

NATURAL RESOURCES BOARD AGENDA ITEM

SUBJECT: Retirement Resolutions

FOR: MARCH 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. Leland D. Archiquette	22
2. Beverly Bakka	21
3. Ronald H. Campbell	33
4. William H. Eldred	35
5. Randal V. Falstad	28
6. Dan Fields	40
7. Jenny L. Gibson	25
8. Mark A. Martin	40

RECOMMENDATION: Adopt Retirement Resolutions for March 2012

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 |

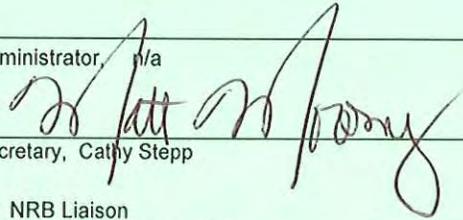
APPROVED:

Bureau Director, n/a

Date

Administrator, n/a

Date



Secretary, Cathy Stepp

3/8/12

Date

cc: NRB Liaison
DNR Rules Coordinator

Retirement Resolution

Leland (Lee) D. Archiquette is retiring from the Department of Natural Resources on April 2, 2012, after completing 22 years of dedicated service to the State of Wisconsin.

Lee began his career on January 16, 1990, as a Landfill Plan Review Engineer in the Solid Waste Management Program in the Central Office in Madison. Lee's responsibilities included reviewing plans and specifications for landfills from the initial site selection through construction, operation and closure.

Lee was involved with the development of the municipal solid waste combustor residue management rules and was considered a statewide expert in combustion residue management.

In 1995, Lee was reassigned to the Department's Northeast Region where he continued to serve as a Landfill Plan Review Engineer. In 1998 he became the Northeast Region's single point of contact for the high-volume industrial waste beneficial use program.

Throughout his career Lee worked in common with private industry to preserve and protect the environment. His peers regularly consulted with him for his expert technical and regulatory opinion.

Lee's enthusiasm, dedication, sense of humor and willingness to lend assistance were hallmarks of his long career. His commitment to effective natural resources management and continuous customer service is a lasting legacy.

WHEREAS, Leland D. Archiquette 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 March 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

Beverly Bakka will retire from the Department of Natural Resources on June 1, 2012, after more than 21 years of service to the people of the State of Wisconsin.

Starting her career October 8th, 1990, Beverly began to provide service to visitors of the Woodruff DNR office. Beverly started as a Word Processing Operator 1, then reclassified in 1991 to Word Processing Operator 2. In the summer of 1993, Beverly became a Program Assistant 1, followed by a reclassification to the new series, Customer Service Representative in June 2000. In January 2012, Beverly accepted the position of Customer Service Representative – Lead at the Rhinelander Service Center. Beverly was responsible for coordinating workflow and transferring her decade's worth of Department knowledge to the incoming staff members.

Throughout the years, Beverly provided service to both customers and staff alike, and many customers found Beverly to be very knowledgeable on a wide range of natural resource topics. Her familiarity with the local recreation areas enabled her to provide detailed information on a number of lakes, campgrounds and state forest trails. Many customers were so pleased with Beverly's service they made it a tradition to purchase their licenses from her every year. The number of letters commending her for her service is evidence of how well she represented the Department.

In addition, Beverly served as a dispatcher when Wisconsin DNR staff was called upon by the States of Utah and Idaho to assist in the suppression of some of the largest wildfires in those states' history. Beverly worked long hours providing communications to those who were fighting the fires. She was commended for this service.

Beverly's knowledge of Department protocol and functions will be sorely missed with her retirement.

WHEREAS, Beverly Bakka 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 March 2012 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Beverly 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

Ronald H. Campbell retired December 30, 2011 as the Park Manager at Wildcat Mountain State Park and The 400, Elroy-Sparta and La Crosse River State Trails, after more than 33 years of service to the citizens of Wisconsin.

Ron started his career with the State in June, 1978 as a Seasonal Natural Resource Patrol Officer 1 at Peninsula State Park. He became a Full-Time Natural Resource Patrol Officer 1 at Peninsula State Park in July, 1979, transferred to a Park Ranger 1 position at Wildcat Mountain State Park in August, 1979, and was reallocated to a Ranger 3 position in June, 1984. Ron transferred to a Park Superintendent 1 position in March, 1985, was reallocated to a Park Superintendent 2 position in April 1985, was reallocated to Park Manager 2 in April, 1992, and was reallocated to the position of Park Manager in May, 2001.

Ron's expertise has benefitted many properties and visitors over the span of his career. Wildcat Mountain State Park is the headquarters for the Work Unit that also includes Mill Bluff, Buckhorn and Roche-a-Cri State Parks and The 400, Elroy-Sparta, La Crosse River and Hillsboro State Trails. From 1978 – 2011 Ron served as a Natural Resource Law Enforcement Officer, and as a Law Enforcement Firearms Training Instructor and Firearms Armorer from 1999-2011.

Ron was the driving force behind significant horse camp and horse trail improvements at Wildcat Mountain State Park. As a Hunter Safety instructor for more than 29 years and the park liaison for volunteer groups, Ron focused on the development of the environmental ethic and stewardship. In his tenure, Ron's foresight to preserve and protect land for future generations resulted in Wildcat Mountain acquiring over 283 acres of important habitat. As a leader in the Ontario community, Ron bolstered a close working relationship between the local area and the park. In many ways Ron has been the catalyst for change, improvement and quality. He has spent countless hours over and above the normal work week to ensure the visitors to the Wisconsin State Parks received exceptional service and top notch facilities and experiences.

WHEREAS, Ronald H. Campbell 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 March 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

William H. Eldred retired on February 12, 2012 after more than 35 years of dedicated service to the citizens of Wisconsin.

Bill started work for the Department of Natural Resources as a YCC enrollee in 1969, served as a Game Warden intern through the UW-Stevens Point, received his law enforcement credentials in 1975, and worked as an LTE in fire control and as an LTE ranger for the Northern Highland-American Legion State Forest in 1976.

Bill started permanent state service in 1976 as a seasonal Natural Resources Assistant at the Rhinelander ranger station. He was promoted to Forest Fire Control Assistant 1 in 1978, transferred to the Lake Tomahawk Ranger Station in 1979, was promoted to Forest Fire Assistant 2 in 1980, and was promoted in 1982 to Park Supervisor 3 as the Maintenance and Development Supervisor for the NHAL State Forest. In 1999, Bill transferred to Ranger-Assistant Property Manager at Nelson Dewey State Park, and completed his last move in 2000 by transferring to Amnicon Falls State Park as Ranger-Assistant Property Manager.

While in the forestry program at Rhinelander, Bill worked on the initial development of the Heafford Junction-Minocqua State Trail, which was later renamed the Bearskin State Trail and is now a year-round biking and snowmobile trail destination. As Maintenance and Development supervisor for the NHAL State Forest, Bill was involved in numerous property improvements, including the construction of shower buildings, repaving campgrounds, and working with the township to relocate a town road for a day use area redevelopment. He was also involved in a partnership project with the town of Boulder Junction to establish eight miles of paved bike trail connecting the Crystal-Muskie-Firefly campground complex with Boulder Junction.

Bill was responsible for transforming Amnicon Falls State Park from a quiet seasonal park into a thriving year-round facility. Park visitation doubled during Bill's twelve-year tenure, and facilities have been greatly improved.

Bill takes great pride that each property he worked at was in better shape when he left than when he first arrived. The citizens of Wisconsin and the many visitors to the properties Bill has worked at have all benefitted from his dedication to the resources and his commitment to customer service.

WHEREAS, William H. Eldred 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 March 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

Randal V. Falstad retired from the Wisconsin Department of Natural Resources (DNR) on March 24, 2012, after completing 28+ years of honorable service to the State of Wisconsin.

Randy grew up Park Falls, WI where he developed an appreciation for the outdoors. He attended the University of Wisconsin – Stevens Point where he graduated with a Bachelor of Science in Resource Management and a minor in Environmental Law Enforcement. After graduation, Randy honed his skills by working a number of Limited Term positions with both the DNR and US Forest Service including Park Ranger at Willow River State Park, Supervisor for the Young Adult Conservation Corps at Lake Wissota State Park, Forestry and Fire Control Technician in Park Falls, and Wildlife Technician, trapping nuisance black bear, in Hayward.

Randy was hired full time as a Conservation Warden in 1984. He served in training positions in Appleton, Rhinelander, Kenosha, Black River Falls and Green Lake before being assigned to a permanent position in Wausau. In Wausau, Randy joined the Antigo Team, or “F-Troop”, a team that, through its hard work and many good times away from work, became excellent friends. Randy truly enjoyed working in the field and protecting the resources in his area, which included the Wisconsin River and the Mead Wildlife Area.

Randy served as a field warden until 1990 when he was promoted to the Environmental Warden position in Wausau. Randy completed many criminal environmental investigations in the areas of hazardous waste, wastewater and lab fraud. One of Randy’s investigations resulted in the first felony conviction for violating environmental laws in the state’s history. Randy also developed an Environmental Justice program for the Wausau School System which was taught to all sixth graders for the eleven years he was in his position.

In 2001, Randy was promoted to Warden Supervisor where he guided the seven wardens of the Wisconsin River Team. Randy found this position to be very challenging and was proud, upon his retirement, to have worked with some of the best field wardens in the state. Although very proud of the cases he made personally during his career, as well as the cases made by his team, a highlight of Randy’s career was his development of a Sporting Heritage Youth Day in Wausau which was responsible for developing a love of the outdoors for many youth and a program that continues after Randy’s retirement. Through that program, Randy made many friends and has seen the dedication of the community in assuring that youth appreciate the outdoors in the future.

In 2010, Randy was honored to have been presented with the Shikar-Safari Club International award for Wildlife Officer of the Year for the State of Wisconsin.

WHEREAS, Randal V. Falstad has served the people of the State of Wisconsin for 28 years faithfully in the performance of his duties and thus has earned him the admiration and respect of the public, his co-workers, friends, and associates throughout the Department and community,

NOW, THEREFORE, the Natural Resources Board at its March 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

Dan Fields retired from the Department of Natural Resources on February 17, 2012, after more than 40 years of dedicated service to the people and environment of the state. Dan was born in and grew up in Oshkosh, where he graduated from high school in 1970. He earned his Bachelor of Arts degree in English from UW—Madison in 1974.

While still in college, Dan began his long career with the State of Wisconsin. His first job was as a Messenger in the State Senate, beginning in January 1971. By 1975, he was the Assistant Senate Sergeant at Arms. Dan was eventually elected Senate Sergeant at Arms in 1979, as the youngest Sergeant at Arms in Wisconsin history. He was elected for eight two-year terms in a row.

After Dan resigned as Sergeant at Arms in 1993, he continued his state service shortly thereafter as a Policy Analyst for the Wisconsin Department of Natural Resources, serving in the recycling program. Dan took on several leadership roles in the recycling program, including staffing the Council on Recycling for 18 years (he never missed a meeting!)

Dan always had a 'can-do' and 'will-do' approach to challenges. His political knowledge and networks and his sense of perspective were invaluable to his colleagues. He was gifted at both the political calculus that is involved in decision-making as well as the superior side of the political process—meeting the needs and desires of people, and knowing how to move things forward, even if progress is incremental. Dan's sense of perspective was valuable, as he recognized the relationship of the department's issues to the bigger picture. Dan brought a unique set of skills and knowledge to the department, and we have indeed been fortunate to know Dan and to benefit from his skills and dedication.

It should not go unnoted that Dan is a huge Wisconsin Badgers fan. He and his wife Ilene went to many Badger football games, including the Rose Bowl in 2011. Dan will enjoy traveling, the Badgers, good beer, good wine, gardening and walking/hiking in his retirement.

WHEREAS, Dan Fields' dedication, professionalism, competence, work ethic, care for our environment, and service to the state have earned him the respect of his co-workers, supervisors and associates throughout the department, the legislature, and the public he served;

NOW, THEREFORE, the Natural Resources Board at its March 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

Jenny L Gibson retired from the Department of Natural Resources on December 30, 2011 with over 25 years of service to the citizens of Wisconsin.

Jenny began her service with the DNR in 1983. For three years Jenny worked as a LTE Naturalist for the Kettle Moraine State Forest-Southern Unit and LTE Wildlife Technician for Wildlife Management in the Southeast Region.

Jenny was hired as a permanent employee with the DNR on September 15, 1986. As a Park Superintendent Trainee with the Bureau of Parks and Recreation, Jenny received field training in state park operations, attended the Law Enforcement Police Academy at Waukesha County Technical College, and became a certified peace officer in 1987. Jenny's first permanent station was as the Assistant Superintendent in charge of Maintenance and Development at the Kettle Moraine State Forest-Northern Unit.

In 1990, Jenny transferred to an Environmental Enforcement Specialist position in the Southeast Region's Milwaukee headquarters. In this position, Jenny conducted investigations into violations of Wisconsin's environmental laws, implemented enforcement actions, and worked in conjunction with the Wisconsin Department of Justice Environmental Protection Unit to resolve environmental violations. In September of 1994, Jenny was promoted to an Environmental Enforcement Coordinator position with the Bureau of Law Enforcement in Madison where she coordinated the review and approval of formal civil environmental enforcement actions on a statewide basis.

Jenny became a Wisconsin Conservation Warden in 1997 when she transferred to an Environmental Warden position with the Bureau of Law Enforcement-Environmental Crimes Unit. From 1997, until her retirement in 2011, Jenny was stationed in the DNR's eight county Southeast Region, where she functioned as the lead investigator of cases involving intentional violations of hazardous waste, asbestos, and wastewater laws. In 2003, Jenny obtained a Master of Science Degree in Environmental Management from the University of Houston-Clear Lake and in 2006 attended advanced training at the Federal Law Enforcement Training Center in seizing and analyzing computers and digital evidence. Jenny was instrumental in developing the Bureau of Law Enforcement's use of computer forensics and analysis capabilities in investigations and received the Harold Hettrick Award for Investigative Excellence in 2010 and 2011.

WHEREAS, Jenny L Gibson has faithfully served and protected the people and environment of the State of Wisconsin for over 25 years and performed her duty in an exemplary manner .

NOW, THEREFORE, the Natural Resources Board at its March 2012 meeting in 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

Mark A. Martin, a Conservation Biologist, with the State Natural Areas program in the Bureau of Endangered Resources, retired December 30, 2011, after completing more than 40 years of dedicated service to the State of Wisconsin.

Mark was hired by Chuck Pils and began his career as a Limited Term Employee in June 1971 and secured a permanent position in 1974 where he worked as a Wildlife Research Technician with the Farm Wildlife Group in the Bureau of Research. He assisted with many wildlife research projects that studied a wide variety of wildlife including red fox, ring-necked pheasants, white-tailed deer, waterfowl, bob-white quail, great-horned owls, red-tailed hawks, cotton-tailed rabbits, badgers and gray fox. Mark conducted many wildlife surveys and coauthored a number of Wildlife Technical Bulletins and Research Reports. He also assisted on a study of woodlots in southern Wisconsin and on a study to develop prairie restoration techniques.

In 1982, Mark was hired by Cliff Germain to work with the Scientific Areas program, now called the State Naturals Areas program. Mark enjoyed working with Department Staff including Natural Area staff, Natural Area Property Managers and Regional Ecologists; conservation organizations; other agencies; and private landowners to preserve and manage Wisconsin's State Natural Areas. He secured many acquisition and management grants, and worked on a variety of natural area facility development projects. He especially enjoyed working on acquisition projects with Real Estate staff. Over the past 25 years Mark lead numerous field trips for the Natural Resources Foundation. Many interns that were hired by Mark have gone on to careers in the natural resource field. For over 15 years Mark has been involved with the Native Plant Seed Farm program that purchased and collected prairie seed for statewide distribution. Mark served on many committees including the Prairie Bush Clover Recovery Team, the Turkey Stamp Committee, and the Landowner Incentive Program Committee. Mark received a number of awards and certificates of appreciation from the Department and conservation partners.

Mark's work benefited many citizens and the natural resources, and will remain a legacy for years to come.

WHEREAS, Mark Martin 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 March 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