

NATURAL RESOURCES BOARD AGENDA ITEM

SUBJECT: Retirement Resolutions

FOR: JUNE 2012 **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. Karen Ecklund	35
2. Scott D. Follis	32
3. Scott Hulse	31
4. Scott Humrickhouse	31
5. John Nelson	36
6. Cecilia Novinski	35

RECOMMENDATION: Adopt Retirement Resolutions for June 2012

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

Cathy Stepp

Secretary, Cathy Stepp

6/6/12

Date

cc: NRB Liaison
DNR Rules Coordinator

Retirement Resolution

Karen H. Ecklund, Circulation Manager for *Wisconsin Natural Resources* magazine, retired from the Department of Natural Resources on July 13, 2012, with more than 35 years of dedicated service to the people of the State of Wisconsin.

Karen began her career with state service in Madison on September 30, 1974, in the Workers' Compensation Division in the Department of Industry, Labor and Human Relations (DILHR) as a file clerk and moved on to analyzing workers' compensation claims. While in DILHR, Karen also served as a personal secretary in the Equal Rights Division, a research technician and personnel specialist in Job Service, and a trainer and EAP program developer in the department's human resources bureau. After receiving training and experience in group facilitation and organizational development, Karen moved to the Department of Health and Social Services, Division of Vocational Rehabilitation (DVR) as a total quality management specialist where she facilitated strategic planning, team building and training sessions. She worked for eight years with DVR through its transition to the Department of Workforce Development (formerly DILHR) and then transferred to the Department of Natural Resources' Human Resources Bureau in September 1998. In HR, Karen led a multi-disciplinary team to create DNR's telework policy, was lead work planner for the CAES Division, and developed HR policy and website materials on a variety of topics. As Karen's Leadership Academy project, she drafted a proposal for the department's newly created Internet Section to which she transferred and developed the DNR Internet Handbook. In August 2007, Karen became circulation and business manager for DNR's magazine, *Wisconsin Natural Resources*, where she served until her retirement. Karen greatly enjoyed her transition to publishing and became an expert copy editor and creative promoter of the magazine. She successfully integrated magazine subscription sales with the automated DNR license sales system, contributing to the steady increase in the number of full-price magazine subscribers during her tenure.

Throughout her career, Karen made major contributions to human services, human resources programs, organization management, environmental communication and the citizens of Wisconsin. She earned the respect and admiration of her colleagues through her dedication to improving the lives of Wisconsin's workers and state employees. Through her work style, Karen consistently demonstrated a collaborative approach and was insightful, creative, and an excellent communicator. Karen naturally produced high quality products, going beyond the original task conception, maintaining a customer focus in her innovations. Her coworker, Natasha Kassulke, in the magazine office has dubbed Karen a "renaissance woman." A true environmentalist, she walks the talk every day in her personal life.

WHEREAS, Karen H. Ecklund 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 June 2012 meeting at Siren, 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

Scott D. Follis retired from the Wisconsin Department of Natural Resources on April 9th, 2012 with over 32 years of dedicated service to the people and the State of Wisconsin.

Scott started his career with the State of Wisconsin in October, 1979 as a Grain Technician 1 for the Department of Agriculture in Superior.

In January, 1982 Scott was hired by the Department of Natural Resources as a Natural Resources Assistant 1. He was assigned to the Washburn Ranger Station in Bayfield County. In May of 1983 Scott transferred to the Brule Ranger Station in Douglas County as a Natural Resources Assistant 1. During Scott's time at the Brule Ranger Station his position was changed several times. In December of 1983 Scott's position was re-classed as a Forest Fire Control Assistant 1. In February of 1992 his position was reallocated as a Forestry Technician 3. In July of 2000 his position was reallocated as a Forestry Technician Advanced.

Throughout his career Scott has excelled in his wildland fire suppression work. His dozer and fire plowing skills were many times appreciated during both routine and sometimes very challenging fire suppression operations. Scott tutored several tractor/plow operators over the years, sharing his operation techniques. He is particularly skilled in plowing in the Lake Superior red clay soils where many operators felt furrowing could not be done. He demonstrated how plowing in red clay could be done effectively and efficiently and taught several fellow operators his technique.

Scott also assisted in maintenance operations on the Brule River State Forest (BRSF). He conducted many hours of mowing and maintenance work on the BRSF Hunter Walking Trails.

Many a hunter and hiker have experienced comfortable travels along the BRSF trails thanks to Scott's work. Scott also did the mowing and assisted in other maintenance work on the BRSF Cross Country Ski Trail. Several hundred people ski the trail every winter and have benefited from Scott's skilled work.

WHEREAS, Scott Follis 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 June 2012 meeting at Siren, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Scott 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

Scott Hulse is retiring from the Wisconsin Department of Natural Resources on April 30, 2012 after 31 years. He started his career with the DNR in Bayfield as a seasonal Natural Resources Assistant 1 in June 1981. In June 1985 he was promoted to a permanent position as a Natural Resources Technician 1, was reclassified as a Natural Resources Technician 2 in June 1986 and reallocated to Fish Management Technician 5 in February 1992.

He continued to rise through the ranks with a promotion to Research Technician 3 and then Research Technician 4 in September 1998 and December 2003, respectively. In July 2005, he was reallocated to Research Vessel Captain, a capacity in which he served admirably until his retirement in April 2012.

Scott was respected by his peers for his hard-work and dedication to the Department and the fisheries resources of the State of Wisconsin. As Research Vessel Captain, he never missed a survey due to illness or injury earning a reputation for dependability and reliability. Moreover, he earned the trust of his crew by demonstrating the rare combination of intuition, judgment and skill required to safely operate the research vessel despite the unpredictable conditions of Lake Superior. Whether recovering lost or abandoned "ghost nets" or setting out astro-turf bundles filled with lake trout eggs to aid restoration efforts, his steady hand and dedication to the resource was always evident.

A fitting capstone to his career, was his tireless management of the re-fit of the 68-year old R/V Hack Noyes, the backbone of the Lake Superior management and research program. His determination and attention to technical detail ensured the ultimate success of a long and complicated process that has readied the R/V Hack Noyes for another 70 years of service to the Department, the fisheries resources and the citizens of the State. Though he himself will not enjoy the fruits of his labor, his dogged efforts in this project will pay lasting dividends for generations of resource professionals that come after him.

WHEREAS, Scott Hulse 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 June 2012 meeting at Siren, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Scott 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

Scott Humrickhouse retired from the Department of Natural Resources on February 17, 2012 after completing 31 years of dedicated service to the State of Wisconsin.

Scott began his career with the Department of Natural Resources on June 8, 1981 as an Environmental Engineer working with the Air Management program in Madison. After only 5 years with the department, Scott's leadership and organizational skills were recognized by program managers. Opportunity met up with Scott's desire to expand his ability to work with staff and resources, and Scott competed successfully for an Environmental Program supervisor position out of Spooner in 1986. Scott transferred to Eau Claire in 1992 and continued to rise within the leadership ranks where from 1997 until 2012 he filled the role of Regional Director.

As Scott's time and expertise grew so did his accomplishments and responsibilities within the Department. Over his career, Scott has had a large influence in shaping our strategic direction as well as developing our staff to meet the needs of our public and the resource. Scott was one of the original organizers/sponsors of our current Leadership Academy (LA). Formed in 2002, the LA has trained almost 300 department staff to become better leaders. Scott was also a steadying force over his tenure that helped staff negotiate numerous internal reorganizations. His guidance centered around having a positive attitude and building positive relationships. As an advocate for change, Scott was an expert at working with people to move past their fear of change and embrace the opportunities that may exist within that change.

Scott Humrickhouse was a very experienced and knowledgeable employee. He was dedicated and well respected by others and his contributions to Regional, Statewide and Interstate operations are greatly appreciated. As an outstanding model for Natural Resources Program Managers within the organization, he has dedicated his career to furthering the department's mission, and has always been a supervisor that puts staff needs and support ahead of his own needs. Clear examples exist when you look back at issues that include; trout habitat improvement, Environmental Management Program on the Mississippi River, the Lower St. Croix Comprehensive Management Plan, the Upper Miss Refuge CCP, the Stillwater Bridge stakeholder project, UMRBA and many others. Scott's many important contributions have been vital to the effective operation of regional, statewide and interstate cross divisional teams.

WHEREAS, the dedication and commitment of Scott A. Humrickhouse 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 June 2012 meeting at Siren, 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 retired from the Department of Natural Resources on June 15, 2012. John began his career in 1976 and after two years, program managers recognized his skills and on June 5, 1978, he was hired permanently and appointed as wildlife technician out of the LaCrosse office.

During his career he was instrumental in the project that brought the eastern wild turkey to Wisconsin and the ruffed grouse to Missouri. Another major contribution to the State of Wisconsin was John's efforts on the Mississippi River. Many of his days and years on "The River" were filled with waterfowl nesting studies, banding of ducks and Canada geese, furbearer surveys, habitat evaluation studies, and assisting with a snapping turtle telemetry study that was later published. John observed and counted waterfowl during fall aerial surveys for 20 years. His efforts have helped provide an extremely valuable data set that highlights the importance of the Upper Mississippi River for fall waterfowl use. John also participated in aerial surveys counting and observing eagles and osprey, another valuable data set that provides life history information on these species. In addition, since its inception, John has assisted annually with a special waterfowl hunt for persons with disabilities at the Trempealeau Wildlife Refuge.

John was well known for his expertise related to mechanical systems, maintenance of boats, motors and field equipment. He was a talented wood crafter who built several beautiful display cases for the LaCrosse office and bird and bat houses for our wildlife areas.

John was a very experienced and knowledgeable employee. Throughout his 36 years, he maintained a positive attitude, was dedicated to his work, and was well respected by others within the region and Statewide and extending to his partnerships with the US Fish and Wildlife Service, US Army Corps of Engineers and the fellow states of Missouri, Iowa, Illinois, and Minnesota. John has been recognized by his peers for outstanding service by being the recipient of the Wildlife Technician of the Year award in 1996 and the West Central Region Special Service Award in 2010.

WHEREAS, John Nelson has earned the respect of the public, his co-workers, supervisors and associates throughout the Department;

NOW, THEREFORE, the Natural Resources Board at its June 2012 meeting at Siren, 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

Cecilia Novinski, retires as the manager at Merrick State Park after more than 35 years of service to the citizens of Wisconsin.

Cecilia started her career with Wisconsin State Parks in 1977 serving as a Clerk, Clerical Assistant I, and finally Fiscal Clerk 3 at Yellowstone State Park. In 1986, she became a Park Manager Trainee spending her training time at Governor Dodge and Pike Lake State Parks. In 1987, Cecilia was promoted to Park Superintendent 2 at Nelson Dewey State Park. In 1988, Cecilia transferred to Lake Wisconsin State Park where she served as an assistant Park Manager 2 until 1992. In 1992, she became the manager of Merrick State Park where she has successfully served since that time.

Cecilia has spent more than half of her career in Buffalo County at Merrick State Park and has been an outstanding representative for the Department of Natural Resources and the Wisconsin State Parks System. She was an integral part of the Perrot Work Unit managing the fiscal responsibilities and leading the visitor services programs. Cecilia offered creative alternatives and efficient approaches to work-unit operations. Her tenacity and team contributions were integral to her Team's recognition as the 2006 Wisconsin State Park System Work Unit of the year.

Additionally, Cecilia served on a number of state wide committees including the Department of Natural Resources Affirmative Action team, the Bureau of Parks law enforcement survey team and acted as an important contributor during the development of the statewide computerized campground reservation program.

Cecilia had served her community as a long standing EMT and officer of the Scenic Valley Ambulance Service. She has spent countless hours supporting local non-profit groups and has become a "go to" member of her community.

Cecilia has certainly distinguished herself in her service to the Wisconsin State Park System, the Department of Natural Resources and her community.

WHEREAS, Cecilia Novinski 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 June 2012 meeting at Siren, 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