

Wisconsin Department of Natural Resources  
Natural Resources Board Agenda Item

**SUBJECT:** Retirement Resolutions

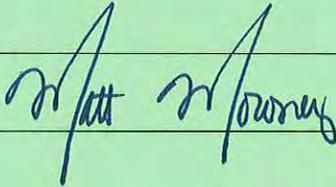
**FOR:** December 2013

**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. Jeffrey Bode	39
2. Timothy J. Lawhern	25
3. Terry Tappon	36

**RECOMMENDATION:** That the Board adopt the retirement resolutions for December 2013.

<b>Approved by</b>	<b>Signature</b>	<b>Date</b>
, Bureau Director N/A		
, Administrator N/A		
Cathy Stepp, Secretary		11/19/13

cc: Board Liaison - AD/8

## **Retirement Resolution**

Jeffrey "Jeff" Bode, Lakes and Rivers Section Chief in Madison, retired from the Wisconsin Department of Natural Resources on August 8, 2013 after 39 years of dedicated service to the citizens of the State of Wisconsin. Jeff began his career in 1973 as a Limited Term Employee in the Southeast District and advanced to his Section Chief position in 1996.

Throughout his career, Jeff was recognized for his outstanding leadership in building partnerships with stakeholders and for mentoring others. DNR Secretary, Tony Earl, awarded Jeff with a meritorious award for "exceptional coordination of the Southeast District Water Quality Program" in 1977. In 1985, Jeff received a Certificate of Appreciation by DNR Secretary Buzz Besadny for his leadership on several projects including the Sheboygan River PCB Cleanup, Milwaukee Urban Lakes Initiative, Phosphorus and High Flow Assessment of Regional Treatment Systems Program, and the Milwaukee River Program. He received the 2012 Becky Wallace Award for being a great mentor and leader to his staff and program. In 2013, Jeff received the first Water Quality Lifetime Achievement Award from Susan Sylvester for the Lakes Partnership Legacy.

WHEREAS, Jeff Bode 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 2013 meeting recognizes such faithful service with due respect and gratitude, wishes Jeff Bode a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair

## *Retirement Resolution*

Timothy (Tim) J. Lawhern will retire from the Department of Natural Resources on January 3, 2014 with 25 years of service. Tim began his permanent career with the Department as a conservation warden on January 3<sup>rd</sup>, 1989. After field training at Mauston, Webster and Kenosha, Tim was assigned to Darlington in October of 1989 and served there until spring of 1991 when he transferred to Madison. Tim then served at Madison for three years until promoting to Hunter Education Administrator where he served until February 2011. Tim was then appointed to Division Administrator over Law Enforcement and Science Services until his retirement.

A transplant from Tennessee, Tim was always interested in natural resources and was inspired by his parents, uncles and grandparents. Tim's preparation for his career was a life altering decision. Formerly a musician he attended Tennessee Tech University on a full music scholarship and then ten years later attended the University of Wisconsin, Madison studying Wildlife Ecology and Management.

Tim received many awards and commendations for his accomplishments as a Department employee. Among his recognitions and awards are international awards for his work in the area of hunter education and shooting range promotion. Tim received every award possible from the International Hunter Education Association including one that has only been issued once by the volunteer instructors who served with him on the IHEA Board. Tim remains the only person in history to serve that organization twice as its president.

Tim exemplified public service by being a person of integrity and sound character. His background and core values of Faith, Family, Loyalty, Honesty and Courage served him as well as the public well throughout his career. Tim also served on the DNR Disabled Advisory Council as the law enforcement liaison, and developed and delivered the world's first Alternative Delivery Certification program (CD-ROM) for hunter education. He is co-founder of the IHEA Foundation and co-director of the IHEA Hunting Incident Investigation Academy and co-director of the New Administrator's Academy.

When Tim became a Wisconsin Conservation Warden and received his badge his work proved it was accepted with eagerness, worn with pride, used with judgment and now retired with fulfillment.

**WHEREAS**, Timothy J. Lawhern 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 2013 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, wishes Tim a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Preston D. Cole, CHAIR

## **Retirement Resolution**

Terry Tappon, Forester in Ladysmith, retired from the Wisconsin Department of Natural Resources on January 11, 2014 after 36 years of dedicated service to the citizens of the State of Wisconsin.

Terry began his employment with the Department at Tomahawk on July 18, 1977. Shortly thereafter he moved to his first field training station at Brule. In July of 1978 Terry transferred to a permanent Forester position at Ladysmith, where he remained stationed for the remainder of his career.

Terry dedicated much of his career to implementing sustainable forestry on the Rusk County Forest, and many state owned wildlife and fisheries properties in Rusk and Taylor Counties. Terry established and administered thousands of acres of timber sales. His work provided significant local and statewide economic benefits, as well as benefits to wildlife, fisheries, and recreational users. Terry was also involved with providing forestry recommendations to private landowners. Landowners and peers at Ladysmith relied on him for his expertise regarding reforestation techniques.

Terry also was active in the wildland fire program. He actively trained for and participated on Incident Management Teams within the state, and also represented Wisconsin in many states outside of Wisconsin.

WHEREAS, Terry Tappon 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 2013 meeting recognizes such faithful service with due respect and gratitude, wishes Terry a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

Natural Resources Board

Preston D. Cole, Chair