

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

**SUBJECT:** Retirement resolutions

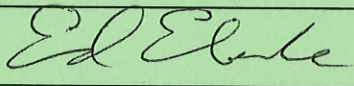
**FOR:** May 2018 Board meeting

**TO BE PRESENTED BY:** Secretary Meyer

**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. James Cleven (Law Enforcement)	30
2. Thomas A. Duke (Forestry)	36
3. Robert J. Fahey (Fisheries)	33
4. Dennis Gawronski (Waste and Materials)	10
5. Tom Hauge (Wildlife)	37
6. James Holzwart (Wildlife)	27
7. Thomas W. Kroeger (Parks)	10
8. Carol Kunze (Customer Service)	23
9. John E. Lubbers (Forestry)	33
10. "Neal" Raymond Paisley (Wildlife)	24
11. Jerry Reetz (Wildlife)	43
12. Kevin Scharhag (Fisheries)	36
13. Curt Wilson (Forestry)	39

**RECOMMENDATION:** That the Board adopt the retirement resolutions for May 2018.

Approved by	Signature	Date
Daniel L. Meyer, Secretary		5-3-18

by Ed Eberle

## **Retirement Resolution**

James Cleven, Conservation Warden in Menomonie, will retire from the Wisconsin Department of Natural Resources on February 01, 2019 after 30 years of dedicated service to the citizens of the State of Wisconsin.

James began his career with the Wisconsin Department of Natural Resources in 1988 where he worked as a Natural Resources Technician at the Poynette Game Farm.

James became a Conservation Warden in 1989 and was originally assigned to the Milwaukee field station in 1989. He later transferred to Menomonie in August 1990 where he served as a field warden until 2019.

James was instrumental in developing relationships with local sportsman's groups, including the Dunn County Fish and Game Association, where he was the Youth Committee Chairman and he also served as a Board Member. James was involved in many Youth programs throughout his career including many youth fishing and hunting programs.

WHEREAS, James Cleven 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes James a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Thomas A. Duke, NW District Forestry Leader in Antigo, retired from the Wisconsin Department of Natural Resources on October 6, 2017 after 36 years of dedicated service to the citizens of the State of Wisconsin.

Thomas Duke was hired with the DNR Division of Forestry on 9/28/1981. He spent the first decades of his career as the public lands lead forester, county liaison, and assisted with fire suppression efforts in Marinette, Oconto, and Langlade Counties. On 6/30/2002, Tom began a series of promotional roles. First as the Lincoln/Langlade Forestry Team Leader through 12/25/2005. Then, the Regional Forestry Staff Supervisor – 12/26/2005 through 11/6/2010, supervising and responsible for forest health, nursery, silviculturalist/ecologist and state forests in the 18 counties of northern WI.

Tom became the Regional and District Forestry Leader from 11/7/2010 through 10/7/2017, supervising and responsible for all forestry and fire aspects in the 18 county Northern Region. He was involved with numerous statewide initiatives and forestry policies, hiring, and liaison for numerous cross functional teams such as WI Conservation Congress, Forestry Hall of Fame, and the Wildlife Policy Team. His passion, talents, and dedication will leave a positive impact on the future success of WI's forests.

WHEREAS, Thomas A. Duke 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes Thomas a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Robert J. Fahey, Fisheries Operations Supervisor in Fitchburg, retired from the Wisconsin Department of Natural Resources on March 12, 2018 after 33 years of dedicated service to the citizens of the State of Wisconsin.

Bob's career began at Fitchburg in June 1984 as a Labor Helper, Limited Term Employee for the Madison Area Fish Management team. From 1985 to 1988, Bob held various LTE positions with the Bureau of Fish Research and the Bureau of Technical Services.

In 1988, Bob was hired as a permanent Fisheries Technician at the Lake Mills State Fish Hatchery, where Bob eventually became the Coolwater Foreman. He was subsequently promoted to Hatchery Supervisor at Lake Mills in 2000, where he oversaw continued refinement of the pond fertilization program that led to the consistent production of millions of walleye for southern Wisconsin.

Bob was named Supervisor of the Nevin State Fish Hatchery, Fitchburg, in 2006. In 2008, he was promoted to South Central Region Fisheries Operations Supervisor. In 2010, Bob was named supervisor of the newly combined Southeast and South Central Region Operations crews, which were merged to form the South District Fisheries Operations Team.

Bob's many accomplishments, dedication and reliability have set a high standard for the Fisheries Management program.

WHEREAS, Robert J. Fahey 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes Robert a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Dennis Gawronski, Natural Resources Program Specialist in Madison, retired from the Wisconsin Department of Natural Resources on May 1, 2018 after 10 years of dedicated service to the citizens of the State of Wisconsin.

Dennis served as the Owner Financial Responsibility Coordinator for the Waste and Materials Management Program. He oversaw the financial responsibility requirements for all solid waste facilities in the state to ensure that facility costs are borne by the site owners, rather than the taxpayers protecting the citizens of Wisconsin from undue financial burden. Dennis took pride in working cooperatively with facilities to achieve compliance and build trust through many years of expert customer service and is well respected in the industry for his knowledge and common sense approach.

WHEREAS, Dennis Gawronski 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes Dennis a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Tom Hauge, Wildlife Management Bureau Director in Madison, retired from the Wisconsin Department of Natural Resources on March 1, 2017 after 37 years of dedicated service to the citizens of the State of Wisconsin.

Tom began his career in 1979 as an LTE Wildlife Technician at the Poynette Game Farm. He worked his way through the wildlife management ranks in the field from a Fish & Wildlife Planner, to the Spring Green Wildlife Manager. He then came to the bureau in Madison where he served as the Animal Damage & Private Lands Specialist, then Public Lands Section Chief, to the Wildlife Management Bureau Director in 1992.

Tom has dedicated his life to wildlife conservation, leading a program for 24 years responsible for managing over 570,000 acres of public lands, comprising 175 state wildlife areas and administering wildlife hunting, trapping, damage abatement, education, outreach programs.

Tom's notable efforts include the initiation of hunting seasons for wolves, mourning dove and crow as well as expanded bear hunting opportunities. He led large deer initiatives including Deer 2000 and the implementation of the Deer Trustee Report. He also adapted the North American Bird Conservation Initiative Model to WI and was nationally recognized for his leadership on the Mississippi Flyway Council.

WHEREAS, Tom Hauge 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes Tom a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

James Holzwart, Wildlife Biologist in Berlin, retired from the Wisconsin Department of Natural Resources on March 2, 2018 after 27 years of dedicated service to the citizens of the State of Wisconsin.

Jim started in Green Bay as a Private Lands Biologist, but quickly moved to his dream job at Berlin as the Wildlife Biologist for Green Lake and Marquette Counties. There he managed over 20,000 acres of state land including Grand River, White River, and Germania Marsh Wildlife Areas.

Jim led the most productive duck banding operation in the state, overseeing the banding of over 30,000 ducks during his career. He involved many volunteers, promoting appreciation for the Wildlife program. Jim facilitated the move of the Berlin Field Office to the White River property and established an agreement with national partners to bring whooping cranes to eastern Wisconsin by making the property available for training and release of young cranes.

Jim served on the influential Waterfowl and Turkey Advisory Committees for most of his career. In 2012 he was recognized as Wildlife Biologist of the Year, and the Wisconsin Chapter of The Wildlife Society recognized Jim with the Don Rusch Memorial Award for a career of creating and supporting hunting opportunities in Wisconsin.

WHEREAS, James Holzwart 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes James a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Thomas W. Kroeger, Parks and Recreation Specialist in Lakeshore State Park, retired from the Wisconsin Department of Natural Resources on May 4, 2018 after 10 years of dedicated service to the citizens of the State of Wisconsin.

Tom demonstrates an extreme passion in orchestrating a landscape of prairies throughout Lakeshore State Park that has contributed in making lakeshore one of the most photographed locations in Milwaukee, and a haven for migratory birds. A landscape that provides a quality experience for anglers, visitors traveling through the park on designated trails and guests at the marina.

Tom expanded the partnerships working closely with organizations such as City of Milwaukee, Milwaukee World Festival, Art Museum and Discovery World. Education and partnerships are an area Tom took to heart to promote the WI DNR Careers, urban wildlife, prairie and Lake Michigan ecology. Tom routinely guest lectured at colleges and universities such as UW – Milwaukee and School of Fresh Water Science. Over the past 10 years, Lakeshore has been a resource for prairie and natural and natural landscapes for Riveredge Nature Center, and Historic Third Ward. In 2017 Lakeshore offered over 130 programs in topics such as: Urban Wildlife, Prairie Ecology and Wisconsin Geology.

WHEREAS, Thomas W. Kroeger 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes Thomas a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair



## **Retirement Resolution**

Carol Kunze, Customer Service Representative in Wausau, retired from the Wisconsin Department of Natural Resources on January 4th, 2018 after 23 years of dedicated service to the citizens of the State of Wisconsin.

Carol Kunze started her employment with the State working for UW Stevens Point in 1995. She found her permanent home with the Department of Natural Resources in the year 2000. For the last 18 years, Carol served in the Bureau of Customer and Outreach Services as a Customer Service Representative-Senior.

Carol's true calling was customer service as she took great enjoyment in helping others experience Wisconsin's great outdoors. Carol was kind and patient as she assisted outdoor enthusiasts young and old. It was rare for a week to go by without a customer sharing a positive comment about the service Carol provided. She took pride in her work and in being a public servant to the citizens of Wisconsin.

WHEREAS, Carol Kunze has served the people of the State of Wisconsin faithfully and well in the performance of duties and has thus earned the commendation due an exemplary public employee;

NOW, THEREFORE, the Natural Resources Board at its March 2018 meeting recognizes such faithful service with due respect and gratitude, wishes Carol a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

John E. Lubbers, Oconto Falls Forestry Team Leader in Green Bay, retired from the Wisconsin Department of Natural Resources on February 1, 2018 after 33 years of dedicated service to the citizens of the State of Wisconsin.

John was hired in 1984 and served as forester/ranger or forester in Montello, Green Bay and Babcock. In 1992 John transferred to Marinette as Area Forestry Staff Specialist. John promoted to Northeast Regional Forester/FMO in 2000. John became the NE Regional Forestry Staff Supervisor in 2002, Green Bay Team Leader in 2012 and Oconto Falls Team Leader in 2017.

John served on the Forestry Policy Team, Forestry Operations Team, State Forest, Forest Health and Urban Forestry Working Groups, Law Enforcement, Fire Management, and Public Lands Specialist Teams, 2012 IMT Ad-hoc Committee and Training Committee for the Great Lakes Forest Fire Compact. In 1999 John drafted the forest management sections of the first master plan for the Menominee River Natural Resources Area. John also led the Plan Process Team for the Peshtigo River State Forest's first master plan approved in September 2007.

John served as the Planning Section Chief for the Marinette/Peshtigo Areas and Northeast District Incident Management Teams (IMTs) and as Deputy Planning Section Chief for the WI All Hazard IMT.

WHEREAS, John E. Lubbers 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes John a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

"Neal" Raymond Paisley, Natural Resources Property Supervisor in Babcock, retired from the Wisconsin Department of Natural Resources on May 12, 2018 after 24 years of dedicated service to the citizens of the State of Wisconsin.

Neal started his career with the Department at the La Crosse station in 1994 where he worked as a Natural Resources Research Scientist and Wildlife Biologist until 2001. In 2001 Neal promoted to the Natural Resources Property Supervisor in Babcock at the Sandhill Wildlife Area.

During Neal's career he was involved in two important wildlife research projects, including the first Wisconsin wild turkey research project that documented food habits and survival in Wisconsin and a research project on the Mississippi River that identified the spatial ecology and survival of snapping turtles. These research projects provided a foundation for wildlife biologists and policy makers to make management decisions.

Neal worked for 17 years as the Natural Resources Property Supervisor at the Sandhill-Meadow Valley Work Unit. During that time he provided oversight of the management of over 90,000 acres of state managed land where he worked to protect and enhance the wildlife and recreational resources within those areas that benefitted wildlife and the citizens of Wisconsin.

WHEREAS, "Neal" Raymond Paisley 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes "Neal" Raymond a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Jerry Reetz, Wildlife Technician in Berlin, retired from the Wisconsin Department of Natural Resources on March 30, 2018 after 43+ years of dedicated service to the citizens of the State of Wisconsin.

Jerry worked at Berlin as a Wildlife Technician for Green Lake and Marquette Counties his entire career. He was hired as a Natural Resources Assistant 1 on June 7 1974. There he cared for over 20,000 acres of state land including Grand River, White River, and Germania Marsh Wildlife Areas.

At White River Marsh, Jerry facilitated the relocation of the Berlin Field Office to the property, restored and developed many shallow wetland basins and led the development of an area for the training and release of young whooping cranes to restore this federally endangered species to eastern Wisconsin.

Jerry supported the most productive duck banding operation in the state at Grand River Marsh, assisting with the banding of tens of thousands of ducks during his career. He constructed a unique viewing blind, which allowed the public to witness the operation. In 2006, the Wildlife Program recognized Jerry as the Wildlife Technician of the Year. Jerry has also been an important resource for Operation Migration and the reintroduction of Whooping Cranes to eastern Wisconsin.

WHEREAS, Jerry Reetz 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes Jerry a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Kevin Scharhag, Fish Propagation Technician in Spooner, Wisconsin at the Governor Thompson State Fish Hatchery, retired from the Wisconsin Department of Natural Resources on May 4, 2018 after 36 years of dedicated service to the citizens of the State of Wisconsin.

Kevin began his career with the department in 1982 as an LTE for Fire Control, assigned to the Shelton Tower. A year later he worked trout habitat and then began his career at the Governor Thompson State Fish Hatchery in 1984 as an LTE labor helper. In 1998, he became a 6 month seasonal Natural Resources Assistant 1, a year later he promoted to a 9 month seasonal FTE Fish Technician where he dedicated his time for the remaining 19 years of his career.

WHEREAS, Kevin Scharhag 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes Kevin a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair

## **Retirement Resolution**

Curt Wilson, NE District Forestry Leader in Green Bay, retired from the Wisconsin Department of Natural Resources on February 26, 2018 after 39 years of dedicated service to the citizens of the State of Wisconsin.

Curt Wilson was hired in 1979 as an accelerator forester, soon taking on full time duties as a forester/ranger. He had a successful field career managing the fire, public lands, and tax law programs in northern WI. From 1984-86 Curt became the Assistant Forestry Training Officer in Tomahawk handling statewide hiring and training coordination. In 1986 he started his long-standing career of supervisory roles first as the Wautoma Work Unit Supervisor. Curt's leadership and ability to manage all Division programs awarded him the Area Supervisor role at Green Bay from 1992-96. He then spent 1996-97 as the Basin Team Leader for the Lower Fox/Lakeshore GMU, integrating cross-department program management. Curt served as the NE Regional Forestry Expert/Fire Management Officer (FMO) from 1997-2000.

From 2000-2018, he served in key leadership roles as NE Region Land & Forestry Leader and NE District Forestry Leader. During Curt's tenure, he helped create many forestry policies, and built relationships with staff and partners that will forever impact the success of WI forestry.

WHEREAS, Curt Wilson 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 May 2018 meeting recognizes such faithful service with due respect and gratitude, wishes Curt a healthy, happy and rewarding retirement, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Terry N. Hilgenberg, Chair