair