

IN THE UNITED STATES DISTRICT COURT  
FOR THE WESTERN DISTRICT OF WISCONSIN

---

LAC COURTE OREILLES BAND OF  
LAKE SUPERIOR CHIPPEWA INDIANS;  
RED CLIFF BAND OF LAKE SUPERIOR  
CHIPPEWA INDIANS; SOKAOGON  
CHIPPEWA INDIAN COMMUNITY;  
ST. CROIX CHIPPEWA INDIANS OF  
WISCONSIN; BAD RIVER BAND OF THE  
LAKE SUPERIOR CHIPPEWA INDIANS;  
and LAC DU FLAMBEAU BAND OF  
LAKE SUPERIOR CHIPPEWA INDIANS,

Plaintiffs,

v.

Case No. 74-C-313-C

STATE OF WISCONSIN, WISCONSIN  
NATURAL RESOURCES BOARD,  
CATHY STEPP, KURT THIEDE and  
TIM LAWHERN,

Defendants.

---

AFFIDAVIT OF CHARLES S. HORN

---

STATE OF WISCONSIN     )  
  ) ss.  
COUNTY OF DANE         )

Charles S. Horn, being first duly sworn on oath, deposes and says:

1. I make this affidavit on the basis of my own personal knowledge.
2. I am currently retired as a Conservation Warden for the Wisconsin Department of Natural Resources (WDNR). I was a credentialed law enforcement officer employed as Conservation Warden for 31 years, from 1978 to 2010. At the time Chronic Wasting Disease

was discovered in Wisconsin, I was employed as the Warden Supervisor in Dodgeville, which was the WDNR headquarters for CWD operations concerning the wild deer herd in the state.

3. I was closely involved in the response and management efforts of WDNR from their outset to my retirement in 2010. My initial responsibility was to assist in the coordination of interviews with landowners and hunters in the areas where the disease was discovered, in an effort to determine a possible source of introduction. I was also given supervisory responsibility in connection with each of the WDNR disease and herd management deer collection programs.

4. Active WDNR CWD management efforts began in 2002. After CWD-positive samples were discovered in 2002, I was assigned the task of setting up targeted surveillance and collection of deer for disease sampling. These efforts were conducted at or near the vicinity of the five positive samples in Iowa and Richland counties, and in each of the five civil townships in Rock County that border the State of Illinois.

5. These initial efforts were conducted exclusively by WDNR conservation wardens, and occurred on public and private lands in the area.

a. Wardens contacted landowners and secured permission to harvest deer during daylight hours, as well as by shining and shooting deer during the hours of darkness. A Private Land Access and Shooting Authorization Agreement required a safety plan to be prepared prior to conducting any shooting activities. A copy of one such Agreement is attached as Exhibit A.

b. Safe shooting plans were developed for each property where management activities took place. A copy of one such completed plan is attached as Exhibit B.

6. Beginning in the winter of 2002-2003, WDNR began scheduling teams to collect deer in the affected areas for CWD sampling. These teams were comprised of WDNR

conservation wardens, WDNR Lands Division (Bureaus of Wildlife, Parks and Recreation, Facilities and Lands) employees, and United States Department of Agriculture Animal and Plant Health Inspection Service (USDA-APHIS) employees. In addition, City of Beloit police officers assisted in collecting deer for testing within the Beloit city limits and in surrounding areas in the Township of Beloit, Rock County.

a. WDNR conservation wardens who participated had qualified on the basis of a rifle proficiency test.

b. Lands Division employees who participated had qualified on the basis of having undergone rifle training.

c. Qualified WDNR employees initially used their own personal rifles. Suitable calibers were designated by supervisory staff.

d. The City of Beloit was issued a Scientific Collectors permit to be able to allow participation in the effort. A letter from WDNR CWD Incident Commander Carl Batha to City of Beloit Police Chief Richard Thomas is attached as Exhibit C.

7. Sharpshooting operations that occurred at night were highly structured to maintain safety and to coordinate with local law enforcement.

a. A shooting captain was assigned for each night of shooting operations. The shooting captain was typically a WDNR law enforcement supervisor.

b. Before beginning sharpshooting operations, participating personnel were given an operation briefing. The briefing explained shooting protocols, and personnel were provided with safety instructions, local law enforcement contact information, and shooting plans for their assigned property. A copy of the safety and logistical instructions given to sharpshooters is attached as Exhibit D.

c. Personnel were assigned to two-person teams, with one designated as the shooter and the other designated as the spotter.

d. Teams were assigned to specific geographic areas, and were required to view the properties where sharpshooting would occur during daylight hours. This viewing took place on or near the same day as the operation.

e. Personnel were required to check in with the shooting captain and, in some cases, the local sheriff's department prior to beginning shooting operations.

f. Shooting took place primarily from elevated stands over baited sites. The Specifications and Equipment Needs for Winter 2002-03 CWD Deer Shooting is attached as Exhibit E.

g. Personnel were allowed to shine and shoot from a stationary vehicle, but only after pulling off the traveled portion of the road on to the shoulder or in to field access. Additionally, personnel intending to shoot from a vehicle were required to ascertain if the potential shot would follow the safety protocol.

h. At no time were personnel advised that it was permissible to shoot from a moving vehicle. If this activity occurred, it did so without my knowledge and approval.

i. At the end of each shift, personnel were required to check in with the shooting captain. They were required to report the number of deer collected as well as any other pertinent information pertaining to the operation, such as citizen contacts and equipment concerns.

j. Each deer collected was identified for sampling with a CWD sampling tag and paperwork, which indicated the date and location taken.

k. Each sharpshooter was required to fill out a daily activity log which included the surveillance location, number of deer seen, number of deer collected, number of rounds fired, and safety or other concerns. A copy of the activity log is attached as Exhibit F.

l. Collected deer were turned over to WDNR Bureau of Wildlife personnel for transportation to testing facilities.

m. Each shooting captain notified the local sheriff's department at the start of each day's operations and again when all personnel had check in and the operation was concluded for the day.

8. In 2004, the focus of the sharpshooting efforts turned from disease sampling to herd reduction. The herd reduction took place in the vicinity of where CWD was originally discovered in Wisconsin as well as where subsequent testing indicated its presence, on both public and private lands. While the management efforts differed in some respects from the previous efforts, the program remained highly structured to protect safety and inform the affected public. A copy of the operations plan for these efforts is attached as Exhibit G. A copy of a Frequently Asked Questions document describing the efforts on private properties is attached as Exhibit H. A copy of the WDNR Herd Reduction Team Government Deer Culling for CWD Management in FY05 is attached as Exhibit I.

a. The program was supervised by three Duty Officers. I was a Duty Officer, as were two WDNR wildlife biologists. A copy of the Shooting Duty Officer Job Duties is attached as Exhibit J.

b. A WDNR Lands Division staff member was assigned as a liaison, or Town Captain, to each civil township in the affected area. The Town Captain contacted

landowners to secure permissions to collect deer on their property for CWD testing and herd reduction. The Town Captain was also responsible for creating a shooting plan for each site and stocking and replenishing bait piles on the property. A copy of the Liaison/Shooting Duty Officer Check Sheet is attached as Exhibit K.

c. The WDNR maintained a list of available sharpshooters, which was comprised of WDNR law enforcement personnel and trained WDNR staff. A copy of the current list of all WDNR personnel and a specific list of personnel from the Bureau of Law Enforcement are attached as Exhibit L.

d. Sharpshooters were given weekly assignments. Typically a cadre of sharpshooters was assigned to each town captain. The town captain would assign each sharpshooter to a property, and provide them with the shooting plan for the property and relevant instructions.

e. A chain of communication was established to ensure that activities were closely monitored. Sharpshooters were required to check in with their respective town captain at the start of their operation, and check back in when they were finished for the night. Town captains were responsible for notifying the shooting captains when sharpshooters were beginning operations, had concluded operations, and the collection totals for the night. Shooting captains were responsible for notifying the local sheriff's department at the beginning and end of daily operations and to document any concerns.

f. The majority of the herd reduction effort involved shooting deer over bait piles. Sharpshooters shot from either a tree stand or ground blind. Tree stand safety training was required before a sharpshooter could use a tree stand.

g. Sharpshooters were required to have completed WDNR Wildlife Management Shooting School, WDNR Law Enforcement rifle qualification, or the USDA Wildlife Services shooting qualification program.

h. Sharpshooters were assigned to specific properties and specific hours.

i. The shooting plans established for each property identified the location of the bait piles on the property and the location where sharpshooters would be located.

j. These herd reduction efforts took place during the winter months. The efforts took place until March of 2007. To my knowledge, WDNR has not engaged in any such efforts since that time.

9. To my knowledge, at no time were private citizens involved in CWD disease management activities. The only personnel engaged in the management activities were trained government employees: WDNR conservation wardens and trained Lands Division employees, USDA-APHIS employees, City of Beloit police officers, Dane County law enforcement officers, and Illinois Department of Natural Resources biologists.

10. I make this affidavit in support of the defendants' motion to enforce the prohibition on shining deer.

Dated this 6th day of December, 2012.

**/s/ Charles S. Horn**

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CHARLES S. HORN

Subscribed and sworn to before me  
this 6th day of December, 2012.

**/s/ Quinn L. Williams**

Notary Public, State of Wisconsin

My Commission: is permanent



Private Land Access and Shooting Authorization Agreement

Landowner Name: DEIRDRE BIRMINGHAM / JOHN BIONDI

Landowner Address: 7258 KELLY ROAD

Landowner City: MINERAL POINT State: WI Zip: 53565

Work Phone: (608) 204-8751 (w) Home Phone: (608) 967-2362

Location: Township 4N Range 5E Section(s) 6 # Acres 166 Moscow

I authorize the Wisconsin Department of Natural Resources to enter land in my ownership as described above, to conduct deer culling operations as specified. I understand that I may rescind this authorization at any time by informing the Department or its agents either verbally or in writing.

Landowner Signature: [Signature]

Date: DEC 27, 2004

Authorized methods for deer removal: Shooting from stands  Still Hunting

Deer Drives  Shooting from Stands With Bait

**NOTE:** Shooting from stands utilizing bait will begin in mid December 2004, and will include shooting during hours of darkness, generally between the hours of 4 p.m. to 11 p.m.

A safety plan will be prepared prior to conducting any deer shooting activities. Do you have any special safety concerns regarding shooting or vehicle use on your property? (i.e. livestock, crops, parking etc.) Are there days or times that you would not want shooting operations conducted?

just watch for fire nuts on soft ground

Call when shooting

Other Concerns: would like one nice deer for eating

Safety Plan Checklist

Buildings:  Public Roads:  Livestock:  Farming:

Other human activity:  Access (internal vehicle routes)

Mark safe and unsafe shooting zones:

DNR Liaison Name: Mike Duerst

DNR Liaison Signature: [Signature]

Date Safety Plan Completed: 12-27-04 / 12-17-05

Verbal Approval on 11-30-05  
12-7-06



BIONDI, JOHN & DEIRDRE BIRMINGHAM

T4N 5E SW Sec 6

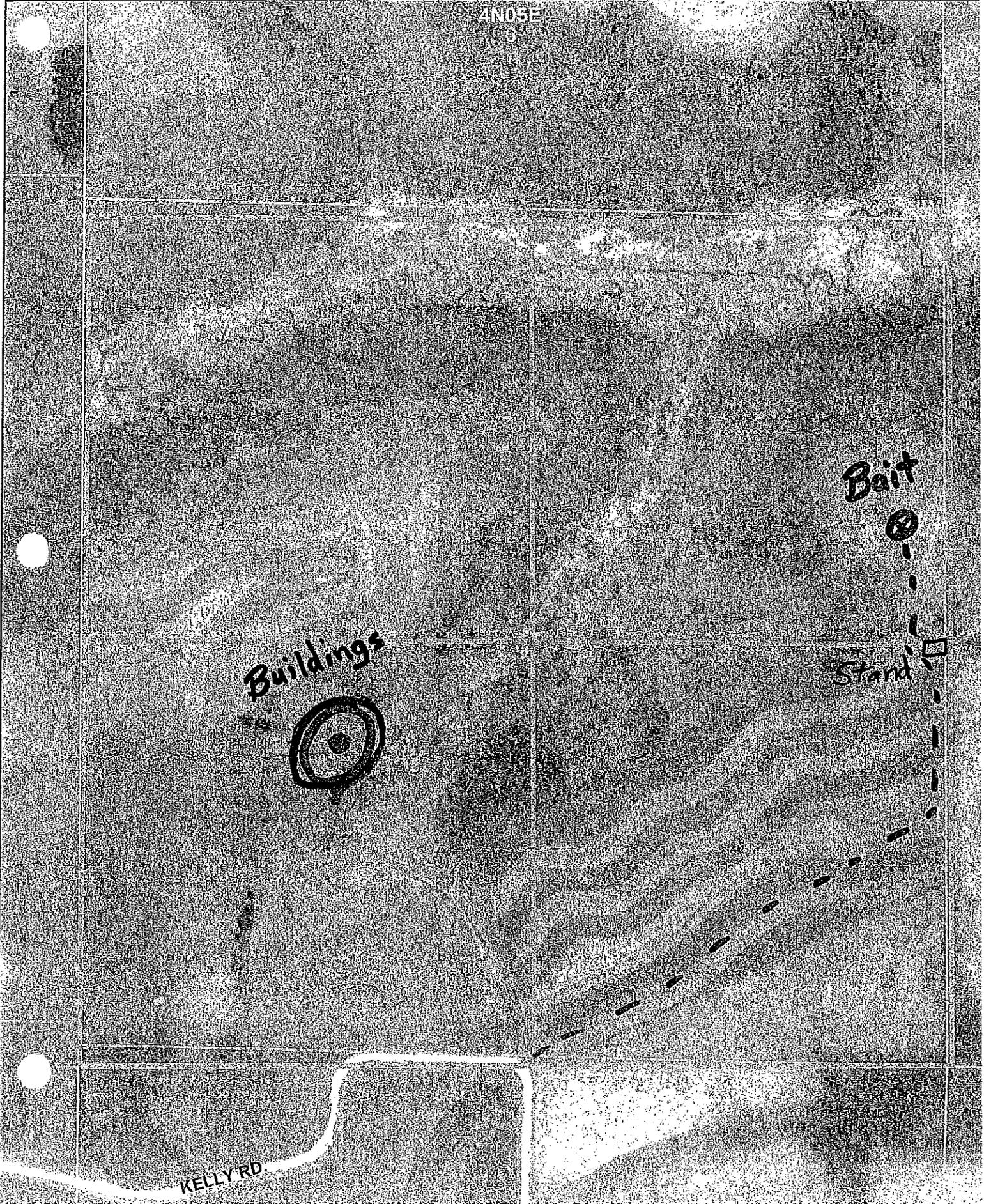
IOWA CO.

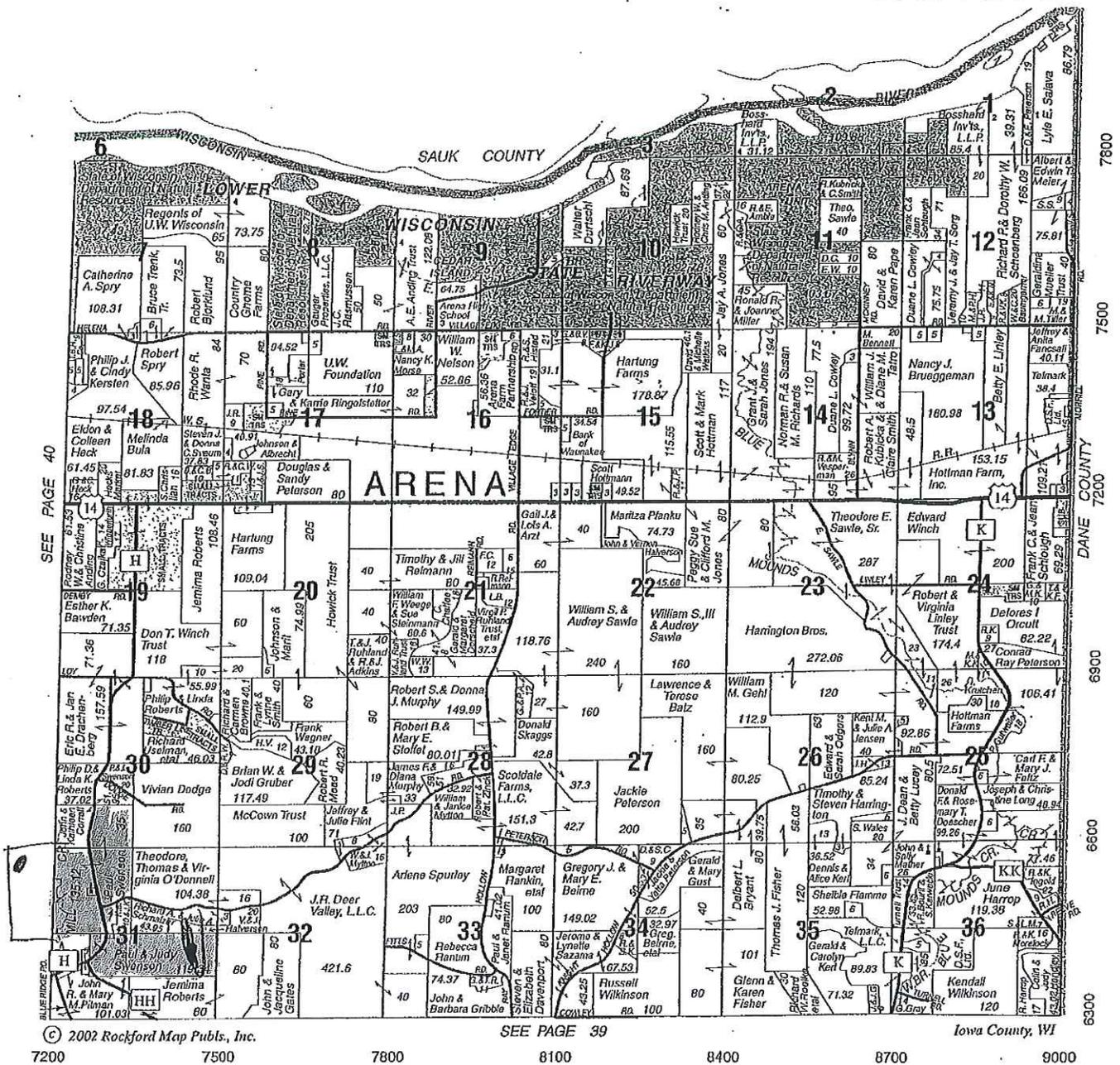
164 ACRES

100 50 0 100 Yd

CONTACT SEQUENCE # 2407337

⊗ Not all buildings and other safety hazards may be shown. Be sure of your backstop when shooting.





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SEE PAGE 39

Iowa County, WI

**WICK SOLUTIONS**  
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**EXHIBIT**  
**B**  
**HORN**

CWD Shooting Record

Bait Site # 2316

Date/Time 2-28-03 4-8 pm

Shooter Bill Ismael

Landowner Paul Swenson

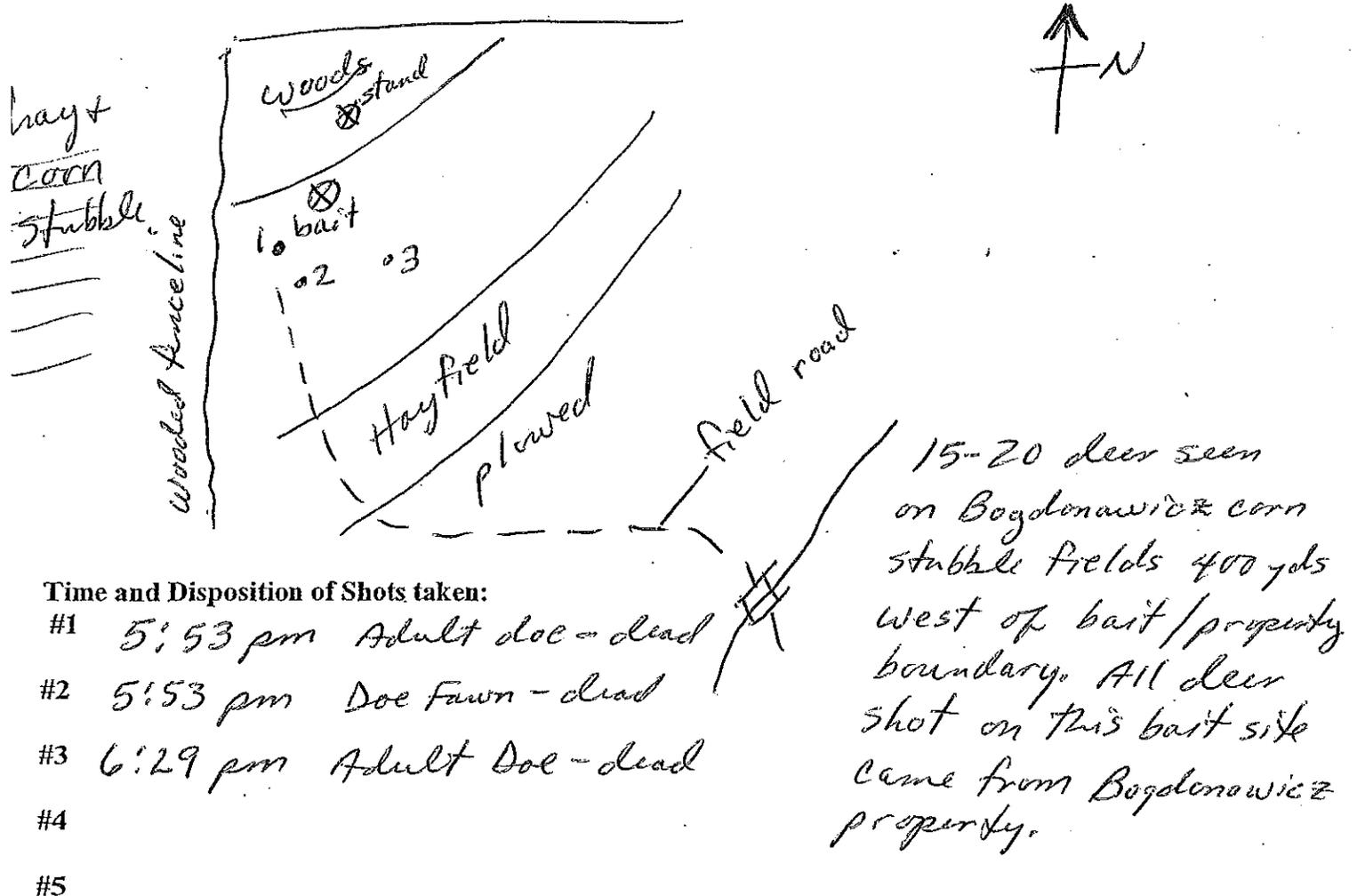
Township 8N Range 4E Sec 36 1/4 Sec NE/NE

Weather Conditions clear <sup>30°</sup> Visibility clear Wind SW 0-5 mph

Rifle/Make/Caliber CWD gun 0308 Savage w/suppressor

Cell Phones of Shift Leader and Other Shooters 225-3716

Sketch of Field of Fire - show north (N^), location of stand (S), geographical features, and numbered locations of point of impact for shots taken.



Time and Disposition of Shots taken:

- #1 5:53 pm Adult doe - dead
- #2 5:53 pm Doe Fawn - dead
- #3 6:29 pm Adult Doe - dead
- #4
- #5

(list additional shots on back of page)

Call in to Shift Leader at the Conclusion of Shoot! Shift Leader Pat Kaiser

Cell Phone \_\_\_\_\_ Office Phone \_\_\_\_\_ Home Phone \_\_\_\_\_

225-3716

CWD Shooting Record

Bait Site # 2316

Date/Time March 5<sup>th</sup> 2:00 pm - 8:00 pm

Shooter Al Rasmussen

Landowner Paul Swenson

Township 8N Range 5E Sec 31 1/4 Sec \_\_\_\_\_

Weather Conditions 1/3 clouds / over Visibility \_\_\_\_\_

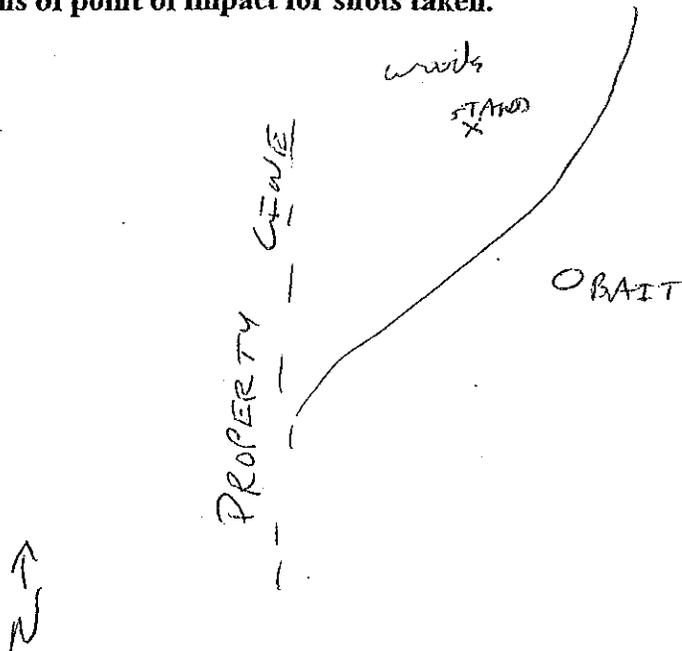
Wind NW 0-3 mph

Rifle Make/Caliber Winchester 308

Cell Phones of Shift Leader and Other Shooters Larry Freitag

444-7920

Sketch of Field of Fire -- show north (N^), location of stand (S), geographical features, and numbered locations of point of impact for shots taken.



SEEN one fence  
DEER to  
WESTON Bogdanow  
property. Wanted  
to come in but  
hesitant to cross  
property line. 2<sup>nd</sup>  
time snowmobiles  
scared deer back on  
neighbors. Didn't come  
on Swenson's to shoot.

Time and Disposition of Shots taken:

- #1 No shots taken
- #2
- #3 (One fawn on neighbors)
- #4
- #5

(list additional shots on back of page)

Call in to Shift Leader at the Conclusion of Shoot! Shift Leader \_\_\_\_\_

Cell Phone \_\_\_\_\_ Office Phone \_\_\_\_\_ Home Phone \_\_\_\_\_



The person named below, and his/her agent(s), are authorized by the Wisconsin Department of Natural Resources under authority of s. 29.614 and 29.885(14), Wis. Stats., and s. NR 12.06 and 19.11., Wis. Adm. Code, to hunt and shoot deer over bait placed in cooperation with the Department.

**Purpose:** The purpose of this permit is to allow Permittee and his/her agent(s) to cooperate in the Chronic Wasting Disease control plan by shooting deer over registered bait stations during hunting hours specified on the CWD Deer Removal Permit or Scientific Collectors Permit. Permittee and his/her agent(s) will be expected to attempt to shoot deer that come into the bait to accomplish herd reduction and reduce the chance of spreading Chronic Wasting Disease.

Permittee's Name (Landowner) <u>Paul Swenson</u> Home Phone # <u>(608) 753-2212</u> Work Phone# ( ) _____	<b>Bait Site Location:</b> (Complete one/bait site – landowners with more than one bait site need more than one permit. An Aerial photograph and plat book page showing precise location of bait site <u>must</u> accompany each permit issued). <b>Date Bait Site Established:</b> <u>2-17-03</u>	Township Name: <u>Area (M)</u> Township: # <u>8N</u> Range: # <u>4</u> <input checked="" type="radio"/> E or W (circle) Section: # <u>36</u>						
CWD Deer Removal Permit # <u>OR</u> Scientific Collectors Permit # <u>EZ 01460</u> <u>SCP</u>	<table border="1"> <tr> <td>Quarter Section # <u>NE</u></td> <td>2=NW</td> <td><input checked="" type="radio"/> 1=NE</td> </tr> <tr> <td></td> <td>3=SW</td> <td>4=SE</td> </tr> </table>	Quarter Section # <u>NE</u>	2=NW	<input checked="" type="radio"/> 1=NE		3=SW	4=SE	
Quarter Section # <u>NE</u>	2=NW	<input checked="" type="radio"/> 1=NE						
	3=SW	4=SE						

Landowner and/or landowner agent(s) intend to hunt bait site?  YES  NO

**NOTE:** Only the Permittee and his/her agent(s), hunting under the authority of a CWD Deer Removal Permit or Scientific Collectors Permit, may hunt over this bait site. The permittee shall comply with all conditions of the CWD Deer Removal Permit or Scientific Collectors Permit in addition to the Special Conditions listed below.

**Special Conditions of CWD Deer Removal Bait Site Permit:**

The permittee, or his/her agent(s), are authorized to shoot deer at the bait site established under this permit during the hours listed on the CWD Deer Removal or Scientific Collectors Permit

Only government agency personnel may establish a bait site. The Permittee may not move or establish any other bait sites on their property.

Government agency personnel may enter the property to inspect/re-bait the site at any time between the hours of 8:00 a.m. and 2:00 p.m. daily.

If the Department determines that deer are being allowed to congregate at this site without being removed by the Permittee, or his/her agent(s), government agency personnel are hereby authorized to shoot deer at this site, at any time beginning **14 days after the date this bait site is established (as listed above)**, provided that landowner/Permittee are given 24-hour written or verbal notice before government agency personnel shoot deer at the site.

Bait sites must be located in an area where shooting may be done safely and must be accessible, at all times during the permit period, to within 300 feet by four-wheel-drive vehicle or ATV for purposes of monitoring, re-baiting and deer carcass removal.

The Department reserves the right to revoke this permit and remove all bait from the site if sufficient numbers of deer are not shot or if the Permittee, or his/her agent(s), violate any conditions of this permit.

This permit expires on March 31, 2003. The Permittee or Department authorized personnel shall remove all bait within 3 days of that date.

Please call 608-935-1945 if you have any questions.

I hereby certify that I have read, am familiar with and agree to comply with the permit conditions described herein. This permit is not transferable and must be exhibited to any authorized agent of the Department of Natural Resources on demand.

Permittee's Signature (Permit Valid Only When Signed)

Date Signed

Judith F Swenson

2-17-03

State of Wisconsin  
Department of Natural Resources  
FOR THE SECRETARY

By A Cornell Date Signed 2-17-03

Name Al Cornell Title Wildl. Tech.

Attachments:  
Plat Book Page  
Aerial Photo

Return Top Copy to DNR

Landowner Keeps Bottom Copy

002316

T8N R5E SEC31  
Section ID159



← Next map · climbing stand  
NO ACCESS AFTER THAW  
close gates on way out - can leave  
them open while there. Enter

3-1179  
89-9564

40-148  
89-9368

T8N R4E SEC36  
Section ID160

# 2316



2316  
19976

2316  
19976



## State of Wisconsin \ DEPARTMENT OF NATURAL RESOURCES

Jim Doyle, Governor  
Scott Hassett, Secretary  
Ruthe E. Badger, Regional Director

South Central Region Headquarters  
3911 Fish Hatchery Road  
Fitchburg, Wisconsin 53711-5397  
Telephone 608-275-3266  
FAX 608-275-3338  
TTY 608-275-3231

February 17, 2003

Chief Richard Thomas  
City of Beloit Police Dept.  
100 State Street  
Beloit, WI 53511

Dear Chief Thomas,

The Wisconsin Department of Natural Resources is in the process of collecting deer for Chronic Wasting Disease testing in the southern tier of civil towns in Rock County. The City of Beloit encompasses a good portion of the Town of Beloit, and thus we are asking you to participate in this deer collection process.

It is my understanding that our Departments have been in contact concerning this effort. This letter is to confirm this discussion.

Attached, please find a Wisconsin Scientific Collectors permit issued by our dept. to the City of Beloit. This permit authorizes officers of the City of Beloit Police Dept. to kill deer for the purpose of CWD testing, using methods outside of normal regulations, including shooting during the closed season and at night with the aid of artificial lights. It also authorizes officers to use rifles or pistols for the harvest of these deer.

For the purpose of this collection, it is imperative that the deer not be shot in the head or upper neck (we need the brain stem and lymph nodes located in the neck for testing.) We are asking that you contact the DNR Service Center at Janesville (608)-743-4805 during business hours or contact Conservation Wardens Boyd Richter at (608)-295-6171 or Shawna Kerndt at (608)-290-8935 to make arrangements for deer pick-up. For our data collection to be accurate, we are asking that each deer be identified with a tag listing the exact location of kill, and the officer who killed it. Your help will assist us greatly in determining whether or not this fatal disease is present in Rock County's deer herd. If you have any questions please feel free to contact me at the CWD Incident Command Center at Dodgeville. The number for the command center is (608)-935-1945. If I am not available, please contact Conservation Warden Supervisor Charles Horn at (608)-935-1931 or cell phone at (608)-574-5199.

Sincerely,

Carl Batha  
CWD Incident Commander.





# INSTRUCTION FOR SHOOTING DEER FOR CWD TESTING

**QUESTIONS/PROBLEMS – SHOOTING DUTY OFFICER 608-225-3716 (CELL)  
608-935-1945 (OFFICE)**

## WEAR BLAZE ORANGE WHEN WALKING TO THE BAIT SITE

1. Only shooters authorized by the CWD Field Operations Center Commander may shoot deer. No one may accompany or follow you unless approved in advance by the CWD Field Operations Commander.
2. The Shooting Duty Officer will give you your shooting assignments. This will typically include the following night location and an alternate site per two-person team. **NOTIFY THE SHOOTING DUTY OFFICER IF YOU WILL SHOOT AT THE ALTERNATE SITE.** The assignment will include a plat page and aerial photograph. There may be special instructions from the landowner on the aerial photo. You will also be given the list of other shooters and their cell phone number.
3. Shooters will carry cellular telephones capable of receiving calls at all times (**Don't Turn Off Phones**).
4. Two shooters will work together. One will drive and drop the other at their assigned shooting site. At the end of your shift, you will work together to drag shot deer to a location near the bait site. If the deer will be visible from homes or roads, cover and secure a tarp over the deer. Deer will be picked up by other staff the morning following your shooting shift.
5. **DO NOT TRESPASS TO RETRIEVE WOUNDED DEER. CALL THE SHOOTING DUTY OFFICER AND THEY WILL DETERMINE IF WE HAVE PERMISSION TO SHOOT ON THE PROPERTY AND LET YOU KNOW IF YOU CAN ENTER THE PROPERTY. IF WE DON'T HAVE PERMISSION TO ENTER THE PROPERTY, THE SHIFT LEADER AND THE OPERATIONS CHIEF WILL DETERMINE HOW WE WILL RETRIEVE THE DEER. REMEMBER – A BLOOD/DRAG TRAIL WILL BE EVIDENCE YOU TRESPASSED!**
6. Call the landowner and let them know you will be on their property. All DNR lands will be posted at parking lots to alert visitors that deer shooting may take place on the property. Properties may also be closed to public entry as needed for safety.
7. One person from the shooting team should call the Town Chair and let them know you are shooting in their town. The local law enforcement agency will be informed by the Shooting Duty Officer. (Dane County Town Chairs: Berry – Melvern Bankes 798-2441; Black Earth – Vernon Wendt 767-3455; Blue Mounds – William Hitzemann 437-8679; Cross Plains – Harold Krantz 798-0384; Mazomanie – Ronald Adler 795-4451; Springdale – Ed Eloranta 437-4692; Vermont – Steve Frame 767-3393; Iowa County Town Chairs: Arena – Robert Murphy 753-2531; Brigham – Dale Theobald 967-2277; Dodgeville – Curtis Peterson Jr. 935-9023; Ridgeway – Robert Thomas 935-5446; Wyoming – John Hess 588-7082; Sauk County Town Chairs: Prairie Du Sac – Halsey Sprecher 643-6721; Spring Green – Daniel Ruetter 588-9101; Troy – Roger Mack 544-4287)
8. Some DNR employees may need and will be notified prior to their shift assignment to provide their own rifles and ammunition, with the rifle sighted-in for that ammunition. USDA employees may use either agency or their own rifles. Other agencies will use rifles according to their agency policy.

PAGE 1 OF 2

#7. also if a shooting team selects a bait site on Dane Co. Parka property that team must call the (Dane Co. Communications Center) tp # (608) 267-3911 prior to shooting.

effective 2/27/03

**SPECIFICATIONS AND EQUIPMENT NEEDS  
FOR WINTER, 2002-03  
CWD DEER SHOOTING**

Shooting deer over baited sites or from vehicles in the CWD Eradication Zone will begin in February, 2003. Most shooting by government agency personnel (DNR/USDA) will take place from elevated stands over baited sites and will require the following equipment/gear for herd reduction operations to be safe and efficient:

Firearm Specifications

Staff providing their own rifles should meet the following:

- Large caliber firearms (.308, 30.06, .300) are preferred although smaller calibers (.243, .270, 25.06, etc.) may be used if these are the only firearms available.
- Semi-automatic or pump-action firearms are preferred.
- Firearms must be capable of holding multiple rounds (minimum of 3-round capacity) when fully loaded. Extra clips are recommended for rapid re-loading.
- Ammunition should be high-quality with heavy-grained, expandable slugs.
- Telescopic sights are required. Minimum 4X with light-gathering objective lens (40mm or 50mm preferred). Weatherproof scope caps recommended.
- Barrel or scope-mounted spotlights are recommended, if available.
- All firearms must be clean, dependable and accurately sighted in at 100 yds and must be fully functional at sub-zero temperatures.

Tree Stands

Staff who have access to agency-owned tree stands should meet the following:

- Must be commercially-made, light-weight and portable (climbing stands are preferred although ladder stands or tri-pods may be used).
- All tree stands must have user safety harness systems.

Cold Weather Clothing/Equipment

Shooters must come prepared to sit motionless for long periods (ie. 4-6 hours) in extreme cold, wet and/or windy weather, and the following is recommended:

- Dress in multiple layers
- Arctic-insulated coveralls in neutral colors are preferred as outer wear – don't use nylon or similar material since it is noisy.
- Blaze orange vest and hat for travel to and from tree stand.
- Pac boots or heavily insulated waterproof boots. For pac boots, it is recommended to bring at least 1 extra pair of liners.
- Insulated head gear. Insulated face mask is advisable as long as it does not affect visibility or firearm sighting.
- Insulated gloves or mitts with removable finger covers.
- Thermos for warm liquids for hydration

Other Equipment to Bring



- Dependable flashlight or headlamp with batteries
- Sharp knife
- Weatherproof ammo box
- Spare pair of gloves or mitts
- ATV and trailer w/ 2" ball hitch if available

SCR Will Provide The Following If Needed (See Note Below):

- Tree Stand and safety harness
- Deer drag rope or strap
- Sled for dragging deer
- Motorola Talkabout Hand-held Radio
- Portable, re-chargeable cellular phone
- Rope and gun case for lifting and lowering guns from stands

**NOTE!!!** – These items will be available at Dodgeville CWD Headquarters. Let your regional supervisor know if you will need this equipment when you sign up for a shooting assignment. Please bring this only if it is currently available to you to help reduce the need for purchasing additional supplies/equipment. However, you will need to purchase ammunition for your firearm and get reimbursed through a monthly Travel Voucher/TRIPS.

# CWD Shooting Session Data Sheet

**Instructions on Back:**

Shooter's Name: \_\_\_\_\_ Work Phone #: (\_\_\_\_) \_\_\_\_\_

Shooting Session Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_ Make of Rifle: \_\_\_\_\_ Caliber: \_\_\_\_\_

Township: \_\_\_\_ N Range \_\_\_\_ E or W Section \_\_\_\_ ¼ Section \_\_\_\_ Contact\_Seq\_# (See safety plan map) \_\_\_\_\_

Landowner: \_\_\_\_\_

Hunt Method (Circle One): Tree Stand Ground Stand/Blind Deer Drive (# of Hunters \_\_\_\_ ) Drive-Shine&Shoot Other

Was Site Baited (Circle One): Yes No Did you use: Night vision scope (Circle One): Yes No Shot Suppressor (Circle One): Yes No

**Deer Sighted But NOT Shot At (i.e. any deer not accounted for in the next table)**

Time (am or pm)	# Bucks Seen	# Does Seen	# Fawns Seen	# Unknown Seen

**Deer Shot at / Killed**

Shot #	Time (am or pm)	Distance (approx. in Yards)	Compass Direction of Shot	Final Disposition of Bullet (Please draw a diagram of each shot taken, on back of form)	Deer Type (AB, AD, DF, BF)	Deer Hit (Yes / No)	Deer Killed (Yes / No)	Bar Code Number
1								
2								
3								
4								
5								
6								
7								

**Shooting Effort Summary:**

Total Hours in session	# Shots Fired	# Bucks Observed	# Does Observed	# Fawns Observed	# Bucks Killed	# Does Killed	# Fawns Killed	# Wounded	Total Deer Killed



Please fill out the data sheet completely for each Shooting Session. You will need to fill out separate data sheets if you pursue deer in the AM, return to base, and then go out again in the PM. If you are using a group hunting method, only fill out ONE data sheet per hunt (landowner's property) and enter in the number of hunters in the party on the "Hunt Method" line. Also enter total man hours for the party in the "Shooting Effort Summary" section.

Please keep an accurate record of deer observations and shots fired. You must account for every shot taken, even if it is a finishing shot on the deer. At the end of your shift, please fill out the session summary. Record only the hours actually in pursuit of deer, do not include travel, field dressing, dragging etc. If you have any questions about filling out the data sheet please contact your shooting duty officer.

**Deer Type Codes:**

- AB = Adult Buck
- AD = Adult Doe
- DF = Doe Fawn
- BF = Buck Fawn

Draw Shooting Diagram Here



## DEER SHOOTING OPERATIONS

- Process will be primarily bait and shoot
- Secondary process will be shine and shoot
- Shooting operations will be separate from baiting operations and deer pick-up operations – will require close coordination among the shooting operations, baiting operations and deer pick-up operations
- Requires shooting safety and procedure protocols
- Requires baiting protocols to ensure baits are placed in places frequented by deer, and are safe shooting sites with either trees capable of holding a stand or a location that can be approached by a truck
- Requires a database and system for a tracking shooting activities/operations, and management of a bait site activity log (when site baited, deer use, shooting activity)
- Each bait site will be assigned a specific site number for use in a database and on deer registration data forms
- Shooters must have completed DNR Wildlife Management shooting school, DNR Law Enforcement rifle qualification, or USDA Wildlife Services shooting qualification program
- Shooters will be assigned a five day work schedule – no mid-week substitutions or other exceptions to the five day assignment
- Shooting will occur seven days per week
- Two person teams, although a shooter may sit at a bait site alone when using the bait and shoot technique – team will drive together, meet at end of shift and help each other drag deer – will be in contact via phone or radio
- Shooters will be given specific shooting location assignments
- Shooters will be assigned shooting hours
- Each bait site will normally be shot at once per week, although exceptions may be made when there are sufficient deer present to allow shooting two nights in a row, followed by a one-week rest period
- Shooters will find and drag dead deer to a site near the bait each night
- May need staff to track wounded deer in the morning following a shooting period
- Deer will be registered using normal deer registration data form
- Equipment will be checked out by a shooting team, and returned at the end of the five-day shift
- Equipment needs include rifles, ammunition, deer stands and safety harnesses, flashlights
- Deer pick-up crew will bait sites and track deer use of a site.
- Deer pick-up crew will bait a site the day before it is scheduled to be shot



# Sharpshooting on Private Properties

## Frequently Asked Questions

Chronic Wasting Disease (CWD) was first detected in southern Wisconsin in 2002. Since this discovery, the Department of Natural Resources (DNR) has developed a plan to manage the disease. Sharpshooting is meant to supplement, not compete with, the public harvest of deer. The success or failure of chronic wasting disease control efforts will greatly affect the future of statewide deer herd health. As a landowner, we ask for your help with CWD control efforts. The DNR believes CWD management can only be successful if landowners and hunters contribute to deer-herd reduction in affected areas. For landowners who do not hunt themselves or have others hunt their land, allowing trained DNR staff (sharpshooters) to kill deer on private lands is one way landowners can help manage deer numbers in the Disease Eradication Zone (DEZ) and in localized areas of the Herd Reduction Zone (HRZ) where positives have been detected.

**Is landowner permission required?** Absolutely! The Department only shoots deer on private property with landowner permission. We work closely with the landowner every step of the way.

### **What do you do to ensure the safety of residents and their property?**

Safety is our #1 priority.

- Shooters must pass a three day intensive training course that stresses marksmanship and safety. In addition, they must complete yearly re-certification sessions.
- Shooting/safety plans are developed for each property. These are developed from aerial photographs that indicate ground cover and where buildings/houses are located. These plans make shooters aware of any potential hazards or unsafe shooting directions. Landowners provide us with potential safety issues such as livestock, which are also shown on the safety plans. Landowners can review the shooting plans, and should any concerns arise, changes can be made or the landowner can deny the shooting plan.
- Shooters are required to visit their assigned shooting site during daylight hours prior to setting up for a shooting session. They will confirm safety zones and property lines, as well as note deer travel routes to assure safety and improve efficiency in removing deer.
- For every night sharpshooting occurs, a shooting duty officer is assigned to monitor shooter activity and respond to any incidents that could occur. Sharpshooters are required to carry cell phones at all times and to contact the shooting duty officer prior to and following each shooting session.
- To date, we have had no shooting-related accidents.

**Why have sharpshooters?** Sharpshooting is targeted at areas where high populations of deer exist, there is little to no hunting pressure or disease prevalence is high. CWD will spread more easily in high density populations as there is a greater likelihood of uninfected deer coming in contact with infected deer. DNR sharpshooters will reduce deer numbers in 'refuges', which will help towards the goal of eradicating the disease where it exists and preventing it from spreading to other areas of the state. Shooters target antlerless deer, especially adult does, to have the most impact on reducing deer densities. A review of the age and sex composition of deer shot by sharpshooters shows 27% adult bucks, 41% adult does, 17% buck fawns, and 16% doe fawns. In comparison, deer registered by hunters included 39% adult bucks, 32% adult does, 15% buck fawns, and 14% doe fawns. Since the majority of sharpshooting occurred from January through March, most (over 75%) of the adult bucks harvested by DNR shooters had shed their antlers.



**Who are the sharpshooters?** Only permanent DNR employees that have been certified are allowed to be sharpshooters. This includes staff from the Law Enforcement, Wildlife Management and Parks programs. All have successfully completed training sessions and yearly re-certifications that emphasize safety and accuracy in hunting situations.

**When does shooting take place?** Sharpshooting typically occurs from the close of the late archery season through March. For this season, that period is January 8, 2007 through March 31, 2007. However, in some state parks and private lands where a refuge situation exists, (closed to hunting or landowner does not hunt or allow others to hunt resulting in higher deer densities) DNR shooting may take place to increase surveillance and reduce deer numbers. In these instances shooting may occur prior to the end of hunting seasons where high numbers of deer are present, there is landowner support and no public hunting occurs. In all other situations, there is no sharpshooting from October through December.

**What kind of firearm is used?** Sharpshooters primarily use .308 rifles. Other calibers may be used if shooters choose to use their personal rifles. Shooters must qualify in training with the firearm they will use. Some rifles are equipped with muzzle suppressors which significantly reduce noise. If landowners prefer that suppressed firearms be used, we make every effort to accommodate that request if our limited number of suppressed rifles allows. Night vision equipment is also used to allow shooters to see deer after dark, and shooting results from 2005 indicate greater efficiency in harvesting deer using the night vision technology than without.

**What do sharpshooters hunt from?** Options they use include ground blinds, ladder stands, tripod stands, climber stands and shooting from a stationary vehicle. Land features and safe shooting zones determine what will be used. State law authorizes staff with appropriate credentials to shoot from vehicles. In all cases shooting sight plans with approved safe shooting zones are adhered to. No deer are shot outside approved safety zones. Sharpshooting does NOT take place from moving vehicles or from helicopters. The use of helicopters is specific to population surveys, no firearms are on board and flights are not coordinated to drive deer.

**How do you get the deer to come to you?** Sharpshooters shoot over bait piles that are monitored weekly and restocked as needed. The use of bait is for safety and efficiency reasons, and it's strategically placed in the safest direction the sharpshooter is allowed to shoot. The use of bait is also an essential component of an effective and efficient government culling operation. Baiting is used to monitor the activity of the deer and can establish reliable, consistent deer movement patterns, which greatly increase the efficiency of killing deer.

**What is the incentive for the landowner?** Landowner cooperation will help reduce local deer populations and move us toward our goal of a healthy deer herd.

**Who gets the deer the sharpshooters shoot?** As the landowner, you are welcome to keep any deer we shoot. If you do not want it, or don't know anyone who would want it, the DNR will donate the deer to a local food pantry if it tests negative for CWD.

**What is the goal?** The DNR's goal is a healthy deer herd. Successful CWD management in Wisconsin will require a sustained effort over many years, but aggressive management early in the program is important to contain the spread of CWD, minimize the size of the affected area and shorten the time required to eradicate the disease.



## GOVERNMENT DEER CULLING PLAN FOR CWD MANAGEMENT IN FY05

Prepared by Bill Vander Zouwen on behalf of the Herd Reduction Team  
1 September 2004

### Purpose of Government Culling:

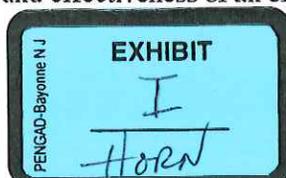
The government culling operation is believed to be an essential, focused, complement to public hunting for detecting CWD and for controlling CWD where it is known to exist. Public hunting must continue to remain the primary deer herd reduction strategy in the Disease Eradication Zones (DEZ); however, there is a role for government culling efforts in supplementing public hunting in targeted locations. The External Review Panel in its final report acknowledged the value of agency shooting as a supplement to public hunting in minimizing costs and maximizing the efficiency of CWD management actions.

It is believed that CWD control will not be successful without such a focused government culling effort. Illinois and Nebraska are using government culling operations in areas of high deer density and high CWD prevalence. Illinois government shooters removed approximately 1000 deer this past year. There are 3 specific purposes of the proposed government culling operation.

- 1) **Targeted, supplemental deer herd reduction:** There are many areas in each Disease Eradication Zone (DEZ) that continue to have high numbers of deer. The culling effort proposed in each DEZ is aimed at reducing the effect of deer refuges that might otherwise serve to sustain CWD. In a subset of the core area in the Western DEZ, government shooters, in cooperation with willing landowners, will focus deer removal from sections of land with high deer density and/or high CWD prevalence. In the Eastern DEZ, government shooters will work with willing landowners to remove deer as well as remove deer from state, local municipality, and private urban/suburban lands that are not accessible to public hunters. In all cases, government shooters will be shooting deer on property owned by willing landowners who either will only allow agency shooters to remove deer or welcome agency shooters as a complement to the deer removal efforts they are doing themselves.

A secondary benefit of the government culling operation is to increase the harvest rate of deer in each Eradication Zone to reduce the number of years necessary to meet the population goal for CWD management and decrease the number of years until repopulation is allowed. For example, an additional 5% reduction (20% vs. 15%) can shorten the time to get to 5 deer per square mile of deer range by 3 years and save Department resources in the long run. Increasing the turnover rate of the DEZ deer population reduces the chance that a deer contracts CWD and increases the chance that an infected deer dies before it transmits CWD to another deer.

- 2) **CWD distribution:** Government culling will be used in the area of the Kenosha County positive as well as the Eastern DEZ to get a better sample for determining the distribution and prevalence of CWD in those areas. This information is needed to help decide the best course of action for managing CWD in the vicinity of the Kenosha County positive as well as better describe the distribution of the disease in the Eastern DEZ. Public hunting alone has not yielded enough data for these purposes.
- 3) **"Sparks" Control Experiment:** Government culling will be part of a comprehensive program of deer herd reduction in 2 "spark" areas in Richland County and near Hollandale. Beating CWD requires attention to both the high-prevalence "core" and low-prevalence "spark" areas. A combination of government culling, hunter and landowner incentive programs, and landowner liaison work will be used to determine the costs and effectiveness of an effort aimed at extinguishing a "spark".



The following outlines what is believed to be a well thought out plan for the culling operation. We believe that it is a "bare bones" operation...the minimum needed to accomplish our objectives. The Herd Reduction Team has reviewed potential staffing availability, including the number and location of certified government shooters, and believes that this plan is feasible. This plan requires a budget that is expected to be available based on overall CWD budget planning work.

**Where:**

- Three government shooting crews will be assigned in a subset of the core area in the Western DEZ (1 in Vermont Township, 1 in Brigham Township, and 1 in that portion of Black Earth and Arena Townships south of Highway 14). There will be one crew assigned to each of the two experimental sparks control areas in Richland County and the Hollandale area. Two crews will be assigned to the Eastern DEZ. And one crew will work in the vicinity of the Kenosha County positive.
- These 8 crews will target their efforts where they have landowner permission, where there is the most need, and where they are likely to be the most successful. These areas will include those sections with the highest prevalence of CWD in the core area. Government culling will also focus on sections with high deer concentrations determined from aerial survey data, harvest data, deer habitat data, University research, local staff observation, local contacts, etc. For example, within the western DEZ, 3 shooting teams will focus on high deer population sites within the most heavily infected 105 square miles "core" area of the 1352 square mile DEZ.

**When:**

- Culling operations will be conducted 3-4 days per week from October 28, 2004 to March 31, 2005 in the Western DEZ core area, 2 experimental sparks areas, and the Eastern DEZ.
- The culling operation around the Kenosha County positive will occur during January-March, after staff can review the distribution of samples from hunter-killed deer.
- In the DEZs, the first month of the gun hunting season is especially important as this is when deer are most active, deer are least acclimated to hunters (and therefore more vulnerable), and government shooters and public hunters are most likely to benefit from the greater amount of hunter/shooter activity with greater disturbance of bedded deer. The culling operation will only operate during the first four days of the October gun season and the traditional opening weekend of the gun season if sufficient staffing is found for head collecting and sample removal operations at those times.
- Winter is also a high priority culling period due to the added vulnerability of food-stressed deer.
- Finally, late March is a priority culling period, because deer are coming out into alfalfa fields that are "greening up".
- Actual culling times on individual properties will depend on the wishes of the landowners.

**Who:**

**Coordination:** Each shooting team will be coordinated by the Landowner Liaison assigned to the shooting area. This person will be most familiar with the land, the deer, local government officials, and the landowners' wishes. These 8 people will be assigned to these duties full time from September through March. Liaisons will spend most of their time in September and October contacting landowners to address their concerns, answer questions, encourage them, and ask permission for government culling access. Liaisons will transition to shooting team captains in late October, but will still be responsible as the primary landowner contact in their assigned area. All of these liaisons are biologists and technicians, not supervisors or staff specialists. Staff have been identified for the 8 Landowner Liaison positions.

**Shooters:** There are about 100 local regional and central office staff who have been certified for the shooting operation by attending 2 training sessions. In addition, Law Enforcement has expressed a

willingness to work plan staff to assist in shooting. Staff will be assigned as shooters either half time (2 days per week) or quarter time (1 day per week) depending on their other responsibilities. Half-time shooters will be technicians or field biologists, not supervisors or staff specialists. The use of out-state staff will be minimized but there are 60 out-state certified shooters who will each be expected to contribute 1.5 weeks of time in the Western DEZ between late October and the end of March. This minimal use of out-state staff will be necessary to keep local staff from burning out. The shooter roster would not include employees classified above the section chief level. Depending on funding, a few additional USDA-WS staff may also be available to serve as shooters on some days.

**LTEs and Volunteers:** The CWD Team Leaders recommend that LTEs and volunteers not be used as shooters in the government culling operation. Shooters must:

- have an in-depth knowledge of deer behavior and habits, be able to read deer sign, and understand the movement of scent in ambient air currents.
- be accurate and safe at long-range (up to 250 yards) with a centerfire rifle.
- know how to read an aerial photo and describe Town-Range-Section-Quarter section, Quarter-Quarter section locations.
- be familiar with the rural social structure and be a courteous person
- possess an expert's knowledge of hunting regulations, safety issues and Chronic Wasting Disease eradication goals.
- be able to follow instructions implicitly while also being a problem-solver and able to work independently and cooperatively.

The principle concern in using LTEs or volunteers for such a serious and critical job is the exposure to risk this agency takes on. One mistake could put in jeopardy the whole CWD eradication effort, involve the agency in a litigated settlement that would be very costly, and ruin the reputation and trust in the agency. Culling deer under conditions not reserved for the public (e.g., shooting at night with lights, shooting near buildings and livestock, near roads) creates risks not normally associated with hunting. For this duty, we need specifically-trained, permanent staff that fully appreciates the seriousness of the work. DNR shooters need to be trained, and permanent staff has this training. This fall, there is no opportunity to train LTE's or volunteers. With limited funds, the investment in training has the best return by focusing on permanent staff that can use this training in multiple years. Hiring LTE's is also an added cost to the program (see **Budget** below).

### **How Many Shooters:**

A minimum of 4 shooters is needed for each of the 8 shooting teams. This allows for two pairs of shooters for travel efficiency, safety, and help with deer dragging and lifting. Four shooters is the minimum reasonable for deer drives. Four shooters is also seen as a minimum to address multiple, priority shooting situations in the same area (e.g. deer coming out into green fields, deer visiting multiple bait sites). Multiple teams may work together occasionally on large properties.

- In the Western DEZ, we propose having 12 local (region and central office) wildlife staff, 4 wardens, and 4 out-state staff per week for culling operations in the 3 core and 2 "spark" areas.
- In the Eastern DEZ and HRZ, we propose having 4 local wildlife staff and 4 wardens per week for late October through December and 8 local wildlife staff and 4 wardens per week for January through March. Out-state staff would not be needed for the Eastern DEZ and the Kenosha County targeted surveillance efforts.

The number of shooters needed would be reduced from that detailed in the above plan during days of inclement weather, during periods when success rates are poor, and if land access opportunities are less than anticipated.

## **Safety:**

- Government shooters will work in pairs from the same vehicle, and each will help the other with deer dragging and lifting into the vehicle.
- Government shooters have received instruction on safe use of firearms and have received or will receive instruction on safe use of tree stands.
- Safety plans will be prepared for each property that shooters enter.
- A shooting duty officer will be assigned to be available for calls should a situation develop during shooting periods. Ken Jonas and Doug Fendry will serve this role in the western DEZ and Eastern DEZ, respectively.

## **Culling Methods:**

Government shooters will be expected to use the best available culling methods for the season and conditions. It is expected that the culling operation will be partially judged based on harvest per shooter day and cost per harvested deer, so the most effective methods must be used.

- Our first choice will be to use stands when this is expected to be productive (e.g. near standing corn, spring alfalfa, and known high deer movement areas)
- Drives will be used at the times of day or season when deer are not expected to be moving much. Drives will be planned with aerial photos and shooter-specific assignments.
- Bait will be used only where we have permission from the landowner and there are relatively high numbers of deer that are not believed to be vulnerable to shooting from stands without bait or with the use of deer drives (i.e. deer are in inaccessible refuge areas or are nocturnal). Bait will only be used when conditions are best for attracting deer, will be used in low quantities at limited numbers of sites, will be used for government shooting only, will be cleaned up immediately after use is discontinued, and will be staffed by shooters at night when deer are most likely to visit the sites. Baiting will begin no sooner than mid-December and only with landowner permission.
- Shooters will operate at night when deer are primarily nocturnal and when day-time shooting is not very effective.

## **Government Baiting**

The use of bait by government shooters may be a controversial issue; however, bait is an essential component of an effective and efficient government culling operation. The goal of government shooters is to quickly depopulate locally high deer populations in locally high prevalence areas, and there is no better method than using bait when there is snow and deer are food-stressed. Bait is the only method available to attract deer to shooting sites from areas where they are not vulnerable to hunters. Government culling efforts are very different from recreational baiting. Many private landowners would bait without the intent of killing every deer and/or without the ability to shoot the deer when they are most likely to come to the bait site....after dark. Some would use bait in the same way they are now using large food plots to keep deer away from properties where hunters and landowners are supporting the herd reduction effort. For these reasons, we propose that only government shooters be allowed to use bait. Bait sites would only be placed on lands with the permission of landowners.

We've had internal discussions about the trade-off of potential increased disease transmission with DNR bait sites vs. the benefit of removing extra deer through this method. The Herd Reduction Team believes we need bait to accomplish our CWD control objectives, as deer populations will remain locally high and continue to spread CWD unless they can be accessed and reduced through shooting over bait. The Interagency Health and Science Team endorsed the use of bait for government culling of deer in Disease Eradication Zones. The University of Wisconsin uses bait for trapping deer. Illinois uses bait for their depopulation effort. The Natural Resources Board approved a rule order that allows bait use for culling efforts in a DEZ. Although the External review panel recommended that bait not be used in the culling

effort, it was because of concerns that it could reduce the effectiveness of efforts to get a statewide baiting and feeding ban that was working its way through the legislature at the time of their review.

### **Deer Removal**

We estimate that slightly less than 1 deer will be removed per shooter day on average. We expect that the government shooting operation will remove about 25 deer per day from high priority sites (refuges, high concentrations, high disease prevalence) during late October through December and 30 per day during January through March. An estimated 2300 deer will be removed with the government culling effort, depending on the number of actual culling days and average number of staff used per day. It is also expected that the culling operation will remove deer with a higher prevalence of CWD than those removed by the hunting public, as that was our experience during shooting efforts in February and March of 2003.

### **Use of Culled Deer**

Deer killed by government shooters will be field-dressed and delivered to meat processors for butchering and storage. Venison from deer testing negative will be delivered to participating food pantries. Some deer may be returned to the landowners after sampling, if they so wish.

### **Incentives**

Government shooters would not be eligible for incentives. However, landowners would receive \$200 for each CWD-positive deer removed from their land by government shooters.

### **Overtime**

It is expected that little or no overtime will be needed for most staff employed in the shooting operation. Scheduling will be managed so that overtime is not earned by shooters. The exception may be the 8 landowner liaisons, who may need to work as many as 10 hours per week overtime during peak shooting periods in order to make all necessary landowner contacts, develop plans, and coordinate work of other staff.

### **Budget**

The operational cost of the culling operation is expected to be about \$145,600. Operational costs are based on 28 shooters working 85 days during October 28 – March 31 and 4 shooters working 48 days during January – March. The estimate is based on the use of 24-28 local staff and 4 out-state staff shooters per day. Estimated operational costs amount to \$100 per local two-person team per day and \$200 per out-state two person team per day. Costs will be reduced if there are more than expected bad weather days, shooters are not used during periods of low efficiency, or land access opportunities are less than anticipated. The cost estimate does not include salaries, because FTEs will be paid regardless of the work they are assigned to do. There is no additional salary cost to assign them to CWD work. The operational cost per deer removed by government shooters is estimated to be \$63 (\$145,600/2300).

If LTEs were to be used as additional or replacement shooters, then additional operational funds would be needed. The Human Resources Bureau would classify LTE shooters as Wildlife Technician-Advanced, so each LTE shooter appointment would cost the department an additional \$12,784 (24 weeks months at \$13,317 per hour). A 4-person LTE shooting team would require a budget of \$51,136 for salaries. It does not appear that we have the funds to use LTEs instead of FTEs for the culling effort.



## SHOOTING DUTY OFFICER JOB DUTIES

The Shooting Duty Officer is responsible for managing the training and daily operations of the shooting activities for the CWD Winter Campaign. This includes making recommendations to improve shooter efficiency and techniques. The Shooting Duty Officer reports to the Operations Chief.

### New Shooters:

- Provide training to ensure shooters understand the shooting instructions, and maintain records on who completed the training.
- Provide training on the safe use of tree stands, and maintain records on who has successfully completed the training.

### Daily Operations:

- Prepare shooting folders and distributes these to shooters. This includes an alternate assignment per two-person team, and the following nights assignment so shooters can scout and prep the following nights shooting site.
- Give daily briefing to shooters on items such as safety issues (weather, etc.) and other topics as they arise.
- Distributes ammunition and equipment to shooters. Maintains records on who has which equipment bag. Works with Logistics to replenish equipment as needed.
- Complete the daily CWD Shooting Log. Provide a copy to the Shooting Operations Chief, and attach a copy to each deer pick-up form.
- Call Law Enforcement Agencies at beginning and end of shift.
- Prepare a deer pick-up form for each shooting site with dead deer to be picked up. Attach a copy of the plat page and air photo for each shooting site.
- Review shooters daily CWD Shooting Session Report at the end of each shift to ensure accuracy and the reports are complete.
- Remove shooters red name tags from tan Resources Board and place them in the red Resource Board once the shooter as checked out from their shift.
- Keep Operations Chief informed of any problems and work with Operations Chief to resolve problems.

REVISED 13 FEB 03



## Liaison/Shooting Duty Officer Check Sheet

Date: \_\_\_\_\_ Shooting Duty Officer: \_\_\_\_\_ Liaison: \_\_\_\_\_

**Liaison Shooting Plan Preparation:**

	<u>County</u>	<u>Site #</u>	<u>Date</u>
Shooting plans prepared by _____ for _____	_____	_____	_____
Shooting plans prepared by _____ for _____	_____	_____	_____
Shooting plans prepared by _____ for _____	_____	_____	_____
Shooting plans prepared by _____ for _____	_____	_____	_____

**Plan components include:**

- Safe back stop for all sites
- Sufficient detail on aerial photos – land boundaries and locations of other nearby shooters
- Red dot or circled “ No Shoot” structures or pasture areas
- Location of stand (marked with an X) and bait (marked with a B)
- Plat maps for general locator map usage
- Signed private land Access and Shooting Authorization Agreement

**Liaison Contact Requirements:**

	<u>Time</u>	<u>Date</u>	<u>Method</u>
Landowner of site # _____ contacted at _____	AM/PM	_____	_____
Landowner of site # _____ contacted at _____	AM/PM	_____	_____
Landowner of site # _____ contacted at _____	AM/PM	_____	_____
Landowner of site # _____ contacted at _____	AM/PM	_____	_____
Landowner of site # _____ contacted at _____	AM/PM	_____	_____
Landowner of site # _____ contacted at _____	AM/PM	_____	_____
Landowner of site # _____ contacted at _____	AM/PM	_____	_____

	<u>Time</u>	<u>Date</u>	<u>Method</u>
Town chair/clerk contact for _____ township	AM/PM	_____	_____
Town chair/clerk contact for _____ township	AM/PM	_____	_____
Town chair/clerk contact for _____ township	AM/PM	_____	_____
Town chair/clerk contact for _____ township	AM/PM	_____	_____

**Shooting Duty Officer Role - Shooting plan review:**

Shooting Plans approved by SDO for \_\_\_\_\_ County for sites # \_\_\_\_\_ Date \_\_\_\_\_

Shooting Plans approved by SDO for \_\_\_\_\_ County for sites # \_\_\_\_\_ Date \_\_\_\_\_

Shooting Plans approved by SDO for \_\_\_\_\_ County for sites # \_\_\_\_\_ Date \_\_\_\_\_





Wisconsin Department of Natural Resources  
Training Details for Courses like ('ADVANCED CWD MARKSMANSHIP'; 'CWD MARKSMANSHIP'; 'CWD MARKS

CO	AT	Reg Div	Name	Start	Course	Course Name	Provider	Amt	Hours
				08/06/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
			<b>Div Total 1</b>					.00	20
ES			BARTLET, GERALD A	06/03/2003	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
ES			DHUEY, BRIAN J	07/23/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
ES			ERLANDSON, DALE L	06/26/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
ES			LAWHERN, TIMOTHY J	06/28/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
ES			MARTIN, KARL J	07/30/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
ES			VAN DEELEN, TIMOTHY	07/30/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
ES			WARNIKE, DONALD K	07/16/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
			<b>Div Total 7</b>					.00	140
LD			BAHTI, THOMAS M	06/26/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
LD			BATHA, CARL A	06/26/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
LD			CROSSLEY, ALAN	08/20/2002	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
LD			GLENZINSKI, BRIAN J	05/27/2003	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
LD			RYAN MADOLNY, TAMARA M	05/27/2003	TEMSC	CWD MARKSMANSHIP	DNR	.00	20
LD			THIEDE, KURT A	06/03/2003	TEMSC	CWD MARKSMANSHIP	DNR	.00	20



Wisconsin Department of Natural Resources  
 Training Details for Courses like ('ADVANCED CWD MARKSMANSHIP', 'CWD MARKSMANSHIP', 'CWD MARKS

Reg Div	Name	Start	Course	Course Name	Provider	Amt	Hours
CO LD	THIEDE, KURT A					.00	20
LD	VANDER ZOUWEN JR, WILLIAM J	07/16/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	WEISS, NONDOR T	07/23/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
	<b>Div Total</b>					<b>.00</b>	<b>20</b>
	<b>Reg Total</b>					<b>16</b>	<b>160</b>
NE LD	ALLNESS, ERICA	06/03/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	320
LD	BROCKMAN-MEDERAS, KAY M	08/20/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	BUCHHOLZ, AARON D	08/20/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	HOLZWART, JAMES C	05/27/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	HUFF, JOHN J	08/13/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	KRAMER, KARL H	07/23/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	LANG, JEFFREY A	06/10/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	MELLA, TIMOTHY L	08/13/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	NIKOLAI, RICHARD A	06/24/2004	TEM/SC CWD	SHARPSHOOTER	DNR	.00	20
		08/20/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	PRITZL, JEFFREY J	06/10/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	28
LD	RANDALL, MARK S	08/13/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20

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 Training Details for Courses like ('ADVANCED CWD MARKSMANSHIP', 'CWD MARKSMANSHIP', 'CWD MARKS

Reg Div	Name	Start	Course	Course Name	Provider	Amt	Hours
NE LD	RANDALL, MARK S					.00	20
LD	ROBAIDEK, JAMES A	08/13/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	TOMASKO, JAMES G	08/20/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	WOODBURY, BRYAN J	06/22/2004	TEMSC ADVANCED CWD MARKSMANSHIP		DNR	.00	20
		06/28/2006	TEMSC CWD MARKSMANSHIP RE-CERT		DNR	.00	£
		07/30/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
	Div Total 17					.00	36
						.00	304
NO FD	Reg Total 17 CHRISTANSON, WILLIAM L	07/30/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	304
FD	KANGAS, STEVEN M	08/06/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
FD	LINDNER, KETH W	07/16/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
FD	WISSINK, RICHARD L	08/13/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	Div Total 4 BACON, BRUCE R	06/03/2003	TEMSC CWD MARKSMANSHIP		DNR	.00	80
LD	BERINGER, PATRICK S	08/06/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	BORCHERT, ERIC J	08/13/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	BRUGGINK, PAUL W	08/06/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	CHRISTEL, NANCY M	08/20/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20

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## Wisconsin Department of Natural Resources

## Training Details for Courses like ('ADVANCED CWD MARKSMANSHIP', 'CWD MARKSMANSHIP', 'CWD MARKS

Reg Div	Name	Start	Course	Course Name	Provider	Amt	Hours
LD	CHRISTE, NANCY M	06/10/2003	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	ENGMAN, PETER Q					.00	20
LD	HANSON, ROBERT E	05/27/2003	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	HOFFMAN, STEVEN R	06/03/2003	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	JONAS, KENNETH W	08/13/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	JONAS, LAWRENCE J	08/13/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	KOOKER, PAULA	07/16/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	MCCULLOUGH, CHARLES R	05/27/2003	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	MCDONOUGH, RANDY L	08/13/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	MORGAN, KEVIN A	05/27/2003	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	NAAS, TODD A	07/30/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
		06/29/2004	TEMSC ADVANCED CWD MARKSMANSHIP		DNR	.00	€
LD	OLSON, JOHN F	08/13/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	26
LD	RUED, KENNETH M	08/20/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	SCHMIDT, MARK E	08/20/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	SCHULTZ, RONALDN	08/06/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20

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Wisconsin Department of Natural Resources  
Training Details for Courses like ('ADVANCED CWD MARKSMANSHIP', 'CWD MARKSMANSHIP', 'CWD MARKS

Reg Div	Name	Start	Course	Course Name	Provider	Amt	Hours
LD	SCHULTZ, RONALD N	07/30/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	STOWELL, LAINER	07/30/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	TESKY, LOWELL H	08/06/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	WEIDE, RICHARD A	07/16/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	ZECKMEISTER, MICHAEL T	06/26/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
	Div Total 24					.00	466
SC AT	Reg Total 28 FREDIG, LARRY F	08/06/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	546
EC	Div Total 1 AQUINO, MARK D	08/13/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
ES	Div Total 1 ANDERSON, RUSSELL A	06/10/2003	TEMSC CWD MARKSMANSHIP		DNR	.00	20
ES	PETERSEN, LEROY R	07/23/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	Div Total 2 BATES, DONALD P	07/23/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	40
LD	BUENZOW, BRIAN J	07/23/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	COLDEN, STEVEN A	06/03/2003	TEMSC CWD MARKSMANSHIP		DNR	.00	20
LD	CORNELL, ALLEN B	07/30/2002	TEMSC CWD MARKSMANSHIP		DNR	.00	20

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 Training Details for Courses like 'ADVANCED CWD MARKSMANSHIP', 'CWD MARKSMANSHIP', 'CWD MARKS

Reg Div	Name	Start	Course	Course Name	Provider	Amt	Hours
SC LD	CORNELL, ALLEN B					.00	20
LD	DUERST, MICHAEL G	06/26/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	FENDRY, DOUGLAS B	06/26/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	FOLLEY, BRUCE K	07/30/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	FOY, MICHAEL K	06/26/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	GILLES, THOMAS P	06/10/2003	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	HOWARD, THOMAS J	08/20/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	HUDSON-STANEK, JENNIFER L	01/09/2007	TEM/SC	CWD MARKSMANSHIP CERTIFICATION	DNR TIM LAWHERN	.00	20
LD	ISHMAEL, WILLIAM E	06/26/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	0
LD	KILIAN, CHARLES F	06/26/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	KOPACEK, CRAIG J	06/10/2003	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	LEHMAN, PHILIP E	06/03/2003	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	LOBNER, ERIC C	07/23/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	NELSON, ANDREW L	07/16/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20
LD	RAMMINGER, ALLEN J	07/30/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	20

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Training Details for Courses like ('ADVANCED CWD MARKSMANSHIP', 'CWD MARKSMANSHIP', 'CWD MARKSMANSHIP', 'CWD MARKSMANSHIP')

Reg Div	Name	Start	Course	Course Name	Provider	Amt	Hours
SC LD	SAMERDYKE, PAUL S	08/20/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	WEDERT, DEBRA S	07/23/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	WIPPERFURTH, JAMES A	08/20/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
	<b>Div Total</b>					.00	400
	<b>Reg Total</b>					.00	480
SE LD	EILERT, EDWARD R	07/23/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	GATLING, CHARLES G	05/27/2003	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	ISAAC, THOMAS A	07/23/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	JACKLEY, JAMES J	05/27/2003	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	KATSMA, DALEE	07/30/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	KLOCK, STEVEN L	07/30/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	LIEN, RICKY D	07/30/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	LIZOTTE, TIMOTHY E	08/20/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
LD	WEDERT, DANIEL G	07/23/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C
	<b>Div Total</b>					.00	180
WD	MCNELLY, JAMES L	06/26/2002	TEM/SC	CWD MARKSMANSHIP	DNR	.00	2C

Wisconsin Department of Natural Resources  
 Training Details for Courses like 'ADVANCED CWD MARKSMANSHIP'; 'CWD MARKSMANSHIP'; 'CWD MARKS

Reg Div	Name	Start	Course	Course Name	Provider	Amt	Hours
SE	WD	MCNELLY, JAMES L				.00	20
		Div Total 1				.00	20
WC	ES					.00	200
		Reg Total 10				.00	20
		CORK JR, RONALD W	06/03/2003	TEMSC CWD MARKSMANSHIP	DNR	.00	20
ES						.00	20
		STRINGHAM, SHAWNA K	06/10/2003	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	40
		Div Total 2				.00	20
		CARSTENS, JESS L	07/16/2002	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		DAHL, GREGORY W	07/16/2002	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		DUNN, JOHN C	07/16/2002	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		GAPPA, MICHAEL J	07/16/2002	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		GEEGER, ANTHONY E	06/03/2003	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		GREENE, RICHARD L	08/06/2002	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		HALL JR, WAYNE H	07/16/2002	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		HARDY, DARREL A	08/06/2002	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		HIRT, WILLIAM J	06/03/2003	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		JOHANSEN, KRIS A	06/03/2003	TEMSC CWD MARKSMANSHIP	DNR	.00	20
LD						.00	20
		KARDASH, LESA H	06/23/2006	TEMSC CWD MARKSMANSHIP ADV TRNG	DNR	.00	20

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 Training Details for Courses like 'ADVANCED CWD MARKSMANSHIP', 'CWD MARKSMANSHIP', 'CWD MARKS

Reg Div	Name	Start	Course	Course Name	Provider	Amt	Hours
WC LD	KARDASH, LESA H	06/21/2006	TEM/SC CWD	MARKSMANSHIP BASIC TRNG	DNR	.00	18
LD	KELLY, BRENDA F	08/13/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	27
LD	LICHTE, RONALD P	07/23/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	MARKOWSKI, BRIANA	05/27/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	MATHEYS, DAVID G	06/03/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	MICHELSON, ROBERT C	05/27/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	MILESTONE, CARRIEL	06/10/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	OLSON, DUANE M	08/06/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	ROBAIDEK, JON F	08/06/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	ROSENTHAL, KENYON M	05/27/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	WINDSOR, MICHELE A	08/06/2002	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
LD	WOLF, GARY G	05/27/2003	TEM/SC CWD	MARKSMANSHIP	DNR	.00	20
Div Total						23	447
Reg Total						25	487
Report Total						121	2,337



## WI DNR LE Qualified CWD Government Shooters List

### WARDENS

Dave Algrem  
Dave Allen  
Henry Baumann  
Brad Biser  
Scott Bowe  
Mark Burmesch  
Lance Burns  
James Cleven  
Ron Cork  
Kelly Crotty  
Jeff Dauterman  
Andy Dryja  
Brian Ezman  
Barry Fetting  
Wayne Flak  
Byron Goetch  
Mitch Groenier  
David Hausman  
Ben Herzfeldt  
Mike Hischboeck  
Dale Hochhausen  
Jim Horne  
Dave Horzewski  
Bob Jumbeck  
Jeff Knorr  
Nate Kroeplin  
Casey Krueger  
Roy Kubisiak  
Mark Little  
Ed McCann  
Barry Meister  
Carl Mesman  
Dan Michels  
Kevin Mickelberg  
Bill Miller  
Matt Modjeski  
Gervis Myles  
Ben Nadolski  
Paul Nadolski  
Mike Neal  
Nick Nice  
Pat Novesky  
Dave Oginski Jr.  
Tim Otto

### DEPUTY WARDENS

Tom Hansen  
Ron Kazmierczak  
Tom Kroeplin  
Bill Mitchell  
Jim Plenty

Joe Paul  
Jeremy Peery  
Brad Peterson  
Tim Price  
George Protogere  
Pat Quaintance  
Boyd Richter  
Wade Romberg  
Rick Rosen  
Todd Schaller  
Jon Scharbarth  
Jill Schartner  
Mark Schraufnager  
Mike Sealander  
Chris Spaight  
Mike Stahl  
Tyler Strelow  
Ken Thomson  
Korey Trowbridge  
Tom Van Haren  
Ryan Volenberg  
Dave Walz  
Matt Walz  
Matt Weber  
Nick Webster  
Bill Wrasse  
Mike Young  
Dave Youngquist  
Dave Zeihen

KAF 12/04/2012

Kyle Drake  
Joe Jerich  
Ted Dremmel  
Jen Niemeyer  
Ron Preder  
Bob Lee  
Jason Roberts  
Steve Sanidas  
Mike Clutter

## Retirees

Cletus Alsteen

Jon Bronsdon

John Christian

John Collison

Mike Cross

Steve Dewald

TJ Edwards

Bill Engfer

Randy Falstad

Kendall Frederick

John Glennon

Robert Goerlinger

Paul Hanneman

Dennis Kirschbaum

Mike Kitt

Gregory Langrehr

Mike MacKenzie

Lyle Manteuffel

Chris McGishick

Bruce Nimz

Mike Spors

Dick Wallin

John Weber

Russ Wilson

Todd Wipperman

Richard Wolff

Tom Wrasse

John Plenke

John Bronikowski

