ORDER OF BUSINESS  
12/05/2016  1 PM  Conference call

I. ORGANIZATIONAL MATTERS
A. CALL TO ORDER
Meeting called to order by Larry Bonde at 1:04 PM.

B. ROLL CALL
ATTENDEES  Larry Bonde, Al Shook, Dale Maas, Lee Fahrney, Joe Weiss.
Kari Lee Zimmerman, Mike Schmit.

C. Agenda approval and repair
DISCUSSION  Chairman Bonde stated that there was no changes to the agenda as published.
ACTION  Motion by Fahrney 2nd by Shook to approve agenda as published.
  Motion carried.

D. NA
DISCUSSION
ACTION

II. INFORMATION & ACTION ITEMS
A. DNR alignment update
Sanjay Olson / Todd Schaller
DISCUSSION  Sanjay Olson gave an update on the realignment plan.
  He stated that the reason for this realignment was that it was a good business practice and was
  needed to meet customer needs. The current direction of the department was an unsustainable
  model the departments customers have high expectations and varied needs and to accomplish
  this goal as available monies dwindle a new method of operation is necessary.
  The legislature is more engaged with the department and we as a department did not have the
  needed tools to help us explain to the legislators the myriad of duties that the department is
  tasked with. Because many of the assigned duties were intertwined across multiple accounts it
  became very difficult to explain actual duties and costs to perform them.
  Departments duties in Conservation and Natural Resources along with our customer service
  needs have been creating additional demands on staffing, the new plan is intended to minimize
  some of the shortcomings and allow staff to do the job they were hired for and need to continue.

  The mission of DNR has not and will not change. Last year our preliminary realignment was in
  an effort to better match funding, there are multiple accounts that are drawn on during many of
  the projects the department undertakes. This part of the model will better implement the
  realignment; we just need to be nimble enough to adapt to it. There will be changes in the work
  plan for some but like any business we need to be flexible to change in order to meet our mission
  and goals. We found in many cases managers were performing multiple duties not necessarily
  within their job description, Having a wildlife manager working on repairing or establishing a
parking lot is a long ways away from managing wildlife, they did this with all the best intentions and trying to get the job done but this example is one of many duties that needs to be addressed. We will be going back to our core values and those duties not associated with that will be assigned to more appropriate departments; wildlife managers will manage wildlife, parking lots and controlled burns will be assigned to Forestry.

Todd Schaller chief warden gave an overview of the plan changes in law enforcement.
Todd stated that under current state statues the department is allowed 194 total credentialed Game Wardens (that includes field and administrative staff). Currently there are about 160 State Park and State Forest Rangers that have been trained and carry the credentials the same as a warden. Much of their duties as a Ranger do not justify carrying full-time credentials. A study was done to review the amount of time spent by the Ranger staff in actual "credentialed work" after review it was determined that approximately 33 full-time positions was the a work equivalent of the Ranger staff.

Over the next 18 months to 2 years the Bureau of law enforcement will add the 33 full-time positions, those current credentialed Rangers will have to make a decision on whether or not they continue on as credentialed or shift to a job more appropriate with their duties. The Rangers will be allowed to request assignment to the Bureau of law enforcement my goal as Chief Warden is to take the 33 best and most qualified individuals out of that work pool.
AI shook asked what the hundred or more non-credentialed Rangers were going to do? Is all the work that needs to be done and is currently being done who will do that? Todd stated that the current Rangers non-credentialed work is still needed and would continue on in the model for the future. He stated that those Rangers that did want to be State game wardens (and were accepted) would not experience any financial loss and possibly even have an increase in wages. Those that would not have credentials would continue on at the same wage level or possibly even slightly higher that needs to be worked out. Joe Weiss asked where 33 wardens would be assigned once this is all worked out. Todd stated they have looked at staffing and have asked staff in some areas to give ideas and input along with some of our stakeholders on the areas of the potential reassignment. Ultimately we need to assign this additional workforce where they are needed most. Todd reiterated that this is a work in progress and the department will work with the Conservation Congress and other stakeholders to get it right, regular reviews and feedback from our partners will help us make whatever adjustments that may be needed.

Sanjay stated that forestry will do all control burns, it will be Wildlife Management that makes the decision on when and how much to be burned but forestry will do the burn. It may take until the 2018 burn cycle to get this all worked out. It will require some legal verbiage that will allow additional flexibility as to how some of these burns will take place and we may partner with others in the future. Forestry has also been tasked with reviewing equipment resources as it pertains especially to the Southern part of the state, the Northern forest area of the state is reasonably well-equipped but there will need to be some adjustments in the South. They will also be tasked with reviewing our heavy equipment needs over the next 3 year cycle. In some cases it may be more practical to rent some of our heavy equipment such as bulldozers and backhoes. Forestry has some very specialized equipment that may not be practical to rent when needed.
Dale asked if there is a danger of no having rental equipment available in the case of an emergency. Sanjay said that was a good question and that they are adding that to their review process the main priority is to ensure health and safety of the public in the event of any emergency need. Again this will be done over a three-year period so much input and time will be spent in refining this plan.
Another area of review is to the 3 R program specifically dealing with recruiting and retention
of outdoor users. The model is being developed to rework our process and use national trends and tactics specifically with Hunter Education, Hunting and Fishing. This will also include a component that will better allow for review and to measure success in programs in the future.

Both Sanjay and Todd stressed that this step in the alignment is not written in stone, it’s just a starting point and with everybody’s help we will be able to make minor adjustments as we move forward.

**ACTION**

Motion by Dale 2nd by Al to have the chair write letter to the Leadership Council and the Delegates announcing changes in the realignment process.

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**B. Previously proposed land sales**

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**DISCUSSION**

Larry reported that at the previous natural resources board meeting 10 parcels were flagged by the Wisconsin Wildlife Federation for no sale. After this occurred he contacted all County delegates that were contained in this 10 parcels to find out if there was a legitimate problem or not. After review of the 10 parcels should be sold as proposed. He is concerned that none of these issues came up when the Congress sent out alerts and a request for information on any parcels that were proposed for sale. We need to do a better job communicating amongst ourselves to prevent this from happening this will be talked about it future Leadership Council meetings.

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**ACTION**

Informational item only no action necessary at this time.

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**III. MEMBERS MATTERS**

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**A.** Lee reported on status of the Conservation Chronicle, he would like the Outreach Committee more involved with the newsletter. The outreach committee will be meeting on February 11, 2017 to work on assignments for the Chronicle.

Mark Schultz will write an article and give an update on the current railroad crossing issue with public access.

Also a plan for the Chronicles next edition would be an update on County Deer Advisory Committees (CDAC) along with the official request for award candidates prior to the convention. Kari questioned if we wanted to have the deadline for the rewards earlier possibly January 31 Lee felt that wasn’t necessary.

Lee voiced a concern about the Wolf committee meeting hearing and the status of the Wisconsin conservation Congress commitment the Wolf control. He feels we need to affirm our 350 goal concerned about being out of sync with other organizations such as Farm Bureau cattleman’s group and others. Larry concurred with lease concern and will add that item in the chairman’s update in the Chronicle for the next edition.

Lee also talked about the Wisconsin Outdoor News providing space for Congress delegate profiles, Dean Bortz has agreed to allow one per month to be inserted in the Outdoor News. The 1st one came out a couple of weeks ago and was an outstanding opportunity for the Conservation Congress in getting the word out about the caliber of people that we have representing the citizens of this state. The Executive Committee thanked Lee and Dean for their work on the delegate profile an additional delegate list will be forthcoming.
B. Joe arranged a face-to-face meeting with Kari as he works on follow-up on Congress history, he will come to Madison before Christmas and meet with Kari to work on his project.

C. Dale reported that Dave Boyarsky had contacted him on proposed statewide meetings and 2017 to discuss the whitefish situation in the Bay of Green Bay. Exact dates have not been chosen as of yet Dale commented to Dave that the last Great Lakes meeting we had commercial fishermen we had charter captains we had guides along with the delegates was very well-rounded meeting and felt that the good discussion on all issues took place.

Dale also reported he would be gone December 13 through the 24th and most of the month of January.

D. Al had nothing but wished everybody a Merry Christmas and Happy New Year.

E. Kari reported that the agenda for the board meeting did not have many issues concerning the Congress she also reported that the seed act training meeting had been scheduled to follow the next leadership Council meeting in early January.

F. Mike had nothing.

ACTION
Informational only. Merry Christmas to all and to all a good night!
And a Safe and Happy New Year to all!

IV. ADJOURNMENT

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<th>Motion by Joe 2nd by Lee to adjourn motion carried. At 2:28 PM</th>
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<tr>
<td>SUBMITTED BY</td>
<td>Dale C. Maas</td>
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