

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

**SUBJECT:** Retirement resolutions

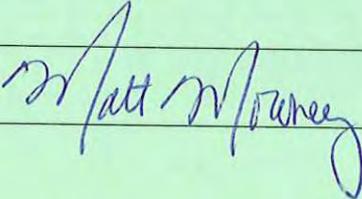
**FOR:** February 2013 Board meeting

**TO BE PRESENTED BY:** Secretary Stepp

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

Employee	Years of Service
1. David Algrem	26
2. Mark De Baker	21
3. Charlie Kilian	28
4. Daniel J. McCutchin	31
5. Richard J. Wilcox	11

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

Approved by	Signature	Date
, Bureau Director N/A		
, Administrator N/A		
Cathy Stepp, Secretary		2/14/13

cc: Board Liaison - AD/8

## *Retirement Resolution*

David (Dave) K. Algrem retired on January 7, 2013 with 26 years of service to the citizens of Wisconsin. Dave started his Conservation Warden Career on January 5, 1987. Dave had already proven himself in Law Enforcement as a Police Officer in both Ripon and Grafton and Dave carried these talents to the Warden Service.

Dave's first assigned field station was Black Creek. In the two years Dave was at Black Creek he built a strong enforcement and education program. Dave invested long hours to address the resource protection demands of Wolf River. Dave worked with Fish Management to create the closed spawning areas along the Wolf River. Dave also built personal relationships that remain active today.

In 1991 Dave transferred to Wautoma and found the community where he wanted to invest his career. The Wautoma Station had the natural resources he has always been passionate about and Dave chose to invest his career protecting them for the present and future generations. Dave continued to use his exceptional interpersonal skills to build ties within the other DNR programs, other Law Enforcement and government agencies, sports and environmental groups, schools and the general public. Dave became active in the local school districts, athletics and the local parish.

Dave committed his entire working career and his personal life to the protection and enjoyment of Wisconsin's natural resources. Dave was a cornerstone to the Wild Turkey reintroduction and the development of the Turkey Hunting Heritage. Dave was one of the founding members of a local National Wild Turkey Federation Chapter in Wautoma. Novice hunters can thank Dave for taking part in the Learn to Hunt programs where Dave and the local hunting clubs have taken novice hunters out for their first pheasant and turkey hunts starting back in 1997.

Dave was instrumental in reestablishing the Waushara Archers as an active archery club and has been the Club secretary from 2009 to the present and worked with Department personnel and the Operating Engineers Local 139 to redesign the Wautoma rifle range in 2012.

Dave developed a vast cooperator network. Cooperators knew that Dave would keep the information confidential and the investigation would be successful. Dave has always applied the Wisconsin's laws and regulations in a fair and equitable manner and many Wardens have used Dave's suggestions in their enforcement decisions. Dave saw that his position was not just to enforce the laws but to act as an educator and problem solver. Dave was a resource every warden and department staff could count on.

In his time in Wautoma Dave was recognized as the Wisconsin NWTF Warden of the year, Wisconsin Bowhunter's Warden of the Year, The NE Region Warden of the Year, Wisconsin Conservation Congress Warden of the Year and the North American Fish and Game Officer of the Year. In 2004 Dave received the ultimate recognition of the Wisconsin Warden Service when Noyes Family presented Dave with the Haskell Noyes Efficiency Award, also known as "the Watch", for his dedication, skills, and abilities. Dave follows the ideals of the Warden Challenge Coin. Dave did the Right Thing, At The Right Time, The Right Way For The Right Reasons.

*WHEREAS*, David K. Algrem 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 February 2013 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*

Preston D. Cole, CHAIR

## **Retirement Resolution**

Mark De Baker, Water Supply Specialist in Green Bay, retired from the Wisconsin Department of Natural Resources on January 3, 2013 after over 21 years of dedicated service to the citizens of the State of Wisconsin.

Mark began his career with the department in 1991 as a Wastewater specialist in Milwaukee. In 1992 he transferred to Green Bay and began work as an Animal Waste Specialist. Mark transferred to a Stormwater Specialist position in 1999. He joined the Drinking Water and Groundwater program as a Water Supply Specialist in 2007, where he would remain until his retirement.

Mark cares deeply about the environment and believes genuinely in the benefits and values of resource management, environmental regulation, and the protection of public health. Throughout the course of his career Mark displayed unmatched dedication by successfully eliminating permit backlogs, readily assuming overbearing workloads, and displaying clear a commitment to the protection of public health.

Mark's common sense approach to complex challenges and his fairness to all earned him the respect of those he regulated, protected, and his peers alike. His commitment to effective natural resource management, protection of public health, and providing outstanding customer service is the lasting legacy of his career.

WHEREAS, Mark De Baker 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 February meeting recognizes such faithful service with due respect and gratitude, wishes Mark 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**

Charlie Kilian, Wildlife Biologist-Senior in Lake Mills, Jefferson County, retired from the Wisconsin Department of Natural Resources on November 2, 2012 after 28 years of dedicated service to the citizens of the State of Wisconsin.

Charlie Kilian started his career in wildlife management for Wisconsin DNR as a seasonal Natural Resources Assistant in Plymouth in June 1984. After several promotions, Charlie found himself back where he grew up.

Charlie was born and raised in Jefferson County and in 1990 he was promoted to a Wildlife Biologist- Senior to the Lake Mills station in Jefferson County. He has remained in the position ever since and has played an instrumental role in the acquisition of thousand's of acres of land for the protection and preservation of the state's natural resources. Highlights of his career include acquiring numerous parcels of land and assisting with the creation of the University of Wisconsin-Madison student-hunter project.

During his career he has received numerous awards within the wildlife management field. In 1994 he received the Wisconsin Chapter of Ducks Unlimited Partners in Conservation Award, the DNR Wildlife Biologist of the Year Award in 2001 and in 2010 the Rusch Memorial Award from the Wisconsin Chapter of The Wildlife Society.

WHEREAS, Charlie Kilian 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 February 2013 meeting recognizes such faithful service with due respect and gratitude, wishes Charlie 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**

Daniel J. McCutchin, Facilities Repair Worker-Advanced in Peninsula State Park, retired from the Wisconsin Department of Natural Resources on March 4, 2011 after nearly 32 years of dedicated service to the citizens of the State of Wisconsin.

Dan began his career with the State of Wisconsin in 1979 as a Custodian at UW–Madison, and went on to serve as a Custodian at University campuses in Eau Claire and Green Bay. He transferred to the DNR in 2002, accepting a Facilities Repair Worker position at Peninsula State Park. His position was later reclassified to Facilities Repair Worker-Advanced.

Dan enjoyed all aspects of his career at Peninsula, especially the opportunity to spend time outside, and learning trades such as sewer plant operation and maintenance, trail maintenance, and building maintenance.

Dan took pride in his contributions to the safety program at the park. He served as a heavy equipment trainer, ensuring safe and proper operation of tractors, backhoes, commercial mowers, wood chippers and other equipment used by park staff. He enjoyed the opportunity to take on more of a leadership role, becoming the primary maintenance worker involved with hiring, training, scheduling, and leading LTE maintenance workers at the park.

Dan was forward thinking and always willing to suggest improvements to park operations.

WHEREAS, Daniel J. McCutchin 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 February 2013 meeting recognizes such faithful service with due respect and gratitude, wishes Daniel J. 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**

Richard J. Wilcox, Facilities Repair Worker-Advanced in Peninsula State Park, retired from the Wisconsin Department of Natural Resources on June 30, 2011 after nearly 12 years of dedicated service to the citizens of the State of Wisconsin.

Richard was hired as a seasonal Facilities Repair Worker 2 in 1999, and later reclassified to a Facilities Repair Worker – Advanced. He held a variety of working titles, with the majority of his job duties focused on grounds and trail maintenance, and in recent years did an excellent job of assuming additional responsibilities as needed.

Richard especially enjoyed the hands-on portion of his work duties. His dedication to trail maintenance and improvements were recognized and praised by park users. He was instrumental in coordinating invasive species and poison ivy control and was always safety conscious, holding others accountable to his high standards.

He excelled working with Limited Term Employees, serving as an excellent role model, always willing to assist, advise, and share his knowledge with young staff to further their professional development.

Richard has been called an asset to the State Park system by supervisors. The quality and quantity of his work always met or exceeded expectations. Richard took initiative and was dedicated to making improvements to the park.

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

Natural Resources Board

Preston D. Cole, Chair