

WISCONSIN DEPARTMENT OF NATURAL RESOURCES

2013-15 BIENNIAL REPORT



Fly Fishing near Sturgeon Bay, WI
Photograph courtesy of Ben Pierson



**Department of Natural Resources
2013-15 Biennial Report**

Table of Contents

DIVISION SUMMARIES

LAND DIVISION.....	1
FORESTRY DIVISION.....	9
AIR, WASTE, AND REMEDIATION & REDEVELOPMENT (AWARE) DIVISION.....	15
ENFORCEMENT & SCIENCE DIVISION.....	26
WATER DIVISION.....	32
CUSTOMER AND EMPLOYEE SERVICES (CAES) DIVISION.....	47
OVERVIEW OF 2015-17 BIENNIAL BUDGET.....	54
POLICY ON FLEXIBLE WORK SCHEDULES.....	63

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October 15, 2015

Governor Scott Walker and Members of the Wisconsin State Legislature,

I am pleased to provide you with the *Department of Natural Resources 2013–2015 Biennial Report*, in accordance with s. 15.04 (1)(d) Wis. Stats.

The report includes a review of performance and operations highlights, an overview of our 2015-17 biennial budget, and a summary of our agency's policy on flex-time and alternative work schedules.

Please let us know if you have any questions regarding this report or would like additional information.

Sincerely,


Cathy Stepp,
Secretary

AGENCY DESCRIPTION

The Department is administered by a secretary who is appointed by the Governor with the advice and consent of the Senate. The Natural Resources Board directs and supervises the Department and consists of seven citizen members appointed by the Governor with the advice and consent of the Senate. The Department is organized with a headquarters office in Madison, five regional offices and over 200 other field stations and offices. The central office staff assists the secretary in directing the regions, which carry out the field operations of the Department. Over 70 percent of the Department's personnel operate from field stations outside of Madison.

The Department coordinates the preservation, protection and regulation of the natural environment for the benefit of the people of this state and its visitors. Included in its objectives are water and air quality maintenance; water supply regulations; solid and hazardous waste management; fish and wildlife management; forest management and protection; providing parks and recreation opportunities; lake management; wetland, shoreland and floodplain protection; and law enforcement.

The Department also coordinates federal, state and local aid programs of the U.S. Fish and Wildlife Service, U.S. Forest Service, U.S. Environmental Protection Agency and other federal agencies and administers federal funds available for outdoor recreation, thereby taking a lead role in planning state outdoor recreation facilities. It administers state aid programs for local outdoor recreation and pollution abatement.

Land Division

I. DIVISION SUMMARY

The Land Division plans and directs activities to protect, manage, conserve, and wisely use the state's lands, plants, wildlife and recreational resources. This program's goals are accomplished by establishing objectives which include developing and maintaining game and non-game wildlife populations; coordinating long-range programs of management and protection for endangered resources; and providing necessary acquisition, development and operations for statewide recreational and conservation activities within parks, southern forests, wildlife lands, scientific areas and natural areas.

Bureaus within the Division include:

The **Bureau of Wildlife Management** works with people to protect and manage Wisconsin's wildlife populations and their habitats, and to promote wildlife enjoyment and appreciation for the benefit of current and future generations.

The **Parks and Recreation Bureau** provides areas for public recreation and for public education in conservation and nature study. An area may qualify as a state park by reason of its scenery, its plants and wildlife, or its historical, archaeological or geological interest. The Department is responsible for the selection of a balanced system of state park areas and for the acquisition, development and administration of the state parks. The Parks Bureau provides our citizens and visitors, of all ages and abilities, with the highest quality state parks, forests, trails, educational experiences, resource stewardship and services in their pursuit of a full range of nature-based outdoor recreational opportunities.

The **Bureau of Natural Heritage Conservation** works in collaboration with partners and stakeholders to: identify, protect, and manage native plant and animal species and natural communities; to enhance and restore populations and habitats; and, to promote knowledge, appreciation, and stewardship of Wisconsin's native species and ecosystems for present and future generations.

The **Facilities & Lands Bureau** provides an array of professional and technical services to other Department programs for: real estate, infrastructure engineering and construction, facilities management, long and short range property planning, and policy development that guide DNR property operations. The Bureau also manages a variety of Department lands.

II. PERFORMANCE MEASURES

Goal: Provide the highest quality state park experience, resource stewardship, nature education and service to visitors of the Wisconsin State Parks System (WSPS).

Objective/Activity: WSPS currently hosts over 14 million visits each year. To accommodate the significant numbers of visitors enjoying the parks, the Department is pursuing opportunities to expand the recreational offerings available to visitors through the addition and development of new properties and recreational facilities throughout the state. In addition, the WSPS is working to match the available resources system wide with the needs of its visitors in order to maximize efficiencies, implement the tenets of the WSPS strategic plan, and address deficiencies in resources at select locations.

2014 AND 2015 GOALS AND ACTUALS

Performance Measure	Goal 2014	Actual 2014	Goal 2015	Actual 2015
Number of visits to the Wisconsin State Parks System.	14,350,000	15,273,000	14,400,000	15,520,000

2016 AND 2017 GOALS

Performance Measure	Goal 2016	Goal 2017
Number of visits to the Wisconsin State Parks System.	14,350,000	14,400,000

III. ACCOMPLISHMENTS

Bureau of Wildlife Management Accomplishments

Wildlife Species Work

- Trans located 26 wild elk from Kentucky to Wisconsin including the development of health protocols and testing, trapping, and caretaking necessary for a successful release in Wisconsin.
- Continued Chronic Wasting Disease surveillance in CWD management areas, sampled over 12,054 deer statewide, and followed up on 222 sick deer reports.
- Banded over 10,000 waterfowl and doves to assist in developing season frameworks and harvest quotas.
- Conducted the spring waterfowl breeding survey with an estimate of 400,000 ducks.
- Furthered trapper education by working with 200 volunteer trapper education instructors, organizing five “fur schools” annually to train professionals and students, and hosting a national canine necropsy event to develop Best Management Practices (BMP) for trapping furbearers.
- Conducted avian influenza (AI) surveillance via sampling of reported sick or dead wild birds in response to the outbreaks at commercial poultry facilities in Jefferson, Juneau, Chippewa and Barron counties.

- Facilitated wetland habitat projects, including 22 ongoing federal North American Wetlands Conservation Act (NAWCA) grant partnerships, and the completion of 22 waterfowl stamp projects.
- Implemented the first of five years of data collection for the Wisconsin Breeding Bird Atlas II project, in which more than 700 volunteer birders statewide submitted nearly 24,000 checklists representing 1.7 million birds of 229 species.
- With the help of over 200 citizen scientists, continued innovative research and monitoring projects on birds difficult to detect by traditional survey methods, including owls, nightjars, and secretive marsh birds.
- Identified 10 Forest Conservation Areas (FCAs) for priority southern forest birds and initiated pilot projects for bird monitoring and remote sensing of key forest habitat features.
- Worked with the Wisconsin Bird Conservation Initiative to expand the Bird City Program (now at 91 communities) and held a summit in the spring of 2014 that included 150 participants.

Hunting

- Developed the first ever early teal duck hunting season in Wisconsin.
- Stocked 75,000 rooster pheasants annually on public hunting grounds, planted 40 dove food plots on wildlife areas, and created an on-line application for waterfowl, woodcock, dove and pheasant hunters to easily locate prime hunting areas.
- Implemented the Deer Trustee Report by taking action items from the public involvement process, including:
 - Transitioned from 143 Deer Management Units to units based primarily on county and tribal boundaries.
 - Developed a pilot automated deer registration process that will be fully implemented in 2015.
 - Created public and private land antlerless tags for each county.
 - Created publicly-driven County Deer Advisory Councils for each of the 72 counties to provide input on deer management goals.
 - Continued the Deer Management Assistance Program (DMAP) to assist over 700 private landowners and public land managers
- Assisted hunters in the Food Pantry Program, donating 2,265 deer, equaling about 90,000 pounds of ground venison.
- Implemented a comprehensive survey in northern Wisconsin to assess wild turkey distribution to better inform turkey hunting regulations.
- Partnered with conservation clubs to release 78,820 pheasants on 92 public hunting sites.
- Simplified Canada goose harvest reporting in the Horicon Zone and increased hunting opportunity by reducing the size of this limited harvest zone.
- Implemented a Wingshooting for Migratory Bird Hunters program to help hunters reduce the number of wounded and lost game. The program trained 62 instructors from 15 partner organizations who then hosted 17 public workshops reaching 160 participants.

Wildlife Damage

- In cooperation with participating counties in 2014, provided wildlife damage abatement assistance to over 1,000 agriculture producers experiencing damages to commercial agricultural crops caused by deer, bear, geese, and/or turkey. In addition

to providing damage abatement assistance, also paid agricultural producers nearly \$855,000 in compensation for agriculture damages caused by deer, bear, geese, and/or turkey.

- Provided almost \$140,000 in damage compensation to livestock and pet owners for wolf depredations occurring during the 2014 calendar year.
- In 2014, awarded Urban Wildlife Damage and Control Grants to seven municipalities totaling \$24,700 financial in assistance for developing a urban Canada goose or Whitetail-deer management plan or Canada goose or Whitetail-deer removal program.
- In 2014, assisted 657 businesses, municipalities or individuals with nuisance wildlife conflicts by administering issuance of federal or state permits to reduce damage incidents.

Customer Service

- Conducted wildlife education and outdoor skills programs for nearly 81,000 participants at DNR's wildlife conservation education centers.
- After over 20 years of planning and fundraising, "The Great Hunting Grounds" exhibit at the new Horicon Marsh Explorium was opened providing benefits to local, regional, and statewide tourism.
- Provided wildlife conservation education hands-on activities at the MacKenzie Center for the Midwest Outdoor Heritage Education Expo reaching thousands of elementary students.
- Established a Wildlife Rehabilitation Advisory Council and initiated a Keep Wildlife Wild campaign to educate the public about wild animals.

Parks and Recreation Bureau Accomplishments

Recreation Management

- Set record attendance (15.52 million) and revenue records (\$19.44 million) in FY15. Attendance and revenue numbers increased each year from FY13 to FY14 to FY15.
- Advanced camping reservations increased 15 percent from FY14 to FY15.
- In 2014 the Friends of Wisconsin State Parks (FWSP) had 4,950 volunteers contribute 135,000 volunteer hours, and recorded \$545,200 in donations by local Friends groups, volunteers and park visitors.
- Recovery and clean up from two EF-2 tornadoes that swept through Governor Dodge State Park the night of June 29, 2014. No injuries due to staff warning park visitors in advance and getting everyone to safety. All park camping was cleaned up, open and functional for the 4th of July weekend that same week due to overtime efforts of park staff. Salvage timber sales were also set up.
- State park and other DNR staff assisted in the clean-up in the city of Platteville after storms impacted the area, also in June 2014.
- Opened a new 60-site campground with vault toilets and a toilet/shower building at Buckhorn State Park.

- Opened two new toilet/shower buildings, two vault toilets and major infrastructure upgrades at Devil's Lake State Park, and opened a new toilet/shower building at Big Foot Beach State Park.
- Opened a new pool and splash pad at Blue Mound State Park, a new amphitheater at Mirror Lake State Park, a new accessible cabin at Harrington Beach State Park, a new accessible fishing pier at Peninsula State Park, and a new butterfly garden and accessible trail at the Lapham Peak Unit of the Kettle Moraine State Forest.
- Completed master plans or master plan variances for High Cliff, Devil's Lake, Cross Plains, Harrington Beach and Peninsula state parks, and completed Ice Age Trail management plans for Marathon and Langlade counties.
- Completed the Wisconsin State Park System Strategic Plan (2015), the Wisconsin State Park System Capital Improvement Plan (2014), and the Economic Impacts of the Wisconsin State Park System: Connections to Gateway Communities (2014).
- Completed 12 interim Forest Management Plans for state park properties and three master plan variances related to timber management.
- Opened two new water access, kayak campsites at Point Beach State Forest, part of the Lake Michigan State Water Trail.
- Added nearly 20 miles of rail trails and approximately five miles of new trail in state park properties.
- Private donations of over \$600,000 received by the Peninsula Golf Association for a new 6-hole short golf course at Peninsula State Park which opened in 2014.
- Private donations of over \$2.1 million received by the Heritage Hill Foundation to restore a guardhouse at Heritage Hill State Park. Dedicated in 2015, it is now one of the four original buildings from the 1830s located at the park.

Program and Customer Service

- Successfully implemented a pilot program for next day camping reservations at Devil's Lake, Peninsula, Kohler-Andrae, Big Bay and Perrot state parks.
- Placed two additional campgrounds on the online camping reservation system allowing customers to place advanced camping reservations at these properties.
- Launched the Wisconsin State Park System Pocket Ranger App. Approximately 50,000 downloads of this free app have been recorded since the launch in Aug. 2014.
- Celebrated the 50th anniversary of "rail trails" in Wisconsin with ceremonies on the Elroy-Sparta State Trail (the nation's first rail trail) and eight other state trails in 2015.
- Established the Lake Michigan State Water Trail interactive map, and established trail GIS data standards.
- 2015 Friends Stewardship grants awarded to 16 local Friends groups totaling \$239,198 with a match provided of \$318,666.
- Implemented an integrated law enforcement recertification training program that combined all four DNR programs with law enforcement personnel into a single training plan conducted at multiple places throughout the state, which streamlined training and cut travel costs.
- Maintained a credentialed Wisconsin State Park System ranger staff of 187, made up of 122 FTE and 65 LTE natural resource officers, and hired a new Chief Ranger from a nationwide search to oversee officers.
- Completed an Interpretation Program review at all property locations with full-time interpretive staff.

- Maintained relationships with and attended meetings with the National Park Service and Ice Age Trail Alliance.
- Conducted a comprehensive review of Friends group agreements and associated documentation.
- Held Friends of Wisconsin State Parks (FWSP) summits around the state to provide education, networking, resources and support for local Friends groups.
- Distributed nearly 90,000 FWSP calendars in 2014 and 2015 via *Wisconsin Natural Resources* magazine and sold calendars through the FWSP online store to promote the Wisconsin State Park System.

Bureau of Natural Heritage Conservation (NHC) Accomplishments

Outreach and Education:

- Provided more than 100 presentations and field tours on program projects and properties.
- Supported 40 citizen-based monitoring projects across the state through the Citizen-Based Monitoring Partnership Program.
- Completed stopover bird migration habitat workshops near Lake Michigan and Lake Superior.

Property and Habitat Management:

- Through purchase, donations, and trades, acquired 1,282 acres of high quality natural communities and habitats for State Natural Area properties and the public's full use.
- Continued to work on or completed 36 interim forest management plans, 49 integrated property management plans, and 11 master planning teams throughout the state.
- Constructed or maintained approximately 59 miles prescribed fire breaks, 66 property parking lots, and 6 miles of wetland dikes.
- Completed prescribed burns on 11,858 acres of prairie, grassland, oak savannah, and oak barren habitats.
- Controlled terrestrial and aquatic invasive plant species on 6,124.5 acres of State Natural Area properties and other public lands.
- Improved forest habitats through sustainable timber management on 450 acres of State Natural Areas properties.
- Restored or maintained 8,894 acres of public lands in native community habitat types including prairies, grasslands, barrens, and forests.
- Provided technical support and funding to restore or manage over 1,000 acres of private lands for wildlife habitat as part of the LIP program.
- The Volunteer Stewards program had 230 people volunteer to work over 5,032 hours improving and restoring habitats on 26 State Natural Area properties. This effort improved conditions on over 700 acres of public lands.
- With the help of stakeholders, designed the Heritage Site Program, a means by which landowners can be recognized for management efforts to support native plants and animals.

Species Research and Management:

- Began critical research on habitat use of the northern long-eared bat and continued surveillance for white nose syndrome at over 75 bat hibernacula.
- Continued research on wood turtles and restored natural nesting habitat for river turtle species at 9 sites.
- Completed planning and began 1st year of field surveys for Wisconsin's 2nd breeding bird atlas.
- Administered 73 research permits for scientists working on State Natural Area properties.
- Completed 382 miles of snow tracking surveys for rare mammal species.
- Completed annual aerial nesting surveys for 2,400 bald eagle and 650 osprey nests.
- Completed 27 Natural Heritage Biotic Inventories on public lands covering over 96,000 acres of property.
- Completed a comprehensive revision of Wisconsin's endangered and threatened species list, resulting in the delisting of 15 species and the listing of 8 species.
- Worked with hundreds of partners and stakeholders to draft the 2015-2025 update to the Wisconsin Wildlife Action Plan, a voluntary tool to help those working to conserve Wisconsin's native wildlife species and their habitats.
- Worked with hundreds of volunteers who spend over 100,000 hours collecting important monitoring data on native & invasive plants, bats, birds, butterflies, dragonflies, frogs & toads, turtles, and mussels.

Endangered Resources Reviews and Consultations:

- Completed over 500 field visits or consultations to determine impacts of construction and management projects on rare and listed species.
- Reviewed and provide technical assistance on rare species occurrences for over 12,600 acres of forest management on public lands.
- In 2014, The Endangered Resources Review Program released the Natural Heritage Inventory Public Portal, an online mapping application for landowners planning on-the-ground projects in Wisconsin. The Public Portal reduced administrative time related to E&T reviews and made it easier for individuals to comply with federal and state requirements in a fast and cost-effective way.
- Completed 1,868 Endangered Resources Reviews for external customers to help projects avoid impacts to Wisconsin's endangered and threatened species.
- Began the Landowner Conservation Report program to assist landowners in identifying rare species that may be on their properties and help them to meet their conservation goals.

Facilities & Lands Bureau Accomplishments

State Properties

- Initiated master plans on more than 50 Department properties.
- Added 7,312 acres of wildlife area land through fee title, easements, gifts, donations and land transfers.
- During the biennium, purchased land or land rights to over 34,000 acres, of which 99% is open to hunting or fishing.

- Managed land on over 150 fishery areas, the Lower Wisconsin Riverway, the Chippewa and Turtle Flambeau Flowages, wild river properties and hundreds of public boat access sites.
- Maintained inventory of over 625 state-owned boat access sites.
- Completed construction on Montello Dam Reconstruction at a cost of \$9,000,000.
- Completed renovations to Andy Krakow state fishery area—enhancements included fish ladder, new accessible fishing pier and new boat access site.
- Added or renovated 16 boat launches
- Initiated construction on Walleye Initiative projects and Poynette pheasant hatchery project.
- Completed Horicon Marsh interpretive center and displays
- Completed splash pad at Blue Mounds State Park
- Completed ranger stations at Tomah and Prentice
- Completed toilet/shower building and sewer infrastructure at Devil's Lake State Park

Forestry Division

I. DIVISION SUMMARY

The Division of Forestry plans, coordinates, and administers current and long-range programs for the protection, improvement, perpetuation and sustainable use of Wisconsin's forests, as well as the protection of life, property, and resources from wild fire.

Integrating the ecological, social and economic values in managing Wisconsin's forests is critical to ensure the sustainable management of our forests. The Division of Forestry has set five goals -- desired future conditions -- to ensure the forests and their many benefits will be available for future generations. Our success depends on the ability to partner with those interested and affected by Wisconsin's forests to achieve the identified goals. We will promote and strive for sustainable forests by:

1. Ensuring a healthy and protected forest;
2. Maintaining diverse forest ecosystems;
3. Increasing forest productivity;
4. Promoting forest conservation and stewardship; and
5. Providing forest-based recreation

Bureaus within the Division include:

The **Forest Protection Bureau** protects human life, property, and natural resources from wildfire. The Bureau coordinates, provides leadership, and overall direction regarding management, planning and policy development for forest protection, forest fire operations, forest fire suppression, forest fire prevention and forestry law enforcement. It provides leadership, direction and manages the Department's aviation program and radio communication programs. The Bureau administers, evaluates and implements the research, development and fabrication of the statewide fleet of wildfire fighting, fire equipment warehouse and forest site preparation equipment at the LeMay Forestry Center in Tomahawk. In addition, the bureau maintains communications with, and exchanges information and technologies with national, regional and state forest fire organizations, officials and technology centers

The **Forest Management Bureau** promotes and practices the sustainable management of Wisconsin's forests. The Bureau provides statewide coordination, planning and policy development for the urban forestry, private forestry, state forests, other state lands forestry, county forest programs, forest inventory, and resource analysis and utilization. They provide statewide coordination, administration, planning and policy development for the Managed Forest Law (MFL) and Forest Crop Law (FCL) programs. The Bureau administers the state and federal forestry cost share programs and the federal Forest Legacy program. It develops policies for all timber sales on department lands, including documenting, and distributing all sale revenue to the appropriate program. The Bureau provides scientific support and services to internal and external partners working to protect and sustainably manage Wisconsin's forests. The Bureau also provides statewide coordination, planning and policy development for the insect and disease, invasive forest species such as gypsy moth and other foreign pests, diseases and plants; forest hydrology; forest nurseries; tree improvement; forest research; third-party

forest certification for state, county, and private lands; forest ecology including ecological classification systems; and silvicultural programs.

The **Forestry Business Services Bureau** provides support to internal and external partners striving to protect and sustainably manage Wisconsin's forests. This Bureau supports technical and organizational systems for the full Division of Forestry. The Bureau provides coordination, service delivery, and policy development for statewide forest assessment and planning; partnership coordination; service to forest products industries; workforce management; internal and external communications; public outreach and education; IT/GIS applications; IT procurement, analysis, support and training; budget/finance planning and management; and administrative services.

II. PERFORMANCE MEASURES

Goal: Ensure that the Wisconsin timber industry will be able to compete in a global marketplace.

Objective/Activity: Ensure a steady timber supply in Wisconsin by meeting the annual allowable harvest goals on department-owned forest lands, as defined by property master plans.

Objective/Activity: Maintain third-party forest certification on public and private forest lands and seek new opportunities to increase certified forest land acreage in all land ownership categories.

Goal: Ensure that the privately owned forests in Wisconsin are managed to sustain environmental, social and economic benefits.

Objective/Activity: Annually increase the number of management practices on private forest lands that encourage sustainable forestry; accelerate forest productivity for commercial products and other ecosystem benefits; meet the landowners' objectives; and protect water quality within Wisconsin's forest environment.

Goal: Assure sound management of Wisconsin's urban forest ecosystems, which are integral to healthy and sustainable communities.

Objective/Activity: Promote and facilitate establishment and improvement of sustainable urban forest management programs in all Wisconsin communities through the technical and financial assistance.

Goal: Reduce the damage to homes, property and natural resources as a result of wildland fire in the wildland urban interface.

Objective/activity: Promote a cooperative approach to wildfire preparedness through the creation of Fire Adapted Communities.

2014 AND 2015 GOALS AND ACTUALS

Performance Measure	Goal 2014	Actual 2014	Goal 2015	Actual 2015
Percentage of annual allowable harvest goal met on department owned lands	90-110%	105%	90-110%	107%
Total number of management plans prepared	3,400	3,187	3,550	Not Available*
Total number of certified forest acres	7,300,000	7,354,818	7,300,000	7,512,055
Total number of urban forests Developing and Managing Communities	311	401	321	403
Total number of Fire Adapted Communities	17	34	18	40
*2015 data on number of management plans prepared is not reported until after November 1 st				

2016 AND 2017 GOALS

Performance Measure	Goal 2016	Goal 2017
Percentage of annual allowable harvest goal met on department owned lands	90-110%	90-110%
Total number of forest management plans prepared.	3,550	3,550
Total number of certified forest acres	7,500,000	7,500,00
Total number of urban forests Developing and Managing Communities	417	422
Total number of Fire Adapted Communities	42	44

III. ACCOMPLISHMENTS

Improvement initiatives

The Division completed several Lean Government projects in the following areas:

- Karner Blue Butterfly Habitat Conservation Plan;
- Fire equipment maintenance;
- Incident Qualification System updating process;
- Public safety radio inventory;
- MFL ownership transfer process; and,
- State land timber sale administration.

Partnerships that improve the urban forest canopy

- Since 2010, the Green Bay Packers' *First Down For Trees* program has planted more than 3,000 trees, providing lifetime benefits in excess of \$9 million through stormwater runoff reduction, carbon dioxide reduction, energy savings, air quality improvement and property value increase
- The Milwaukee Brewers *Root, Root, Root for the Brewers* Program gave 7,500 seedlings given away to fans at home games during the 2014 and 2015 seasons. The 2014 season also resulted in 70 trees and over 100 shrubs being planted, and part-way through the 2015 season they have committed to 36 trees and counting.
- Building on these two successes, WDNR urban foresters and their sports team partners created a Team Strategy Playbook providing play-by-play instructions for urban foresters to win the support of their local sports teams.

Fight against emerald ash borer continues

Emerald ash borer (EAB) was found in six additional counties in 2013 and in nine new counties in 2014. At this point in 2015, there are 39 counties in total which have been quarantined.

DNR worked with private landowners, communities and public land managers to detect EAB infestations, manage current infestations and prepare forests so future impacts of the invasive insect are reduced.

Forestry and the Wisconsin economy

In 2014 the Division of Forestry modelled the economic impacts of the forest industry in Wisconsin as a whole and for each individual county. The results were published in county specific reports and statewide fact sheets. Highlights include:

- Wisconsin is the top state in the U.S. in paper production and wood furniture manufacturing.
- Forestry is the number one employer in Forest, Iron, Lincoln, Price, Rusk, Taylor and Trempealeau counties.
- Forestry ranks among the top 10 industries by output and value added in Wisconsin.
- Forestry industry accounts for 1.7% of jobs in the state but provides 4.9% of foreign exports and 9.3% of domestic exports.

Input from customers on programs and services

The Division of Forestry surveyed key partners in 2014 to gather input on how they feel the division is doing.

- The vast majority of partners reported a high level of satisfaction in key areas.
- Valuable feedback on areas of improvement was also received.

Also, beginning July 2014, all email sent by staff has had a link to a customer satisfaction survey and the results have shown that most of the customers were "very

satisfied” (91%) or “satisfied” (6%) with the customer service received from a DNR staff member.

Updated data and increased timber sales

Between 2014 and 2015 the Division of Forestry updated forest reconnaissance data on almost 250,000 acres of department lands.

Updated recon data improved the calculation of allowable timber harvest goals.

Timber sales from state lands totaled more than \$11.7 million during fiscal year 2014 up nearly nine percent from the \$10.8 million during fiscal year 2013 and up 126 percent from the levels of a decade ago.

Burning permits offer better customer service

In 2014, the Division introduced a more user- and mobile-friendly page on the DNR website to make it even easier for customers to find daily burn restrictions and current fire danger information. This page gets about 600,000 hits per year.

Saving structures from fire

During the most recent fire season the Department achieved the goal of saving 90 percent of the structures threatened by wildland fires.

In 2014 the Department awarded \$564,123 in 222 grants to local fire departments to enhance their capacity to suppress wildland fires and prevent damage to homes and other structures. In 2015, the Division awarded \$565,131 in 213 grants.

Lessons learned from 2013 fires

After Action Reviews (AAR) are used by the Division of Forestry to improve our ability to protect human life, property, and natural resources from wildfire. In 2014 two major AARs were conducted which found the following:

- 80 instances of successful tactics and outcomes and 94 lessons learned and recommendations from the Germann Road Fire (7,442 acres).
- 13 instances of commendable decisions and actions taken and 23 lessons learned and recommendations from the Cranberry Fire (656 acres).

Protecting working forests

In 2014, DNR purchased a working forest easement on 13,692 acres in Iron County called “Twin Lakes.” Through 2015 Wisconsin now has over 224,000 acres of forest under working easements which helps protect and preserve the integrity of the northern forestlands in perpetuity, prevent forest fragmentation and promote the sustainable use of the northern forests.

An access road fund endowment was established for lands protected under a conservation easement to pay for the management (i.e. maintenance and damage repair) of private roads on which the public is granted access for recreational purposes.

The fund will ensure that roads remain in a condition that allows for continued recreational use and as well as forest management activities.

Private forest lands help meet consumer demand for wood products

Enrollment by private forest landowners in the state's MFL Program reached an all-time high. During 2014 and 2015, more than 68,000 acres were enrolled.

Research into the impact of MFL enrollment on harvest yields show that small account MFL harvests generate 33% more wood per acre than individually or family owned lands not enrolled in MFL.

Air, Waste and Remediation & Redevelopment (AWARE) Division

I. DIVISION SUMMARY

The **AWARE Division** protects human health and the environment by working in partnership with citizens, communities, businesses and advocacy groups. The program recognizes the interrelationships between air, land and water resources, and relies on environmental indicators, feedback from others, and self-evaluation to continually improve services.

Bureaus within the Division include:

The **Air Management Bureau** protects human health and the environment while accommodating economic growth by developing air quality implementation plans and collaborating with local, state, regional and international partners. Air quality trends, the status of attaining the ambient air quality standards, and the need for public health advisories are determined through air monitoring operations. This bureau promotes market-based approaches to create incentives for seeking lowest-cost methods to achieve compliance. Bureau staff conducts inspections, initiate compliance actions and operate both new source and operation permit programs as required by state and federal law. The bureau works cooperatively with other health agencies, citizens and industry to improve the subprogram, avoid duplication of effort, and educate the public on the health effects of air pollution.

The **Waste and Materials Management Bureau** assures that adverse environmental impacts from the generation, transportation, treatment, storage and disposal of solid and hazardous wastes are prevented through plan review and licensing activities, inspection and compliance actions, and technical assistance and outreach. Through cross-program coordination, this bureau implements a comprehensive, integrated strategy for the prevention, reduction, minimization, recovery and disposal of waste materials. Bureau staff is responsible for reviewing and approving local recycling programs and for providing ongoing technical and marketing assistance to support recycling efforts.

The **Remediation and Redevelopment Program** (RR Program) ensures that contaminated sites are remediated in order to protect public health and the environment, and to assist with returning sites to productive use. The RR Program has responsibility for investigation and cleanup activities at sites that fall under the following authorities: the environmental repair law, the hazardous substance spills law, the federal Superfund law, and Resource Conservation and Recovery Act corrective action and closure authorities. The RR Program is also responsible for implementing the state's Brownfields initiatives, providing spill response and managing abandoned containers, as well as overseeing cleanups at closed solid waste landfills or other solid waste facilities, contaminated sediment sites and closed wastewater facilities. The RR Program promotes the return of contaminated properties to productive use by relying on private-sector incentives to the extent feasible; and by overseeing cleanup activities, assuring the uniform application of cleanup rules, and administering state and federal cleanup funds.

II. PERFORMANCE MEASURES

Goal: Attain the 2008 8-Hour Ozone Standard throughout Wisconsin by March 2016 and attain the 2006 fine-particle (PM2.5) standard throughout Wisconsin by March 2014.

Objective: This goal addresses one of the Air, Waste and Remediation & Redevelopment Program's core functions—improving air quality and by extension, public health in Wisconsin. The Department met the previous goal of attaining 1997 8-hour ozone standard one year ahead of schedule, but the state must continue developing programs and plans to improve air quality and meet the new standards. To insure continued air quality improvement:

- The Department will track and analyze ambient air quality monitoring data. To achieve the goal, the number of monitors violating the standard must equal zero by March 2014 for PM2.5 and zero by March 2016 for ozone.
- The Department will track precursor emissions such as SO₂, oxides of nitrogen, volatile organic compounds, and ammonia.
- The Department will track compliance metrics, such as EPA required frequency (Compliance Monitoring Strategy) for inspections of significant air emission sources.

Goal: Increase the amount of property made available for productive reuse.

2014 AND 2015 GOALS AND ACTUALS

Performance Measure	Goal 2014	Actual 2014	Goal 2015	Actual 2015
Number of air monitors recording violations of eight-hour ozone standard.[75 ppb / 2008 std]	6	4	6	Not available
Number of air monitors recording violations of 24-Hour PM2.5 standard. [35ug / 2006 std]	0	0	0	Not available
Reduce stationary source emissions of SO ₂ in Wisconsin. Measured in tons per day (tpd).	500 tpd	315 tpd	500 tpd	Not available
Reduce stationary source emissions of volatile organic compounds in eastern Wisconsin during the ozone season. Measured in tons per day (tpd).	18 tpd	21 tpd	18 tpd	Not available
Reduce stationary source emissions of nitrogen oxides in eastern Wisconsin during the ozone season. Measured in tons per day (tpd).	45 tpd	47 tpd	45 tpd	Not available
Meet the USEPA Compliance Monitoring Strategy commitment annually. ⁴	243	243	228	227

2016 AND 2017 GOALS

Performance Measure	Goal 2016	Goal 2017
Number of air monitors recording violations of eight-hour ozone standard.[75 ppb / 2008 std]	6	6
Number of air monitors recording violations of 24-Hour PM2.5 standard. [35ug / 2006 std]	0	0
Reduce stationary source emissions of SO2 in Wisconsin. Measured in tons per day (tpd).	500 tpd	500 tpd
Reduce stationary source emissions of volatile organic compounds in eastern Wisconsin during the ozone season. Measured in tons per day (tpd).	18 tpd	18 tpd
Reduce stationary source emissions of nitrogen oxides in eastern Wisconsin during the ozone season. Measured in tons per day (tpd).	45 tpd	45 tpd
Meet the USEPA Compliance Monitoring Strategy commitment annually.	Set annually-federal fiscal year basis	Set annually-federal fiscal year basis

III. ACCOMPLISHMENTS

Air Management Bureau Accomplishments

Air Construction Permits

- Issued 100 air construction permits in FY15.
- On average, air construction permits were issued in 64 days from receipt of a complete application.

Air Operation Permits

- In FY15, 61 facilities received coverage under a Registration Operation Permit.
- In FY15, 84 Title V Operation Permit renewals were issued resulting in a 27% reduction to the Title V renewal application backlog.

Air Quality Improvements

- More counties in Wisconsin meet National Ambient Air Quality Standards (NAAQS) than at any time since 1978, even as we are monitoring for more pollutants and standards have become more stringent.
- Statewide emissions for several key air pollutants have decreased. Between 2002 and 2011 annual NOx emissions were reduced by 34% and annual VOC emissions were reduced by 39%.
- The ozone nonattainment areas in Wisconsin were reduced to one county and a partial county (Sheboygan and the eastern half of Kenosha).

- In spring 2015, for the third year, the Department issued an Air Quality Trends report demonstrating that the overall air quality in Wisconsin continues to improve. This year, the report was updated to include not just ozone and fine particle trends, but all criteria pollutants.
- DNR Air Program staff and management, in cooperation with the Public Service Commission of Wisconsin, analyzed the extensive and complex EPA proposals to regulate carbon dioxide (CO₂) emissions from new and existing fossil fuel-fired power plants, including developing comments for EPA consideration.
- DNR Air Program staff analyzed EPA's proposed revisions to the National Ambient Air Quality Standards (NAAQS) for ozone and submitted comments to EPA in March 2015.

Air Stakeholder Working Group

- The program continued meeting with the Air Management Study Group, an external stakeholder working group which provides the Program constructive feedback on policy and technical issues.

Air Streamlining and Efficiencies

- In June 2015, the Natural Resources Board approved the Department's proposed air permit streamlining rule for adoption. The rule will improve operational efficiency and simplify the permitting processes under the construction and operation permit programs.
- The natural minor exemption progress report was submitted to the Legislature in February 2015.

Tribal Class I Implementation

On May 1, 2015, DNR completed its review of the Potawatomi Tribe's Air Quality Related Values (AQRVs) and associated thresholds and has now formally recognized them. New large air emission sources in the state will now have to ensure that their emissions do not have an adverse impact on the Potawatomi Class I area.

Stage II Vapor Recovery Grant Program

The Air Program implemented a grant program, funded in the 2013 – 2015 biennial budget, to support the voluntary removal, or decommissioning, of Stage II vapor recovery systems. The DNR reached out to eligible station owners and worked closely with service contractors regarding the grant availability and processes. The grant program distributed over \$850,700 to 584 stations, or about 85% of active stations in the eligible area.

Air Quality Monitoring – Technology

The monitoring group made major strides in technological advancements in remote operations which allow an operator to perform basic functions and quality checks from their laptop or smartphone, an upgrade to the data acquisition system and an equipment upgrade to the data logger network for better data security and quicker execution times.

Remediation & Redevelopment (RR) Bureau Accomplishments

- Created in 1995 following passage of the Land Recycling Act in 1994, the RR Program has had a positive impact on the state's environment and economy by

helping to clean up more than 15,600 properties. RR Program staff has worked on sites in all 72 counties, and in 96% of Wisconsin's 1,848 cities, villages and towns. Over 20,000 acres have been returned to productive use since 2004 when tracking began.

Cleanups/Spill Response

- In FY2014, cleanups were completed at 401 contaminated sites. Staff responded to 980 hazardous substance spills and 16 abandoned container cases. Emergency Response Zone Contract (ERZC) was utilized 23 times in FY2014.
- In FY2015, cleanups were completed at 380 contaminated sites. Staff responded to 765 hazardous substance spills and 8 abandoned container cases. ERZC was utilized 15 times in FY2015.
- RR Program staff responded to a 640,000-gallon manure spill from a manure pit in Brussels. The DNR oversaw the construction of berms to contain the spill, eventual recovery of the majority of the manure from a creek, and incorporation of the remainder of the manure in a nearby farm field. The DNR worked with local agencies and the responsible party to contact neighbors about potential issues that could result from the spill. The DNR also assisted with sampling of the creek and local potable wells to document the extent of impacts.
- RR Program staff responded to a reported acid spill from propane tanks, which caused an explosion, a fire, and an evacuation at a metal galvanizing plant in Milwaukee. Immediately Dangerous to Life & Health (IDLH) levels of hydrogen cyanide (HCN) gas were detected in the immediate area of the fire, which consumed the plant's laboratory and maintenance building. Staff worked with the Milwaukee Fire Department's Hazmat Team, the U.S. EPA and their START contractor, the Wisconsin National Guards' 54th Civil Support Team, and the plant owners over a 2-day period to monitor outdoor air quality and ensure that the hazardous atmosphere and fire-fighting liquids were safely contained and cleaned up.

Brownfield Redevelopment

- A DNR Ready for Reuse grant to the Prairie du Chien RDA allowed for the cleanup of a downtown site known as Block 43. Following site closure, a True Value Hardware store was constructed resulting in a \$1 million increase to tax base and 21 jobs in a small community where 42.6% of the population is low to moderate income and the median household income is \$13,500 below state average.
- A DNR Ready for Reuse grant to Cudahy for remediation of a former bottling plant allowed for construction of a \$2.3 million bakery production facility and over 100 new jobs in this community where 15% of the population is below the poverty level.
- The City of Baraboo applied for certification under the DNR's voluntary party liability exemption (VPLE), which ultimately helped attract a buyer who did not have the time or resources to perform an environmental cleanup. That buyer, the Driftless Glen Properties LLC, agreed to construct a \$5 million dollar artisan distillery and restaurant on the site. If the site had not been cleaned up, Driftless would have looked elsewhere to build their facility. The new business began operations in 2014.
- A DNR Ready for Reuse loan to La Crosse for remediation of the former Desmond property allowed for a 72,000 square foot expansion of Kwik Trip's bakery production facility, resulting in an increase of \$13 million in tax base and hundreds of jobs.

- A 16-acre site, now called RiverHeath, along the Fox River in Appleton had a history of over 100 years of multiple industrial uses that imposed significant environmental, logistical and financial hurdles to the redevelopment of the site. RR Program staff assisted the developer, Tanesay Development, with overcoming these hurdles in cooperation with local, state and federal government and other partners. The developer completed the Evergreen building in July 2014 - a four-story building with retail on the ground level, 26 apartments on the upper floors and a green roof. In addition, a public-access river walk was constructed, known as the “Borski Boardwalk,” named by the developer as homage to Jennifer Borski, the DNR hydrogeologist and project manager. The developer said this project would not have happened without her assistance, tenacity and good humor. The next phase of development is breaking ground in fall 2015 and will include additional apartments, public access and commercial space.
- Finish Line Services was a 9.84 acre site in rural Eagle River, Vilas County originally developed as a 7UP bottling plant and later used by a carburetor manufacturer and taxidermy shop. The site foreclosed in 2011 and sat vacant. Phase I and II assessments through the DNR’s Wisconsin Assessment Monies program facilitated the acquisition and redevelopment of the property as a business incubator by the Vilas County Economic Development Corporation. The site now houses three new businesses and a training center for entrepreneurs.
- A \$400,000 hazardous substance grant from the DNR’s Ready for Reuse program to the city of Madison helped fund the cleanup of a four acre city block in the downtown area. The RR Program also provided technical assistance throughout the process, from assessment to redevelopment. In June 2013, the city sold the site to a developer for construction of an \$80 million, 10-story mixed-use project anchored by a 50,000 square-foot grocery store with a rooftop garden. The proposed redevelopment also includes 175 to 240 residential units – including 45 units for lower-income residents. A second phase will provide 22 owner-occupied residences and 65,000 square-feet of retail, commercial and office space.
- The Wisconsin Brownfields Study Group is an independent external advisory group to the DNR created by the state legislature in 1997 to examine how Wisconsin can increase the number of contaminated properties that are cleaned up and returned to productive use. The Study Group, comprised of representatives from local governments, industry associations, law firms, environmental consulting companies and more, remains a valuable and effective advisory body to the RR Program. In 2014 the Study Group developed a far-reaching list of legislative, administrative and fiscal recommendations for consideration by state policymakers, DNR leaders and staff. Over 60 people outside the DNR engaged in the creation of the report through more than 30 open meetings over a nine month period. The recommendations were compiled and printed as a public report in January 2015.
- In spring 2015, the DNR created the Contaminated Sediments External Advisory Group with stakeholders from local governments, law firms, consulting firms, utilities, environmental groups and others with an interest in contaminated sediment issues. Representatives from other DNR programs and state and federal agencies also participate. The purpose of this external advisory group is to provide input to the DNR’s RR Program and Office of the Great Lakes regarding issues and opportunities associated with cleanup of contaminated sediment.
- The former Badger Army Ammunition Plant is becoming one of the state’s newest recreational areas with the help of RR Program staff, who are providing oversight on the remediation of contaminated groundwater, sediment and soil. Throughout the

cleanup process, the RR Program and other DNR staff held numerous open houses in conjunction with the Army to keep area residents up-to-date with the latest cleanup actions. The RR Program remains a partner in the ongoing cleanup and master planning for the Sauk Prairie Recreation Area.

Vapor Intrusion

- In 2014, a comprehensive toolkit of vapor intrusion communication materials was developed and promoted to increase the consistency and effectiveness of communications between DNR, responsible parties and the public. The DNR's continued partnership with the state Dept. of Health Services and this new toolkit will go a long way toward increased protection of public health and the environment.

Redevelopment Assistance

- In this two year period, the RR Program fulfilled 289 requests for redevelopment assistance and helped prepare more than 3,448 acres for redevelopment.

Waste & Materials Management Bureau Accomplishments

DNR supports efforts to grow plastics recycling

- DNR partnered with recycling professionals, businesses and trade associations to establish the Wisconsin Recycling Action Program (WRAP). The focus of WRAP is to increase plastics recycling and reduce the large amount of plastic waste that is landfilled in Wisconsin.
- WRAP focuses on recycling outreach by enlisting retailers, manufacturers and local governments to collect recyclable plastic film from both the public and their own operations.
- An example of what can be achieved is illustrated by the WRAP initiative pilot for a rural area in Dunn County. The pilot program involves rural drop-off locations, a consolidation point within an industrial park and a collection program run by a vocational center. At present, county residents are recycling approximately 400 pounds of plastic bags and wraps every two weeks, at seven rural collection depots.
- A second project is piloting a distribution network to provide low-cost recycling bins to high school sports venues and special events. The Wisconsin Beverage Association, Associated Recyclers of Wisconsin, Council on Recycling and DNR are collaborating on this initiative. The partnership group provided the barrels and lids, signs, transportation and educational and promotional materials for the project.

E-Cycle Wisconsin

- During program year 5 (ending June 30, 2014), E-Cycle Wisconsin collected 37.2 million pounds of electronics for recycling. DNR staff conducted surveys and compiled data to produce its 2014 annual report to the Legislature and Governor, including recommendations for possible legislative changes. In the coming year, E-Cycle Wisconsin and DNR will again hold a stakeholder meeting to discuss challenges facing the program and potential non-legislative solutions to electronic waste issues in the state.

- The E-Cycle Wisconsin program continued to maintain its close engagement with stakeholders by hosting a workshop for electronics collectors and recyclers in May 2014. The discussion focused on the data and policy recommendations included in DNR's 2013 report to the legislature and governor on implementation of the electronics recycling law. The workshop analyzed how Wisconsin's electronics recycling law affects collectors and recyclers, as well as the successes and challenges they face in daily operations.
- Participants suggested possible changes to the program, including adjusting manufacturer poundage targets to adjust to changing products, removing the incentives for rural constituents and finding ways to incentivize municipal collectors and smaller recyclers. Despite some challenges, attendees agreed that the E-Cycle Wisconsin program has increased opportunities for electronics recycling, supported business growth and kept valuable materials out of landfills.

WMM expands availability of on-line data

- The Waste & Materials Management (WMM) Program continues to make it easier for their customers to submit and access data electronically. Over the last year, four new fillable application forms were developed and posted on the Web for easy public access.
- Having the documents on-line makes it easier for customers to find forms, clarifies what is needed for specific application packages and informs facilities about what to expect during inspections. The forms can be found at: <http://dnr.wi.gov/topic/Waste/SWForms.html>
- WMM also worked on several data management projects to streamline current processes and provide customers with vital information more efficiently. Some of the projects included:
 - improved Groundwater Environmental Monitoring System (GEMS) on the Web to allow customers to better search for environmental monitoring data;
 - a new system to track complaints, inspections and other compliance work, which simplifies data entry and improves the reporting capabilities;
 - on-line reporting capabilities for Beneficial Use Annual Reports and Infectious Waste Annual Reports; and automated transfer of required information to US EPA, thereby reducing costs.

Dredge material disposal

- The Waste & Materials Management Program partnered with stakeholders, including the U.S. Army Corp of Engineers, local governments and other DNR programs, to develop simplified processes and practices for managing dredged materials. One example is the Erie Pier dredged material disposal facility in Duluth, MN. Erie Pier disposes of and processes material dredged from the navigational channels in Duluth/Superior. This dredging is necessary for the approximately 1,000 vessels each year that access the largest port in the Great Lakes (based on tonnage) and the 11,000 jobs that go with it. With over 100,000 cubic yards (cy) of material dredged from the Duluth/Superior channels each year, it is important to find safe ways to use dredge material, rather than relying on expensive landfilling. Through integrated collaboration efforts, DNR was able to develop an approach which set testing parameters and approved uses for materials meeting predetermined standards. Since issuing the approval in 2011,

the volume of material from Erie Pier used in Wisconsin has grown steadily from 46 cy in 2011 to 18,731 cy in 2013.

- The importance of finding alternative ways to use or dispose of dredged material led the DNR to create an Integrated Sediment Team. The team will revise and create guidance to help our customers through the permitting and approval process, relying in part on staff ideas on how to best manage sediment and meet economic, environmental and social needs.

\$10 lead acid battery deposit starts in 2014

- 2013 Wisconsin Act 305 eliminated the \$5 maximum deposit a retailer could charge on a lead acid battery, the type of battery commonly used in cars and other motor vehicles. It was replaced with a uniform deposit of \$10. The deposit increases the incentive for consumers to return spent batteries to a retailer from whom a replacement battery is purchased. This law enables retailers to pay a deposit amount closer to the actual value of the materials in a battery.

Mining rules update

- Over the past year, WMM staff led efforts to revise numerous Wisconsin Administrative Codes related to 2013 Wisconsin Act 1, also known as the Ferrous Mining Law. This act modified existing laws relating to metallic mining and created new provisions for the regulation of ferrous metallic mining. The Department is revising certain rules to be consistent with the new law.
- The Natural Resources Board approved the rule changes at its May 28, 2014 meeting, and the changes are now awaiting review by the legislature.

Recycling Excellence Awards

- In 2014 the WMM Program's Recycling Excellence Awards recognized 21 local governments and organizations for their superior recycling efforts and innovations. The award program publicly acknowledges communities with outstanding recycling performance while highlighting the many ways communities and organizations, both small and large, are able to increase the effectiveness of local recycling programs.
- In 2014, the awards recognized eight recycling and waste reduction categories. Four of these categories were based on data from the 2013 Recycling Annual Report. An additional four categories made up the Excellence in Wisconsin Recycling awards, which are presented to communities nominated for their successes. Several of the award categories had multiple winners, reflecting the large number of Wisconsin communities with high-performing recycling programs. The program will enter its third year in 2015.
- Any local government or organization that recognizes excellence in its program or any other program is encouraged to self-nominate or submit a nomination on another program's behalf.

Green Tier is helping Waupaca Foundry achieve zero waste

- The Waupaca Foundry in Waupaca is finding ways to reuse foundry byproducts and aiming to become the first iron foundry worldwide with zero landfill waste. As part of this initiative, the foundry has been recognized by the DNR's Green Tier

program, a cooperative effort that aids and celebrates businesses that seek to reduce waste and reuse products for the public good and market. Waupaca Foundry's success shows that with an innovative spirit industrial byproducts can safely be put to uses that benefit everyone and don't need to be considered "wastes" solely destined for the landfill. It also demonstrates how the DNR can be a partner for new or existing industries to find safe, effective beneficial uses for their byproduct material, saving both money and resources without endangering the environment. Business owners or employees seeking uses for their own industrial byproducts can also consult [Green Tier](#).

Pharmaceutical waste disposal laws updated

- Pharmaceutical waste can affect both the environment and human health, but with two new changes to the law in 2014, collecting and destroying unused medications may be easier for Wisconsin communities. In early 2014, Wisconsin adopted a [drug disposal law](#) to clear up some of the legal barriers to pharmaceutical waste collections. The law also required collection locations to be approved by either the federal Drug Enforcement Administration or the state Department of Justice and to be registered with the DNR. The DNR will post a list of the registered locations on its website. This statute takes effect in July 2015.
- In late 2014, the federal DEA [amended the Controlled Substances Act](#) to make it easier for law enforcement agencies and others to collect drugs from the public. The Wisconsin DNR has worked actively with these agencies to promote these changes and, with them, pharmaceutical waste disposal will be more cost efficient and effective.

Gundersen Health System & DNR collaborate to train inspectors

- Inspecting a hospital for compliance with hazardous waste regulations can be challenging. DNR's hazardous waste program and Gundersen Health System collaborated in April 2015 to train DNR inspectors on how to inspect a healthcare facility. The hands-on, on-site training both raised DNR staff competency in inspecting healthcare facilities and provided detailed feedback to Gundersen about how it manages its waste. Both Gundersen and DNR believe the collaborative training will enable DNR staff to inspect Wisconsin healthcare facilities more efficiently with the least possible impact on facility operations and patient care. In the coming years, this effort will save Gundersen and DNR money on training and encourage safer waste management practices in hospitals and other health care facilities.

Federal rules on coal ash allow state to continue beneficial use efforts

- In late 2014, the U.S. Environmental Protection Agency established [new rules](#) for the management of coal ash, the first ever national rules for managing waste generated by burning coal. The new rules affect ash from all coal burning utilities producing electricity through coal combustion and regulate that coal ash in the same disposal category as household waste and non-hazardous industrial solid waste (see subtitle D of the federal Resource Conservation and Recovery Act). The rules set national standards for the management of these coal combustion residuals. Stakeholders have waited years for these rules to be finalized. Now that the rules are in place, DNR and Wisconsin utilities will continue to work

collaboratively to ensure coal ash in Wisconsin is managed and reused efficiently.

- The DNR's [Beneficial Use](#) program has been successfully managing coal ash for over 15 years, diverting millions of tons of ash from landfills and into productive uses. The new federal rules allow the DNR to continue the Beneficial Use program that has led to its success while also promoting more regular inspection of sites where coal ash is collected, tracing when and how coal ash is being used in our state.

Event recycling toolkit debuts

- In early 2015, the Waste & Materials Management Program developed the event recycling toolkit, an online resource for event planners and organizers looking for efficient and cost-effective ways to reduce waste, increase event recycling and meet state recycling requirements. The event recycling toolkit contains how-to guides, signs and other materials for print or download that help make recycling away from home easy for event organizers, vendors and attendees. The toolkit was inspired by recent event recycling successes in 2014. Wisconsin county fairs, July Fourth celebrations and dozens of other summer festivals last year reduced their waste costs and boosted the recovery of recyclable items, proving that a little planning goes a long way. DNR staff worked especially closely with organizers of the 2014 Sheboygan County Fair who started planning in January. By the time the fair opened in July, they had placed 40 low-cost recycling bins throughout the fair park, and during the fair weekend alone crews collected 5,100 pounds of plastic, aluminum, glass, cardboard and paper.

Innovations in glass and tire recycling

- Wisconsin's recycling law (chapter 287, Wis. Stats.) encourages residents and businesses to keep certain items out of their landfill waste and instead recycle them at the end of their useful life. These items include glass and tires, both materials whose market value has declined over the past few years. The DNR's Waste & Materials Management Program is therefore working to identify new options for recycling glass and tires to the maximum extent possible by bringing together recycling facility operators and potential buyers/users of recovered glass and tires to discuss barriers to recycling, target means of overcoming those barriers and consider more nontraditional recycling uses, such as in roadway construction.

Enforcement & Science Division

I. DIVISION SUMMARY

The Division of Enforcement and Science serves the people and ecosystems of Wisconsin by protecting and enhancing Wisconsin's natural resources and promoting their safe and wise use through:

- Education to persuade and guide as leaders in promoting full compliance with the conservation, environmental, and safety laws established to protect people and natural resources;
- Developing partnerships; rewarding responsible behaviors; and encouraging practices that go beyond compliance;
- Enforcement actions that are fair and consistently applied using a highly integrated approach;
- Providing scientific expertise to guide and assist Department policy formation and program direction;
- Research to answer management questions as well as gain long-term scientific perspective by transferring scientific findings to Department programs, the public and scientific community; and
- Striving to preserve the rights of all to enjoy a safe and healthy environment, now and in the future.

The role of the **Law Enforcement Bureau** is to protect, enhance and promote the safe and wise use of our natural resources through enforcement, education and community based wardening that guarantees fair and equal treatment. Law Enforcement staff support the regulatory and managerial activities of Air and Waste, Land and Water programs through an effective enforcement program. Law Enforcement administers and conducts safety education programs for hunting, boating, all-terrain vehicles (ATVs), and snowmobiles in partnership with volunteer instructors. Law Enforcement personnel throughout each DNR region provide educational and informational presentations to the public on the responsible use and application of natural resource and environmental laws and regulations. This total effort creates and maintains an atmosphere that furthers voluntary compliance to meet the Department's goals of natural resource and environmental protection and public safety, with protection of human life and the environment as the ultimate goals.

The **Science Services Bureau** is a science-based bureau that provides services to all DNR bureaus and regions, and supports a wide variety of scientific and technical services to several of the Department's internal and external customer bases. The work conducted by Science Services provides the scientific basis for Department decision making and policy development. The goals of the bureau are to acquire original knowledge, analyze information, provide information for policy and management decisions, apply the scientific method to the solution of environmental and natural resources problems, and provide science-based support services to achieve Department goals and strategic objectives.

II. PERFORMANCE MEASURES

Goal: Reduce the number of outdoor recreation fatality accidents.

Objective/Activity: Reduce accidents related to outdoor recreation activities, including hunting and fishing, and those involving boats, snowmobiles and all-terrain vehicles (ATVs). Historically, an increase in hours devoted to snowmobile enforcement, education and community involvement has resulted in a reduction in snowmobile fatalities.

Goal: Reduce the cost of fleet operations.

Objective/Activity: Reduce preventable crashes in order to reduce fleet costs, and allow wardens to use more operational funding patrol mileage, complaint response, and emergency response.

Goal: Reduce the cost of fleet operations.

Objective/Activity: Increase the fuel economy of our fleet of warden squads in order to be drive an increased number of miles for more patrol mileage, complaint response, and emergency response.

Goal: Maintain a high level of customer satisfaction.

Objective/Activity: Continue to provide excellent customer service, and measure through the use of Customer Service Feedback survey responses indicating that our staff met or exceeded expectations, was helpful, was professional, and focused on their needs.

Goal: Maintain a high level of customer satisfaction, and be ready to respond.

Objective/Activity: Continue to provide excellent customer service, and be ready to respond to high priority hotline calls that are received.

2014 AND 2015 GOALS AND ACTUALS

Performance Measure	Goal 2014	Actual 2014	Goal 2015	Actual 2015
Reduce the number of snowmobile-related fatalities annually through an increase in enforcement, education and community involvement hours (based on calendar year).	17 fatalities	23 fatalities	22 fatalities	Not available*
Reduce the number of preventable fleet crashes.	19 crashes	15 crashes	17 crashes	Not available*
Improve statewide average fuel economy.	13.25 MPG	13.9 MPG	13.5 MPG	Not available*
Maintain a high level of customer satisfaction by as measured by	90% or higher	96.6%	90% or higher	Not available*

Performance Measure	Goal 2014	Actual 2014	Goal 2015	Actual 2015
survey feedback, % indicating staff met or exceeded their expectations				
Maintain a high level of customer service and be ready to respond to calls for service, as measured by time to relay information on priority hotline calls to a warden.	Average of less than 15 minutes.	8.4 minutes	Average of less than 15 minutes.	Not available*
*Calendar year 2015 information that is unavailable at this time				

2016 AND 2017 GOALS

Performance Measure	Goal 2016	Goal 2017
Reduce the number of fatal recreational incidents annually through an increase in enforcement, education and community involvement hours (based on calendar year). (ATV/UTV, Snowmobile, Boat, Hunt)	8 per 100,000 participants	8 per 100,000 participants
Reduce the number of preventable fleet crashes.	15 crashes	15 crashes
Improve statewide average fuel economy.	13.5 MPG	13.5 MPG
Maintain a high level of customer satisfaction by as measured by survey feedback, % indicating staff met or exceeded their expectations	90% or higher	90% or higher
Maintain a high level of customer service and be ready to respond to calls for service, as measured by time to relay information on priority hotline calls to a warden.	Average of less than 10 minutes.	Average of less than 10 minutes.

III. ACCOMPLISHMENTS

Bureau of Law Enforcement Accomplishments

- FLEET COST REDUCTION STRATEGIES – Evaluated and put into use several strategies to reduce over fleet operations costs, including reducing preventable crashes, reassigning specific vehicles, and purchasing new smaller fuel efficient vehicles based on geographic or specific job duties of individuals.
- GINSENG ENFORCEMENT – Evaluated protection of vulnerable ginseng resources in the state, proposed and implemented rule and procedural changes, and increased enforcement to adequately protect resources.
- TECHNOLOGY EFFICIENCIES – Continued efforts to create efficiencies by use of wireless technology, including increased use the MACH program, as well as

Smartphones and Mifi devices. Savings were realized by reducing office phones and solely using cellular or smartphones for many wardens where appropriate due to adequate wireless coverage. Savings were further realized by analysis and implementation of different rate plans with various cellular providers. .

- **TIMELY ENVIRONMENTAL ENFORCEMENT** – Improved tracking of enforcement decisions and actions, as well as reduced amount of time needed to move Environmental Enforcement forward.
- **RECRUIT WARDEN HIRING** – Hired 24 new permanent credentialed staff in last 2 fiscal years to replace retiring staff.
- **OWI ENFORCEMENT** – Improved our skills to provide a safer recreational environment by training our staff as well other agencies in standardized seated field sobriety testing for better OWI detection.
- **INTERNET INVESTIGATIONS** – Improved our ability to investigate and address violations utilizing computers and social media to provide better service and better address complaints.
- **HUNTER RECRUITMENT & RETENTION** – Worked to increase the number of participation in the hunt for sustainability program - # of programs offered and # of participants.

Bureau of Science Services Accomplishments

NR 219 Revision

Revisions to NR 219 were promulgated to comply with findings by the US Environmental Protection Agency (EPA). On July 28, 2011, the Department received a letter from EPA identifying seventy-five questions and potential inconsistencies between Wisconsin's statutory or regulatory authority to administer its National Pollutant Discharge Elimination System (NPDES) approved program and federal statutes or regulations. The NR 219 rule revision addressed the ninth citation in EPA's letter by deleting analytical methods that EPA has not approved for wastewater and adding methods that are approved.

NR 40 Revision

In 2009, Wisconsin promulgated a comprehensive invasive species rule (ch. NR 40, Wis. Adm. Code, Invasive Species Identification, Classification, and Control Rule) that regulates invasive species as “prohibited” and “restricted.” With certain exceptions, the transport, possession, transfer and introduction of prohibited species is banned. Restricted species are also subject to a ban on transport, transfer and introduction, but possession is generally allowed. Science Services coordinates implementation of the rule and provides support to program bureaus. Throughout the past biennium, the Department worked closely with experts and affected stakeholders to develop revisions to the existing rule, which took effect May 1, 2015. In addition to changes made to the rule language to facilitate compliance, these revisions include listing 49 new prohibited species and 32 new restricted species, delisting two species, and citing two species as split-listed (prohibited/restricted). The regulated status of five species was also changed in response to the most recent scientific information.

Evaluation of the Deer Management Assistance Program (DMAP)

In 2014, The Bureau of Wildlife Management initiated a Deer Management Assistance Program (DMAP) to assist landowners with implementation of their forest regeneration

and deer hunting goals. A second goal was to improve communications and thereby increase trust and credibility with landowners and deer hunters throughout the state. It was important to document DMAP participant satisfaction and attitude changes resulting from participation in order to evaluate progress toward achieving these goals. A formative program evaluation would also identify ways to adapt DMAP to better serve the needs of customers and the agency.

Landowners enrolled 114 properties, covering 43,822 acres in 46 counties, in the program's initial year. Science Services conducted two surveys of these enrollees:

1. A pre-program assessment captured baseline knowledge and attitudes of landowners and cooperators as their enrollment period began. Our intention is to resurvey these customers at the end of the three-year program and compare responses to see if the program produces any changes.
2. The second survey gauged customer satisfaction following the initial year to provide feedback that may benefit current implementation efforts.

Metrics for County Deer Advisory Councils

In September 2014, every county in Wisconsin formed a deer advisory council to provide the Department with recommendations on deer population objectives, antlerless quotas and herd management strategies. Stakeholder groups invited to participate on these councils included hunting groups, agriculture, forestry, local government, transportation, tourism, Chippewa tribes, and the Deer Management Assistance Program. To help inform their recommendations on population objectives, council members were provided with county-specific metrics on trends in deer population size and herd health, impacts to habitat and agriculture, and human-deer interactions. The DNR's Bureau of Science Services provided much of the information contained in the deer metrics booklets and assisted with production of the booklets.

Driftless Forest Network

The Driftless Forest Network (DFN) is a collaboration of multiple partners who are working together to increase landowner engagement in the Driftless Area of Southwestern Wisconsin (USA). Outreach campaigns, under the program "My Wisconsin Woods", have been a core component of the DFN project and were designed to reach unengaged woodland owners through targeted messages and offers. As of spring 2015, 2,054 woodland owners have responded to these offers. Through a comprehensive evaluation approach and survey of participants, preliminary findings suggest that the program is motivating woodland owners down the path towards sustainable and active land management.

Statewide Angler Diary Study

The Bureau of Science Services conducted a yearlong statewide angler diary study for the Bureau of Fisheries Management. The study was conducted on a monthly basis, with a random sample of fishing license holders receiving a diary card and instructions via U.S. mail. The survey asked anglers to record the results of their fishing outings with the objective of documenting the catch and harvest totals for 12 of Wisconsin's most sought-after game fish species in our lakes, ponds, and rivers. The diary results will be analyzed and summarized to develop statewide estimates of the number of fish caught and the proportion of each species that is kept for consumption. These data help the

Fisheries Management program understand angler effort and catch/harvest rates, and monitor trends in angler behavior, desires, and experiences relative to Wisconsin's sport fisheries.

Walleye Research

In 2013-15 the Science Services' fisheries research program collaborated with the Bureau of Fisheries Management to launch a major initiative to reexamine sustainable walleye exploitation rates in the Ceded Territory of Wisconsin using novel methods and metrics. Research goals were to better understand long-term trends in adult walleye densities and walleye natural recruitment, along with the probability of stocking success in the Wisconsin Walleye Initiative in the Ceded Territory of Wisconsin. Natural recruitment was correlated with state geographic location, lake size, and a lower number of growing degree days. The walleye recruitment analysis was used to inform Wisconsin Walleye Initiative stocking strategies to direct extended growth walleye stocking actions toward lakes with the highest probability of reestablishing natural reproduction.

Cisco Research

Science Services' fisheries research program completed a Wisconsin statewide assessment of cisco, an important native coldwater forage fish of muskellunge, lake trout, walleye, and northern pike. Vertical gill nets were set on the majority of Wisconsin lakes with any previous record of cisco presence to test for presence/absence of this species. Results suggested that about 30% of lakes that formerly had cisco do not have this species presently, with most southern Wisconsin lakes no longer supporting cisco populations. Current efforts include sentinel lakes long-term sampling using gill nets and hydroacoustics to better understand cisco dynamics over time in fewer lakes. Loss of native cisco from Wisconsin lakes may have important implications for walleye, muskellunge, lake trout, and northern pike population dynamics and trophy potential.

Water Division

I. DIVISION SUMMARY

The Water Division has broad responsibilities to safeguard public health and safety and provide recreational and aesthetic opportunities for the public. The Water Program accomplishes these responsibilities by protecting and maintaining the state's groundwater, surface water, and aquatic ecosystems.

The Division uses river basins, and the watersheds within those basins, as the basic management units for the program. Basin teams are staffed by Department personnel in full partnership with the public. Decision-making is highly decentralized, consistent and performed on an integrated team basis with statewide support provided by Water Division bureaus.

The **Bureau of Watershed Management** manages activities related to floodplain mapping, dam safety, waterway and wetland protections, and the control of nonpoint pollution in storm water runoff and concentrated area feeding operations (CAFOs). The Bureau regulates dam construction, safety, operation and maintenance; alteration or repair of dams; participates in emergency response activities during flooding events; sets minimum zoning standards for flood prone areas; coordinates with FEMA and local communities on the production of flood maps and studies; sets minimum standards for shoreland-wetland zoning ordinances to help control the intensity of development around water and create a buffer around water; issues permits or approvals for activities that cause physical alterations to navigable waters; issues WPDES permits to control pollutants in storm water runoff from 218 municipalities, over 5,700 industries and 1,500 construction sites (annually) and runoff from over 235 CAFOs; and administers the Targeted Runoff Management Grant Program.

The **Bureau of Water Quality** manages activities that affect the safety and quality of surface water and groundwater for recreational and public use and regulates the discharge of pollutants through the [Wisconsin Pollutant Discharge Elimination System \(WPDES\)](#) permits. The Bureau conducts strategic [water quality monitoring](#); [water evaluation and assessment](#); [citizen monitoring training and support](#); [watershed planning](#); [water quality standards development](#); pollutant loading analysis and [Total Maximum Daily Load \(TMDL\)](#) development; [surface water grants](#); [aquatic plant management](#); [aquatic invasive species monitoring and grants](#); [permit effluent limits calculations](#); WPDES permit issuance and compliance monitoring; and wastewater treatment plant [operator outreach and education](#). The Bureau oversees permittee compliance with approximately 644 municipal permits and 343 industrial WPDES permits; the landspreading of industrial wastewater, septage and biosolids; and the issuance of 280+ ballast water permits and 19 other general permits.

The **Office of the Great Lakes (OGL)** develops policy for, and coordinates implementation of, State of Wisconsin and regional Great Lakes priorities, and oversees sediment management statewide. OGL works across program areas within the Wisconsin Department of Natural Resources (DNR) and other state and federal agencies to advance the priorities and goals for the Great Lakes as part of the Great Lakes Water Quality Agreement. OGL also works across program areas within DNR and other state and federal agencies to advance the priorities and goals for sediment

quality for Wisconsin and the region. OGL works with Federal programs to secure funding for the restoration and protection of the Great Lakes and sediment remediation.

The **Bureau of Fisheries Management** manages and monitors aquatic ecosystems, including sport and commercial fisheries. The Fisheries Management subprogram annually deploys 223.58 positions and approximately \$27 million to manage fisheries in Wisconsin's 15,000 lakes, over 44,000 miles of streams and rivers, two Great Lakes, and a portion of the Mississippi River. This statewide program is supported by user fees from the sale of user-fee fishing licenses, federal Sport Fish Restoration grants, Tribal Gaming funds, and GPR.

Statutory responsibilities include:

1. Management of Fisheries and Aquatic Resources
 - a. Scientific management emphasizing protection, development and use of all desirable aquatic species.
 - b. Provide optimum use and enjoyment of aquatic resources. A healthy and diverse environment is essential to meet this goal and is promoted through management programs.
2. Surveys and Research to regulate use and direct stocking or habitat restoration
3. Habitat Protection and Improvement.
 - a. Actively protect and maintain habitat capable of supporting desirable aquatic species.
 - b. Habitat shall be improved where fish populations can be increased and such improvements are economically and ecologically feasible.
4. Propagation, Rearing and Distribution.
 - a. Rearing fish for stocking in waters lacking adequate natural reproduction and where reasonable returns are demonstrated by surveys.
 - b. Stocking priorities will be based on use opportunities, hatchery production capabilities, cost, and habitat potential.
5. General regulation of fishing as detailed in Chapter 29 of the state statutes.
6. Management of permit programs including fishing tournaments, wild bait harvest, and private stocking.
7. Outreach and Aquatic Education programs to engage the public in the fisheries management program and increase the ecological literacy of our citizens and their relationship to Wisconsin's waters and fisheries.

These responsibilities are fulfilled through scientific surveys of fish populations to assess the status of fish, their harvest and the condition of their habitat, fish health assessments, regulation of harvest by sport or commercial users, habitat restoration, fish population manipulations, selective stocking of gamefish and aquatic education and outreach programs.

The **Bureau of Drinking Water and Groundwater** manages activities that affect the safety, quality and availability of drinking water and groundwater. These activities include:

- a. Public Water Supply
 - Drinking water quality management
 - Public water data systems development and management
 - Federal Safe Drinking Water Act implementation
 - Public water systems compliance/surveillance

- b. Public Water Engineering
 - Community water systems plan review
 - New treatment process evaluation
 - Capacity development program
 - Drinking water system security
 - Potable high capacity well plan review
 - School well plan review
- c. Private Water Supply
 - Well driller and pump installer licensing
 - Well driller and pump installer compliance/surveillance
 - Establishment of special well casing areas
- d. Groundwater
 - Groundwater policy development
 - Inter- and intra-agency coordination
 - Coordinate groundwater monitoring and research
 - Groundwater data management
 - Groundwater quality standards development
 - Underground injection review
 - Heat exchange drilling review
 - Irrigation, dewatering and other nonpotable high capacity well construction review
 - Groundwater quality protection
 - Hydrogeologic expertise in support of groundwater contamination response
 - Well compensation
- e. Water Use
 - Water use data collection and management
 - High capacity well review for impacts to waters of the state
 - Groundwater quantity research
 - Manage statewide water conservation and efficiency program
 - Manage implementation of the Great Lakes-St. Lawrence River Basin Water Resources Compact.

II. PERFORMANCE MEASURES

Goal: Protect public health and safety by ensuring high-risk dams are maintained in a safe condition and appropriate plans are in place for emergency response to dam failures.

Objective/Activity: Maintain the required frequency of inspection of high risk dams (~85 annually). Increase the number of Emergency Action Plans for state regulated dams by at least 25% per year.

Goal: Protect public health and the environment while providing economic growth by efficiently administering the Wisconsin Pollution Discharge Elimination System (WPDES) water permit program.

Objective/Activity: Maintain the WPDES permit backlog at less than ten percent.

Goal: Continue to improve the quality of Wisconsin's waters by completing and implementing total maximum daily load plans for waters designated as impaired.

Objective/Activity: Complete the codification of criteria and processes to identify impaired waters and develop total maximum daily load analyses while completing 80 analyses annually for waters already identified as impaired.

Goal: Protect public health and safety and the state's groundwater resources by ensuring wells are constructed according to department regulations.

Objective/Activity: Perform a detailed inspection during construction at 5% - 10% of the wells constructed each year. This goal is based on current resources, however, the Department believes that ultimately 15% - 20% of new wells must be inspected to achieve adequate compliance with regulations. There are approximately 750,000 private wells in Wisconsin serving approximately 30 percent of the state's 5.5 million people. Over the last 10 years between 6,700 and 18,500 new wells were constructed each year. Well construction features required by department regulations are crucial to the integrity of a well and its capacity to consistently produce safe water. Many of these construction features can only be inspected during the construction phase of the well.

Goal: Protect public health and safety by ensuring public water systems are properly operated and maintained.

Objective/Activity: Perform a detailed inspection at every community public water system at least once every three years and at every non-community public water system at least once every five years. There are approximately 11,000 public water facilities in the state serving approximately 70 percent of the state's 5.5 million people. State oversight of these facilities is essential to assure that they are properly operated and maintained and to protect public health and safety. The facilities' operation, construction and monitoring are evaluated during these inspections, and any deficiencies noted are required to be corrected.

Goal: Protect the waters of the state that are held in trust for all of the people of the state through enforcement of the Public Trust Doctrine.

Objective/Activity: Implement a standardized compliance monitoring program in which a random sample of waterway permit projects are inspected.

Goal: Improve trout fishing in impaired waters in Wisconsin.

Objective/Activity: Maintain and intensively restore trout habitat funded by the Inland Trout Stamp at a level commensurate with staff level and available Trout Stamp.

Goal: Maintain adequate levels of fish stocking in Wisconsin waters, particularly Lake Michigan whose \$200 million fishery is almost totally dependent on stocking.

Objective/Activity: With completion of Wild Rose Hatchery, address infrastructure problems at other Great Lakes Facilities.

2014 AND 2015 GOALS AND ACTUALS

Performance Measure	Goal 2014	Actual 2014	Goal 2015	Actual 2015
Number of high-risk dams inspected per year.	61	71	71	78
Number of state-regulated, large dams with emergency action plans (188 at the end of FY08)	450	356	450	383
Complete 80 total maximum daily load analyses annually for waters identified as impaired. ¹	40	0	0	0
Maintain Wisconsin Pollution Discharge Elimination System water permit backlog at under 20 percent (Majors-discharge flow equal or greater than 1,000,000 gallons per day). ²	20%	30.7%	20%	24.3% ³
Number of wells inspected during construction.	765	470	765	1,386
Percentage of community public drinking water systems inspected at least once in the past three years. ⁴	--	--	100%	99.6%
Percentage of non-community public drinking water systems inspected at least once in the past five years. ⁴	--	--	100%	99.5%
Percentage of waterway and wetland sites inspected for compliance after they are permitted. ⁵	5%	--	15% ⁶	17.3%
Of water permit sites inspected, percentage constructed in locations and with designs that meet statute and rule standards. ⁵	70%	--	70%	80%
Percentage of waterway and wetland permits that are general permits.	50%	Waterway-- 63%; Wetland-- 86%	50%	Waterway-- 66%; Wetland-- 89%
Average processing time on waterway and wetland individual permits, measured from the date of receipt of a complete permit application to issuance of the permit decision.	50 days	Waterway— 53.9 days; Wetland— 55.0 days	70 days ⁷	Waterway—44.3 days; Wetland—61.7 days

Performance Measure	Goal 2014	Actual 2014	Goal 2015	Actual 2015
Maintain and intensively restore trout habitat funded by the Inland Trout Stamp at 20 to 25 miles of trout stream per year depending on staffing.	20 miles restored &/or maintained	35 miles restored &/or maintained	20 miles restored &/or maintained	38 miles of restored &/or maintained.
Complete groundwater studies for Great Lakes hatchery facilities and initiate the scope of work and conceptual engineering for Kettle Moraine Springs Hatchery	Complete scope of work for Kettle Moraine Hatchery	Groundwater study of Kettle Moraine & Les Voigt hatcheries initiated in Oct., 2013	Complete groundwater studies	Groundwater study at Kettle Moraine Springs, including pump test, will be completed in Fall 2015
Successful implementation of years two, three and four of the Wisconsin Walleye Initiative	--	--	Produce/purchase a total of 750,000 extended growth walleyes from public, private and tribal hatcheries for stocking in approximately 137 lakes in the state.	Produced/purchased a total of 691,944 extended growth walleyes from public, private and tribal hatcheries and stocked in 145 lakes in the state.
Acquire stream bank easements along 100 miles of trout and smallmouth bass streams	--	---	Acquire 33 miles of stream bank easements	Acquired 25.2 miles of stream bank easements

Footnotes:

(1)The TMDL goal for 2015 was zero because Wisconsin is currently working on two large-scale, basin-wide TMDL analyses during this time frame: the Wisconsin River Basin TMDL and the Upper Fox River Basin TMDL. These will not be completed until after 2015, but are together expected to result in approximately 150 TMDLs when complete. EPA Region 5 has been briefed and is comfortable with this approach. Goal projections for 2014 and 2015 were based upon the Milwaukee Basin, Upper Fox and Wisconsin River TMDLs. For 2014 and 2015, the Milwaukee Basin TMDLs were delayed and are now expected to be completed in 2016. Work is still progressing on the Upper Fox TMDL and Wisconsin River Basin TMDL.

(2) Goals were set higher than the EPA performance measure due to implementation of new phosphorus rules, development of adaptive management and trading guidance, and TMDL implementation.

(3) Backlog for other WPDES permit categories was as follows: Concentrated Animal Feeding Operations (CAFOs)—8.9%, Stormwater General Permits—12.5%, Stormwater MS4 Individual Permits—5%

(4)The Bureau of Drinking Water and Groundwater did not begin tracking and reporting until 2013. The Bureau had previously tracked the percentage of all public water systems—both community and non-community—that had been inspected at least once in the past five years.

(5) Due to statutory changes in both the wetland and waterway program during the 2013 fiscal year, the Waterway and Wetland program was unable to complete compliance monitoring during the 2014 reporting period. The Department has been modifying its processes, training staff and developing new GPs to meet the goals and revisions to the statutes, and it has re-instituted a compliance monitoring program for the 2015 fiscal year and will be capable of reporting on this performance measure in the future.

(6) Percentage of sites inspected has been modified to 15% to reflect the actual goal for the percentage of waterway and wetland permits that will be inspected for compliance. This number was established back in 2010.

(7) The average processing time for wetland and waterway IPs has been changed to reflect the statutory changes to permit processing timelines. The old goal of 50 days was based upon a statutory timeline of 85 days. Now the statutes allow 105 days to process IPs and the steps have been modified.

2016 AND 2017 GOALS

Performance Measure	Goal 2016	Goal 2017
Number of high-risk dams inspected per year.	85	85
Number of state-regulated, large dams with emergency action plans (188 at the end of FY08)	410	435
Complete 40 total maximum daily load analyses annually for waters identified as impaired. ¹	40	0 ²
Decrease backlog for municipal and industrial point source discharge permits to below 20%. (EPA's goal for every state is below 10%) ³	20%	20%
Number of wells inspected during construction.	850	850
Percentage of community public drinking water systems inspected at least once in the past three years.	100%	100%
Percentage of non-community public drinking water systems inspected at least once in the past five years.	100%	100%
Percentage of waterway and wetland sites inspected for compliance after they are permitted.	15%	15%
Of water permit sites inspected, percentage constructed in compliance with statute, rule and permit standards.	70%	70%
Percentage of waterway and wetland permits that are general permits.	50%	50%
Average processing time on waterway and wetland individual permits, measured from the date of receipt of a complete permit application to issuance of the permit decision.	70 days	70 days
Maintain and intensively restore trout habitat funded by the Inland Trout Stamp at 20 to 25 miles of trout stream per year depending on staffing.	20 miles restored &/or maintained	20 miles restored &/or maintained
Complete groundwater studies for Great Lakes hatchery facilities and initiate the scope of work and conceptual engineering for Kettle Moraine Springs Hatchery	Develop scope of work for Kettle Moraine Springs and initiate conceptual engineering	Complete conceptual engineering for Kettle Moraine Springs
Successful implementation of years two, three and four of the Wisconsin	Produce/purchase a total of 750,000	Produce/purchase a total of 750,000 extended

Performance Measure	Goal 2016	Goal 2017
Walleye Initiative	extended growth walleyes from public, private and tribal hatcheries for stocking in approximately 137 lakes in the state.	growth walleyes from public, private and tribal hatcheries for stocking in approximately 137 lakes in the state.
Acquire stream bank easements along 100 miles of trout and smallmouth bass streams	Acquire 33 miles of stream bank easements	Acquire 33 miles of stream bank easements

Footnotes:

- (1)EPA is currently developing new performance measures for the impaired waters program; this is a state goal and may be revised in the future based upon EPA performance measures.
- (2)TMDL work is a 5-7 year process and some years may not have completed TMDLS.
- (3)Goals remain higher than the EPA performance measure because of significant staff vacancies currently in the WPDEs program and continued retirements through 2020.

III. ACCOMPLISHMENTS

Bureau of Watershed Management Accomplishments

Runoff Management

- The CAFO program was able to utilize e-permitting to meet a federal requirement to provide public notice for substantial modifications to a nutrient management plan. The system is easy to use for the CAFO owner, and it provides transparency and the opportunity for the public to see the proposed changes and comment.
- With the outbreak of the Avian Influenza in Wisconsin, 9 of the 10 affected farms held CAFO permits. Watershed Management staff along with Waste Management staff worked quickly and efficiently with the Incident Management Team and the farms to comply with any CAFO regulations without holding up emergency measures.
- With the completion of the 2010 decennial census, over 30 municipalities were identified as potentially needing coverage under the storm water MS4 permit that was issued in May 2014. Staff worked through the exemption requests and finally permitted 26 of those municipalities.
- While working with 8 new industrial sand mine applicants, there were no new violations for fiscal year 2015 showing continued collaboration with the industry and the Department to protect the environment.

Dams and Floodplains

- A web-based Technical Assistance Application was developed and deployed. It enables visitors to the Dam and Floodplain webpages to request information or get their programmatic questions answered. The application asks a series of questions that determines the appropriate staff person to reply to the requests and tracks the request and response.

- The New Dam Permit was the first dam application to be added to the e-permitting system. Application materials for Dam Repair/Reconstruction and Dam Transfer have been updated and will be added to the e-permitting system in the near future.

Wetlands and Waterways

- Legislative changes centered around DNR wetland regulation that went into effect on 2012 gave the Department authority to establish a new form of wetland mitigation referred to as an in-lieu fee program. The DNR began creating this new program in spring of 2013, and final approvals from the US Army Corps of Engineers along with the US Environmental Protection Agency were secured in November of 2014. Thus, the WI Wetland Conservation Trust was established as Wisconsin's first in-lieu fee program. This DNR administered program still requires proposed projects to first avoid, then minimize adverse impacts to wetlands and meet all other permit conditions before qualifying to participate in the new program. As administrator for the program, DNR will collect the credit fees, seek public involvement on future restoration projects, and ensure projects are initiated within three years after selling the first credit. Since being approved, this new program has sold 40.52 credits generating over 2 million dollars that will be utilized across twelve watersheds statewide to build projects on the ground focusing on the greatest watershed need.
- The new in-lieu fee program served as a catalyst for the DNR to secure an EPA Wetland Program Development Grant to prepare a statewide assessment of both existing and potentially restorable wetlands and their valuable functions. Currently underway, this effort involves a key partnership between the DNR and The Nature Conservancy to analyze watershed needs, assess currently mapped wetlands, and prioritize potentially restorable sites according to their ability to address needs in accordance with a watershed approach. The end result of this two-year project will be a ground-truthed, GIS-based tool for wetland conservation planning using a watershed approach useful for regulatory program improvements as well as voluntary restoration and protection.
- Two Wisconsin Acts that went into effect in 2012 established new authorities and procedures for the DNR to issue statewide general permits for activities that affect navigable waters and wetlands. The procedure to create these statewide general permits consists of a public comment period and in some cases a legislative committee review process. Since the Acts went into effect 2 ½ years ago, 11 statewide general permits have been created.

2012

- Waterway & Wetland - Municipal Highway
- Wetland - Commercial

2013

- Waterway & Wetland - Utility
- Wetland - Recreational
- Waterway - Fish Habitat
- Wetland - Lake Superior SAMP
- Waterway - Dredging Nuisance Deposit

2014

- Waterway - Net Pens
- Wetland - Dam Repair
- Wetland - Municipal

2015

- Waterway - Temp in stream crossing
- The waterway and wetland website has been modified to seamlessly integrate with the electronic permitting system. The goal of the project was to create a web presentation that was to provide a specific service to customers, namely to assist the public with determining the type of permits needed *before* entering the electronic system to apply for a permit. The goal was achieved through the creation of a series of questions and answers in the form of a decision module for every regulated activity under the jurisdiction of the waterway and wetland program. These decision modules are now located on every WWW activity page and consist of current, mobile-friendly technology. After the permit type is determined based on responses to the questions, the public can link directly to the electronic system and instantly apply for a permit, or they can download pre-application checklists and other supplemental materials to assist with their preparations to apply for a permit once they are ready. The decision modules are so versatile that the same modules will be accessible within the electronic permitting system, so users will have access to the tool whether they enter the permit world through the waterway and wetland website or the Department water permit portal.
Visit the waterway and wetland website, choose an activity, and determine if a permit is needed. <http://dnr.wi.gov/topic/waterways/>
- General Permit applications are offered electronically to the public replacing the less efficient paper application process. Program webpages have been updated with decision modules to help direct applicants to the correct permit type.
- A Lean Six Sigma Process Improvement project was completed for wetland permit review consistency and streamlining. Staff and customers will experience fewer wetland-related delays during the permit application process with policy adjustments being implemented.

Bureau of Water Quality Accomplishments

- The [2014 Water Quality Highlights](#) contains additional information on the program successes listed below.

Wastewater Program

- Key guidance was developed for implementing TMDLs in the WPDES program and achieving phosphorus and other pollutant reductions in a watershed. Read the success story at: <http://dnr.wi.gov/About/documents/Water/WPDES2014.pdf>
- 170 WPDES permits were issued during 2014. The permit backlog (including all municipal and industrial permits) was reduced from 30.7% in 2014 to 24.3% in July 2015.
- 240 WPDES permitted-facility compliance evaluation inspections and 74 laboratory audits to ensure data quality were completed by program staff in 2013-14. 261 permitted-facility compliance evaluation inspections and 93 laboratory audits were performed by program staff in 2014-15.
- Septage staff licensed nearly 500 businesses, certified and registered more than 1200 individuals, reviewed 100's of site approvals, provided more than 15 continuing education courses annually, and investigated numerous complaints.

- WPDES Enforcement: 67 Notices of Non-compliance were issued; 29 Notices of Violation were issued; 24 enforcement conferences were held; 1 referral to the Department of Justice was made; and 4 cases were concluded with [penalties assessed](#) and collected during 2014.
- Revisions to wastewater operator certification and pretreatment administrative rules that improve and streamline programs became effective in 2014. Read the success story at: <http://dnr.wi.gov/About/documents/Water/Rules2014.pdf>.

Water Resources Program

- The Lakes, Rivers and AIS grant program materials were consolidated into a single electronic grant application form for [Surface Water Grants](#) and grant deadlines were also changed for better coordination of project activities. Over \$6 million in surface water grants was awarded in 2015 to 245 groups in 47 counties. Read the success story at: <http://dnr.wi.gov/About/documents/Water/WQGrants2015.pdf>.
- A new [Healthy Lakes grant](#) program featuring funding for five water quality and habitat improvement best management practices for developed shores was created in 2014. Read the success story at: <http://dnr.wi.gov/About/documents/Water/LakeGrants2014.pdf>
- A [lakes and aquatic invasive species \(AIS\) data viewer](#) was released on the DNR web in 2014 that makes it much more efficient for lakes and rivers staff and customers to spatially locate and map AIS data and projects.
- *Wisconsin's Water Monitoring Strategy 2015-2020* was submitted to U.S. EPA for review and comment in July 2015.
- 50 [Natural Community Stratified Random Sampling \(NCSR\)](#) wadeable stream sites were monitored for fish, macroinvertebrates, qualitative habitat, temperature, pH, dissolved oxygen, conductivity, and one total phosphorus sampled during July-August 2014.
- 43 [long-term trend stream sites](#) were monitored for fish, macroinvertebrates, quantitative habitat, temperature, and one suite of water chemistry during July-August 2014.
- 78 stream sites and 10 lakes that were suspected of being impaired, but lacked sufficient minimum data requirements to make an impairment decision were sampled for total phosphorus, macroinvertebrates and/or chlorophyll *a* in order to meet data requirements for an assessment decision in 2014.
- 63 lakes were monitored to continue evaluating [long-term trends](#) in water chemistry. These data records may be used to evaluate the long-term effectiveness of best management practices actions during 2014.
- 14 watersheds (approximately 90 sites) were monitored in 2014 to assess the effectiveness of best management practices to control pollutants, watershed protection, and watershed planning. Watersheds were distributed across the state and chosen based on site-specific needs.
- Wisconsin's 2014 online [Water Quality Report to Congress](#) ("2014 Integrated Report") provided descriptions of water quality programs, emerging issues and new initiatives, and summary reports of water quality conditions dynamically linked to DNR's databases.
- A total of 5,607 waters had sufficient data to assess during the 2014 cycle. 4,836 waters (86% of those assessed) met all assessed designated uses; 123 waterbodies

were identified as having fully attained water quality standards and were removed from the impaired waters identified by the DNR in 2002.

- The Wisconsin River TMDL modeling team created a [technical report](#) explaining the methodology deployed to define land cover and land management data in the Wisconsin River TMDL study area.
- Water evaluation staff completed the development of a new modeling tool named [EVAAL](#) that identifies agricultural fields that could be at high risk for erosion or gully formation and allows nonpoint source implementation planning to target these critical areas. Read more about the tool at: <http://dnr.wi.gov/About/documents/Water/EVAAL2014.pdf>

Office of the Great Lakes Accomplishments

- Milwaukee Area of Concern – Lincoln Creek phase 2 underway, ~35,000 cubic yards of PCB contaminated sediment removed
- Sheboygan Area of Concern dredging completed and 147,000 cubic yards of contaminated sediment removed
- Lower Menominee River –Ansul site dredging complete, 259,000 cubic yards of arsenic contaminated sediment removed; Menekaunee harbor complete, 27,000 yards of contaminated sediment removed
- Fox River – dredging continuing, ~1.2M cubic yards of PCB contaminated sediment removed
- St Louis River – Frazer Shipyard study underway to dredge the channel

Bureau of Fisheries Management Accomplishments

- Fisheries Monitoring - Sampled on average over 1000 lakes, rivers and stream sites per year to assess fish population, habitat health and angler harvest. Managed fisheries in 15,000 lakes and 44,000 miles of streams and rivers. Wisconsin is entering its second decade of standardized monitoring of fish populations and habitat in its lakes, rivers, and streams. The upgraded and standardized monitoring system, along with a state-of-the-art database management system, has allowed Wisconsin's fisheries biologists and administrators to examine important statewide as well as local trends in fish population dynamics and harvest, providing in turn key insight needed for effective regulation development and long term planning.
- Fish Propagation - Raised and stocked over 6 million fish in FY14 and over 7.6 million fish in FY15. In FY14 produced/purchased a total of 454,957 extended growth walleyes from public, private and tribal hatcheries that were stocked in 112 public waterbodies of the state. In FY15 produced/purchased a total of 691,944 extended growth walleye that were stocked in 145 public waterbodies of the state. The Department initiated hatchery infrastructure improvements at three of our walleye producing hatcheries through the Wisconsin Walleye Initiative. These improvements had been identified in our long-term hatchery facilities improvement plan which identifies needed upgrades and technology improvements required to

maintain high levels of production of quality fish for stocking and maintenance of important fisheries in the state.

- Trout Habitat - Improved and maintained habitat on 122 trout streams; 35 miles in FY14 and 38 miles in FY15. Wisconsin's trout habitat program has been in a leadership position in this field for most of the last 60 years. The program has evolved over time and is currently focusing on less intensive, more natural-like methods to improve in-stream habitat for specific trout species and life stages.
- Trout Management - The Department's Trout Management Team launched a statewide effort in 2011 to review inland trout fishing regulations. Stakeholder input was solicited through a series of public meetings, an online survey, and mail surveys of lapsed and current inland trout anglers. In addition, a Trout Management Task Force of about 40 people from around Wisconsin was formed in early 2013 to get input and develop goals for the future of Wisconsin's trout fisheries. Fisheries biologists also held a series of public meetings in September 2014 to discuss specifics of the trout regulation proposal. In general, stakeholders asked for more quality fishing opportunities, less confusing regulations, and fewer special regulations. The inland trout regulation proposals were supported by votes at the Spring Hearings in 2015 and will go into effect in January 2016. For all inland lakes and ponds there will be a consistent statewide open season from the first Saturday in May to the first Sunday in March and a daily bag and size limit that matches the county base regulation. The trout fishing seasons on inland streams and connected springs and spring ponds will lengthen. The early catch and release season on streams (where it currently exists) will begin on the first Saturday in January and end on the Friday preceding the first Saturday in May and open harvest season will be extended by two weeks from September 30 to October 15 on all streams. The inland trout size limits and bag limits were changed in every county, which reduces the number of special regulation types from 41 to 10, allows for additional harvest opportunities, improves the range of sizes of trout, protects species from harvest in some waters, and expands opportunities to catch trophy-sized trout in other waters.
- Panfish Management – During the 2013-2015 biennium, a broad scale outreach effort focused on panfish fisheries culminated in an adaptive management project to evaluate the efficacy of restrictive panfish regulations for improving size structure. This project was the leading recommendation from a 10 year strategic plan which was also nearly completed by the end of FY14. The experimental regulations project includes over 100 lakes where panfish average size is not currently meeting management goals and one of three regulations will be applied and evaluated over the next ten years.
- Fishing Skills Outreach - The face of the typical Wisconsin angler is changing. While the fisheries program continues to work closely with traditional customers, Fisheries continues to provide summer fishing programs that focus on minority youth and their families. We also seek to broaden the diversity of our workforce by recruiting young men and women from underrepresented demographic groups to lead these fishing outings as summer interns in the Fishing in the Neighborhood program. Fisheries Management also initiated a pilot project, Locavore recruitment (Fishing for Dinner), with a broad base of partners to encourage people, particularly those under 30, to consider the fish they catch from local waters as a healthy sustainable food option,

with future license buying a primary goal. Through various outreach events and with the help of partners, fishing skills and aquatic ecology concepts were introduced to on average 26,000 youth and their families per year. The 57-site tackle loaner program and fish-related publications that serve a wide range of beginning anglers aid in achieving these measures.

- Lake Sturgeon – Worked with the Menominee Tribe to restore a successfully spawning and reproducing lake sturgeon population in the upper Wolf River – the first spawning of lake sturgeon on the Menominee Indian Reservation in over 100 years.
- Stream Bank Easements - The Bureaus of Fisheries Management and Facility and Lands have drafted a roadmap for the acquisition of Stream Bank Protection (SBP) Easements. This new strategy describes: 1) Three geographic focus areas; 2) changes needed to streamline the easement acquisition process; and 3) how local implementation teams will collaborate with partners to successfully accomplish our goal of providing angling access and protecting and improving habitat on 100 miles of many of our premier streams. During 2014 and winter of 2015 fish biologists and land agents across the state have been busy securing public fishing easements along our best trout and smallmouth bass streams. Inland trout and smallmouth bass stream anglers will find many new public access sites across Wisconsin with the majority found in the Driftless Region. Stream bank easements in most cases secure a 66 foot public access along each bank of the stream as it passes through private land enrolled in the program. Designated parking and walk-in trails may also be provided. Such access work will reduce time commitments to places to fish and open many miles of private land to the public. Fisheries Biologists and land agents are currently discussing easements with over 400 landowners on 120 stream miles across the State. As of July 2015, 25.2 miles of new public accessible areas for trout and smallmouth bass stream fishing have been secured. Once the easements are purchased their locations are available via the Department's Public Access Lands Mapping Application.

Bureau of Drinking Water and Groundwater Accomplishments

- During 2014, 95.5 percent, or 10,904 of 11,420 public water systems, met federal drinking water standards set to protect public health. These systems had no water samples exceeding health-based standards for regulated contaminants.
- The DNR's high capacity well and surface water intake data continues to improve. Since the database was developed in 2007, much of the previously existing locational and ownership information has been verified or updated to improve data quality. The improved data quality has helped increase response rates on annual water withdrawal reporting. Between 2008 and 2014, reporting response rates increased from 60% to over 97%. The online reporting system has increased reporting accessibility and improved communication with the user community.
- DNR worked with water well and heat exchange drillers and industry groups to complete rule revisions to NR 146 and NR 812, Wis. Adm. Code. Revisions went into effect on October 1, 2014. Key changes include:
 - new heat exchange drilling license

- on-line notification for most heat exchange drillholes
 - additional nitrate and arsenic sampling requirements for pump work and property transfer well inspections
 - consistent process for voluntary well inspections at the time of a real estate transfer
- Private Water Supply staff is the first-responders to complaints regarding the contamination of private wells. Well contamination by manure has been an increasing problem in recent years. Heavy rains and farm equipment failure in fall of 2014 resulted in several well contamination events in northeastern Wisconsin. Using the results of analytical tools for tracking the source of microbial contamination – known as MST sampling - staff were able to determine that fecal contamination was due to grazing animal manure rather than human sources. Agency news releases to both the agricultural community and general media emphasize ways to avoid contamination and encourage regular testing by private well owners. Joint training for DG staff and DNR animal waste specialists is held each year to increase staff efficiency and effectiveness in responding to manure contamination emergencies.
- A team led by Private Water staff conducted a “Lean” project in 2015 to identify improvements the Well Driller and Pump Installer License Renewal process. Team recommendations include consolidating forms to reduce mailing costs, eliminating unnecessary questions on the form, and automating to allow on-line renewal. Recommendations will be implemented in two phases, beginning in fall 2015.
- DNR and its partner, Wisconsin Rural Water Association, continued to encourage wellhead protection planning and work with communities to implement required wellhead protection plans. In FY2015, 32% of municipal water systems are substantially implementing wellhead protection plans, protecting 41% of the Wisconsin population served by municipal water systems. Work continues on strategic interventions to assist communities in taking innovative actions or meeting unique challenges to implement wellhead protection.

Customer Assistance and Employee Services (CAES) Division

I. DIVISION SUMMARY

The activities included under this Division serve three distinct purposes: management; the provision of support services; and the provision of core customer services.

The management goal is to direct and control the various activities of the Department to ensure they conform to the intent of the Legislature, the Governor and the Natural Resources Board.

Support services provided to other bureaus in the Department include: (1) fiscal management; (2) legal services; (3) budget and management analysis and implementation; (4) office services; (5) data processing services; (6) personnel management; and (7) affirmative action planning and implementation. These services are centrally furnished to enhance the efficiency and effectiveness with which Department responsibilities are carried out.

Core customer services include: (1) license sales; (2) directing education and information initiatives; (3) administering multiple financial assistance programs that benefit municipal governments, nonprofit conservation organizations and individual homeowners; and (4) providing liaison support to local, state, federal governments and nonprofit conservation organizations.

Bureaus within this Division include:

Administration

This bureau includes the Department Secretary, Deputy Secretary, the Assistant Deputy Secretary and their support staff. The Secretary is responsible for implementing policies established by the Governor, Legislature, and Natural Resources Board, and is responsible for providing policy direction and supervision for all Department activities and overseeing over 2,500 FTE in the Madison office, the five regional offices, the customer service centers and work sites throughout the state.

Legal Services

This bureau provides legal support and representation in development, implementation, review, and enforcement of Department programs. Its responsibilities include providing legal advice on the Department's authority for daily operations, drafting or reviewing proposed legislation and administrative rules, training of Department staff, serving as counsel at administrative hearings, determining Department compliance with applicable state, local and federal statutes and regulations, and resolving legal problems on a case-by-case basis.

Finance

This bureau is responsible for administering and managing the Department's fiscal and controllership functions. The bureau serves as financial advisor to the Office of the Secretary, administrators, and program managers. The objectives are to: (1) ensure that financial transactions comply with statutes, administrative rules and the State Controller's Office policies and procedures; and (2) summarize data into meaningful and accurate reports for both internal and external customers. The bureau contains four sections — Reporting Services, Purchasing, General Accounting and Management

Accounting. Each region has a financial specialist to provide selected services to its respective region.

Management and Budget

The goal of this bureau is to integrate planning, budgeting and management analysis by assisting the Secretary in preparing the Department's biennial budget. Its core mission is to evaluate and synthesize information into decision-making tools.

Technology Services

This bureau provides information management consulting in the areas of systems development and project management, operational support of technology servers, networks, and personal technology resources, establishes technology architecture and standards in compliance with the Division of Enterprise Technology standards, and establishes security practices and processes to best meet the Department's business needs. The bureau seeks to meet the strategic objectives of the State of Wisconsin and the DNR regarding management information systems and technology.

Human Resources

This bureau plans for, recruits, develops and maintains a diverse, qualified and productive workforce and a health conscious and safe work environment in adherence with the Wisconsin Civil Service System and applicable federal and state laws. The Bureau provides human resources and risk management services with consistent applications throughout the Department. It advocates for progressive and responsive human resources management policies and programs that foster a safe, challenging and fulfilling work environment.

Customer and Outreach Services

The bureau manages Service Center and Call Center operations; the development and implementation of information systems used to issue license and recreational vehicle privileges for natural resources users; business outreach services for contracted agents; and public outreach services for the general public using an array of media. The Bureau is responsible for responding to public inquiries regarding the interpretation of regulations pertaining to natural resources use and management; outdoor recreational licenses and environmental permits; registration of boats, snowmobiles and all-terrain vehicles; and the dissemination of information through a variety of media.

Office of Communication

The Office of Communication oversees agency communication efforts and consults with management and programs to direct the department's communication efforts. The office directs the department's communication initiatives, works with program staff to identify communication opportunities, strategies and needs, and develops initiatives to meet those needs. It directs the activities of communication staff in the field on department-wide initiatives. Communication staff counsel top management in setting and implementing primary communication goals, strategy and policy for the department. In addition, the Office of Communication also serves as a focal point for media contacts statewide, responding to media requests for information and interviews.

These activities support the department's effort to make Wisconsin citizens well-informed, responsible decision-makers who can analyze environmental and natural resource issues and take an active role in managing their natural resources.

The Office of Communication develops and implements communication priorities and plans; manages DNR's crisis communications situations, such as natural disasters, nuclear emergencies, and law enforcement exercises and cooperates with other state agencies in crisis management; develops over-arching agency publications, speeches, public services announcements and news releases, serves as the agency's press secretary and spokesperson; and manages special events for the department.

Community Financial Assistance

This bureau administers several health and safety, environmental, and recreational grant and loan programs, as follows:

Public Health & Safety

Clean Water Fund Loans
Dams – Removal grants
Dams – Municipal grants
Dry Cleaning Environmental Response
Forest Fire Protection grants
Municipal Flood Control grants
Well Abandonment and Compensation grants
Safe Drinking Water Loans

Natural Resources & Environment

Aquatic Invasive Species grants
County Conservation Aids
Gypsy Moth Suppression Program grants
Lake Management Planning grants
Lake Protection and Classification grants
Recycling Grants to Responsible Units grants
Recycling Consolidation grants
River Protection Planning grants
River Protection Management grants
Runoff Management – Targeted Runoff Management grants
Runoff Management – Urban Storm Water grants
Runoff Management – Notice of Discharge grants
Stewardship – Nonprofit Conservation Organizations Grants
Stewardship – Local Assistance Grants
Summer Tribal Youth grants
Urban Wildlife Damage/Abatement Control grants
WI Walleye Initiative grants
WI Forestry Landowner Grant Program grants

Outdoor Recreation

All-terrain vehicles (ATV) Trail grants
Hunter Recruitment grants
Land & Water Conservation Fund (Federal) grants
Boating Infrastructure (Federal) grants
Clean Vessel Act (Federal) grants
Recreational Boating Facilities grants
Recreational Trail Act (Federal) grants
Shooting Range – Public and Private grants
Sport Fish Restoration (Federal) grants
Snowmobile Trails grants
Stewardship Friends grants
Utility Terrain Vehicle Trails grants

Office of Sustainability and Business Support

The Office's mission is to provide a single point of contact service to businesses and governmental agencies that enhances their ability to meet and exceed environmental

and economic objectives. The Office facilitates cross-agency coordination on important project proposals and policy matters, assuring proactive DNR participation and clear communications with its business and government customers, and tangible support of sustainable business practices both within and outside the department.

II. PERFORMANCE MEASURES

Goal: Reduce the number of lost workdays due to worker's compensation claims.

Objective/Activity: Support, train and mentor department staff through systems that allow them to manage work load, be productive and maintain a safe work environment.

Goal: Issue grant agreements and contracts per Wis. Stats. and Administrative Codes.

Objective/Activity: When land acquisition is involved: Issue 100% of grant contracts within 16 months of grant application submittal.

Goal: Issue grant agreements and contracts per Wis. Stats. and Administrative Codes.

Objective/Activity: For all other grants, issue 95% of grant agreements within 180 days of grant application submittal.

Goal: Encumber funds for fully-executed grant agreements and grant contracts (unless direct pay)

Objective/Activity: Encumber 100% of funds, where appropriate, before June 1 each year

Goal: Issue Financial Assistance Agreements (FAAs) for eligible loan projects

Objective/Activity: Issue FAAs within 240 days of loan application acceptance (unless otherwise requested by the municipality)

Goal: Improve customer service response times

Objective/Activity: Daytime Hours - Handle call volumes with 95% of calls answered within 1 minute and not more than 5% of calls answered in more than 1 minute.

Objective/Activity: Night-time/Weekend Hours - Handle call volumes with 90% of calls answered within 1 minute and not more than 10% of calls answered in more than 1 minute.

Objective/Activity: Respond to all web inquiries within 48 hours of receipt.

Objective/Activity: Process 90% of the boat, ATV and snowmobile registrations processed within 5-7 days of receipt.

Objective/Activity: Fulfill License and Registration Agent publications requests within 2 business days

2014 AND 2015 GOALS AND ACTUALS

Performance Measure	Goal 2014	Actual 2014	Goal 2015	Actual 2015
Number of lost workdays per 100 employees resulting from worker's compensation claims.	3	13.3	8	14.5
For land acquisition grant agreements, issue 100% of grant contracts within 16 months of grant application submittal.	100%	99%	100%	95%
For all other grants agreements besides land acquisition, issue 95% of contracts within 180 days of grant application submittal.	95%	85%	95%	87%
Encumber 100% of grant funds, where appropriate, before June 1 each year.	100%	97%	100%	98%
Issue 100% of Financial Assistance Agreements (FAAs) within 240 days of loan application acceptance (unless otherwise requested by the municipality).	100%	100%	100%	100%
Handle daytime call center volumes with 95% of calls answered within 1 minute.	95%	97%	95%	96%
Handle night-time/weekend call center volumes with 90% of calls answered within 1 minute.	90%	97%	90%	96%
Respond to all web inquiries within 48 hours of receipt.	100%	100%	100%	100%
Process 90% of the boat, ATV and snowmobile registrations processed within 5-7 days of receipt.	90%	70%	90%	42%
Fulfill License and Registration Agent publications requests within 2 business days	100%	95%	100%	96%

2016 AND 2017 GOALS

Performance Measure	Goal 2016	Goal 2017
Number of lost workdays per 100 employees resulting from worker's compensation claims.	3	3
For land acquisition grant agreements, issue 100% of grant contracts within 16 months of grant application submittal.	100%	100%
For all other grants agreements besides land acquisition, issue 95% of contracts within 180 days of grant application submittal.	95%	95%
Encumber 100% of grant funds, where appropriate, before June 1 each year.	100%	100%
Issue 100% of Financial Assistance Agreements (FAAs) within 240 days of loan application acceptance (unless otherwise requested by the municipality).	100%	100%
Handle daytime call center volumes with 95% of calls answered within 1 minute.	95%	95%
Handle night-time/weekend call center volumes with 90% of calls answered within 1 minute.	90%	90%
Respond to all web inquiries within 48 hours of receipt.	100%	100%
Process 90% of the boat, ATV and snowmobile registrations processed within 5-7 days of receipt.	90%	90%
Fulfill License and Registration Agent publications requests within 2 business days	100%	100%

III. ACCOMPLISHMENTS

Customer & Outreach Services Accomplishments

- Implemented GAMEREG, which is electronic harvest reporting of deer and bear harvest via internet and phone
- Implemented new deer management unit structure for bonus permits
- Implemented legislation providing free licenses to returning veterans and reduced price licenses for purple heart recipients

- Initiated answering all calls with a live person by removing call trees from service centers and Central Office.

Community Financial Assistance Accomplishments

- In the 2013 – 2015 biennium, the Bureau awarded 47 Clean Water Fund Program loans totaling \$264.5 million and 55 Safe Drinking Water Loans totaling \$96.4 million. A total of 76 different communities were helped through these loans, totaling \$360.9 million.

Office of Sustainability and Business Support Accomplishments

- The Small Business Environmental Assistance Program (SBEAP) is fully staffed with 4 FTE dedicated to getting small businesses the information and contacts they need for all their environmental questions. The SBEAP handled approximately:

	FY13	FY14
Calls	391	426
Emails	1,274	50
Site Visits	7	0
Workshops	4,086	1,936
Publications	12,730	21,354
Web Hits	9,128	7,659

- The Department identified 6 staff to serve as sector specialists to proactively work with businesses and business associations on projects and information sharing. Each have responsibilities for connecting with an industry in which they have technical expertise, as well as providing internal and external support for Green Tier and the compliance audit program.

Overview of DNR's 2015-17 Biennial Budget

The 2015-17 DNR Biennial Budget includes annual amounts of \$561.2 million for 2015-16 and \$554.1 million for 2016-17. In total, the two-year budget reflects a 3% decrease of \$34.3 million from the 2013-15 Biennial Budget.

The Table below displays the Department's 2015-17 Biennial Budget by its various Fund sources and compares the 2014-15 Base Year Budget to the changes and final budget for 2015-17.

2015-17 Department of Natural Resources Budget (dollars in millions)					
		Changes		Final	Budget
Funding Source	Base	\$\$	\$\$	\$\$	\$\$
	2014-15	2015-16	2016-17	2015-16	2016-17
General Fund	\$136.90	(\$20.80)	(\$26.20)	\$116.10	\$110.70
Conservation Fund	238.40	7.50	7.70	245.90	246.10
Environmental Fund	67.60	0.50	(1.40)	68.10	66.20
Clean Water Fund	2.10	(0.01)	(0.04)	2.09	2.06
Petroleum & Environmental Cleanup	10.80	0.30	0.40	11.10	11.20
Dry Cleaner Repair	1.00	0.04	0.04	1.04	1.04
Program Revenue	22.60	0.02	0.02	22.62	22.62
Program Revenue-Service	11.30	0.30	0.30	11.60	11.60
Tribal Gaming Agreements	1.60	(0.02)	(0.02)	1.58	1.58
Federal	82.50	(1.40)	(1.50)	81.10	81.00
Department Totals	\$574.80	(\$13.57)	(\$20.70)	\$561.23	\$554.10

2015-17 Department of Natural Resources Biennial Budget Selected Final Budget Issues			
		\$ 2015-16	\$ 2016-17
I. <u>Recreation & Forestry</u>			
1	Park & Trail Pass Fees		
2	Wolf Depredation	(\$249,000)	(\$249,000)
3	Horicon Marsh Education and Visitor Center		
4	Bear Hunting		
5	Timber Cutting Notices		
6	Northern Forest Master Plans		
7	Good Neighbor Authority	\$395,000	
II. <u>Stewardship</u>			
8	Annual Bonding Authority		
9	Prior Year Unobligated Bonding		
10	Legislative Approval of Land Acquisitions		
11	Supplemental Property Development Funding	\$3,000,000	\$3,000,000
III. <u>Environmental Protection</u>			
12	Nonpoint Source Contracts		
13	Environmental Enforcement		
14	PECFA Program		
IV. <u>Staffing</u>			
15	Department-wide—Eliminates 79.09 FTE across all Divisions beginning in FY 2016.	(\$6,130,700)	(\$6,130,700)
16	Fish & Wildlife Staff—Eliminates 13.35 FTE		(\$1,005,100)
17	Ballast Water Permitting—Eliminates 0.5 FTE	(\$34,600)	(\$34,600)

2015-17 Department of Natural Resources Biennial Budget Selected Final Budget Issues			
		\$ 2015-16	\$ 2016-17
	V. <u>Operations</u>		
18	Parks & Southern Forests Operations	\$327,400	\$330,400
19	Computer Equipment	\$419,800	\$419,800
20	GIS/GPS Support	\$100,000	\$100,000
21	Wetland Database Enhancements	\$70,000	
22	General Fund Lapse		
	VI. <u>Bonding</u>		
23	Dam Repair		
24	Urban Nonpoint Pollution & Flood Control		
25	Targeted Runoff Management (TRM)		
	VII. <u>Grants & Local Assistance</u>		
26	Recycling Grants	(\$4,000,000)	
27	Managed Forest Law (MFL) Closed Acreage Fees	\$1,000,000	\$1,000,000
28	ATV Landowner Incentive Program	(\$405,900)	(\$405,900)
29	Well Compensation Grants	(\$76,000)	(\$76,000)
30	SE Wisconsin Fox River Commission		
31	NCO Capacity & Environmental Grants	(\$1,158,300)	(\$1,158,300)

**Department of Natural Resources
2015-17 Budget Summary**

	Category	\$ 2015-16	\$ 2016-17
Recreation & Forestry			
1.	Park & Trail Pass Fees —Increases fees for the following: a) Annual Park admission fee--\$3 b) Daily Park admission fee--\$1 c) Annual Trail Pass fee--\$5 d) Daily Trail Pass fee--\$1 e) Camping Electrical fee--\$5 f) Camping Base fee--provides greater flexibility to change reservations fees without the need to change administrative rules.	See Attachment 1	
2.	Wolf Depredation —Reduces spending authority for wolf depredation payments based on expectation that no revenue will be generated from wolf hunting application and license fees as a result of the restoration of the gray wolf to the endangered species list.	(\$249,000)	(\$249,000)
3.	Horicon Marsh Education and Visitor Center —Establishes a financial mechanism for the Department to collect admission fees to the newly remodeled Horicon Marsh Education and Visitor Center.		
4.	Bear Hunting —Deletes the requirement for individuals to obtain a Class B bear license authorizing the pursuit of bear, and increases the Class A bear hunting application fee from \$3 to \$4.50.		
5.	Timber Cutting Notices —Eliminates requirement for landowners to get permission from the Department to cut timber if a notice of intent to cut has been previously submitted.		
6.	Northern Forest Master Plans —Requires the Department to update master plans for Northern State Forests and seek variances for the master plans by June 30, 2017. In addition, increase the percentage of production acreage in Northern State Forests from 66% to 75%.		
7.	Good Neighbor Authority —Provides funding tied to the federal Good Neighbor Authority program, which allows the federal government to contract with the Department to provide forest management services on federal land.	\$395,000 See Attachment 2	
Stewardship			

**Department of Natural Resources
2015-17 Budget Summary**

	Category	\$ 2015-16	\$ 2016-17																										
8.	<p>Annual Bonding Authority—Authorizes \$33,250,000/yr. in stewardship bonding from FY 2016 through FY 2020.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%; text-align: center;">Subprogram</th> <th style="width: 40%; text-align: center;">Authorized \$—FY 2016-FY 2020</th> </tr> </thead> <tbody> <tr> <td colspan="2"><i>Land Acquisition</i></td> </tr> <tr> <td>Department Acquisitions</td> <td style="text-align: right;">\$9,000,000</td> </tr> <tr> <td>Grants to NCOs</td> <td style="text-align: right;">\$7,000,000</td> </tr> <tr> <td>County Forest Grants</td> <td style="text-align: right;">\$5,000,000</td> </tr> <tr> <td style="text-align: right;">Subtotal</td> <td style="text-align: right;">\$21,000,000</td> </tr> <tr> <td colspan="2"><i>Recreational Boating Aids</i></td> </tr> <tr> <td></td> <td style="text-align: right;">\$2,500,000</td> </tr> <tr> <td colspan="2"><i>Property Dev. and Local Assistance</i></td> </tr> <tr> <td>DNR Property Development</td> <td style="text-align: right;">\$3,750,000</td> </tr> <tr> <td>Local Assistance Grants</td> <td style="text-align: right;">\$6,000,000</td> </tr> <tr> <td style="text-align: right;">Subtotal</td> <td style="text-align: right;">\$9,750,000</td> </tr> <tr> <td style="text-align: right;">Total</td> <td style="text-align: right;">\$33,250,000</td> </tr> </tbody> </table>	Subprogram	Authorized \$—FY 2016-FY 2020	<i>Land Acquisition</i>		Department Acquisitions	\$9,000,000	Grants to NCOs	\$7,000,000	County Forest Grants	\$5,000,000	Subtotal	\$21,000,000	<i>Recreational Boating Aids</i>			\$2,500,000	<i>Property Dev. and Local Assistance</i>		DNR Property Development	\$3,750,000	Local Assistance Grants	\$6,000,000	Subtotal	\$9,750,000	Total	\$33,250,000		
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9.	<p>Prior Year Unobligated Bonding—Allows unobligated bonding from previous years to be used for the following projects:</p> <ul style="list-style-type: none"> • Up to \$19.6 million for renovation of the Kettle Moraine Springs state fish hatchery (in addition to \$7 million of bonding authority previously authorized for FY 2015). • Up to \$5 million to repair or replace the Little Falls Dam in Willow River State Park • Approximately \$3.2 million for county dam safety grants. 																												
10.	Legislative Approval of Land Acquisitions —Requires legislative approval of Stewardship land acquisitions north of Highway 64.																												
11.	Supplemental Property Development Funding —Provides supplemental funding from the Forestry Account for development of Department-owned lands and facilities.	\$3,000,000	\$3,000,000																										
Environmental Protection																													
12.	Nonpoint Source Contract —Maintains funding for the Department to contract for various nonpoint pollution abatement services at \$997,600/yr.																												
13.	Environmental Enforcement —Converts 3.0 GPR/Fish & Wildlife SEG FTE in the Bureau of Law Enforcement to Environmental SEG funding for environmental enforcement efforts.																												
14.	<p>PECFA Program—Specifies the following changes:</p> <ul style="list-style-type: none"> • A person is ineligible for cost reimbursement if they have not notified the Department of the potential for submitting a claim before July 20, 2015. • A person is ineligible for cost reimbursement if an actual claim has not been submitted before July 1, 2020. 																												

**Department of Natural Resources
2015-17 Budget Summary**

	Category	\$ 2015-16	\$ 2016-17
	<ul style="list-style-type: none"> Requires persons to submit claims within 180 days after incurring eligible costs. 		
Staffing			
15.	Department-wide —Eliminates 79.09 FTE across all Divisions beginning in FY 2016.	(\$6,130,700) See Attachment 3	(\$6,130,700)
16.	Fish & Wildlife Staff —Eliminates 13.35 FTE beginning in FY 2017 to address a structural deficit in the Fish & Wildlife Account.	See Attachment 3	(\$1,005,100)
17.	Ballast Water Permitting —Eliminates 0.5 FTE from the ballast water inspection program to address a structural deficit in the program revenue account. In addition, it eliminates the statutory sunset provision on the fees that are charged to fund the program.	(\$34,600) See Attachment 3	(\$34,600)
Operations			
18.	Parks & Southern Forests Operations —Provides funding for LTE, fleet and supply expenses to operate several new facilities, trails and campgrounds and to offset increases in fuel and utility costs.	\$327,400	\$330,400
19.	Computer Equipment —Provides funding for the purchase of computers and field data recorders for the Bureau of Law Enforcement as well as for the Land and Forestry Divisions.	\$419,800	\$419,800
20.	GIS/GPS Support —Provides funding to enhance the Department's GIS and GPS capabilities for determining property boundaries, master planning efforts, mapping, etc.	\$100,000	\$100,000
21.	Wetland Database Enhancements —Provides one-time funding in FY 2016 to expand the technological capabilities of the Water Division's surface water data viewer.	\$70,000	
22.	General Fund Lapse —Extends the requirement to FY 2017 that the Department annually lapse \$3 million of GPR or program revenue dollars to the general fund.		
Bonding			
23.	Dam Repair —Provides \$4 million of bonding for repair, reconstruction or removal of municipal dams.		
24.	Urban Nonpoint Pollution & Flood Control —Provides \$3 million of bonding to address urban stormwater runoff and municipal flood control.		
25.	Targeted Runoff Management (TRM) —Provides \$5.9 million of bonding to fund the construction of agricultural best management practices to control nonpoint source pollution.		
Grants & Local Assistance			
26.	Recycling Grants —Includes a one-time reduction of recycling grants to municipalities in FY 2016 as part of a plan to eliminate a structural deficit in the environmental management account.	(\$4,000,000)	

**Department of Natural Resources
2015-17 Budget Summary**

	Category	\$ 2015-16	\$ 2016-17																																				
27.	Closed Acreage Fees —Provides funding to counties and municipalities based upon the number of closed acres of managed forest law (MFL) land.	\$1,000,000	\$1,000,000																																				
28.	ATV Landowner Incentive Program —Repeals the never used ATV landowner incentive program.	(\$405,900)	(\$405,900)																																				
29.	Well Compensation Grants —Reduces annual funding for well compensation grants as part of a plan to eliminate a structural deficit in the environmental management account.	(\$76,000)	(\$76,000)																																				
30.	SE Wisconsin Fox River Commission —Provides a one-time recreational boating aids grant of \$200,000 in FY 2016, from existing spending authority, to support ongoing activities of the SE Wisconsin Fox River Commission.																																						
31.	Nonprofit Conservation Organization Grants —Eliminates funding for several NCO capacity grants as summarized below:	(\$1,158,300)	(\$1,158,300)																																				
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Attachment 1

Parks Funding and Fee Increase Package--

1. Restored Parks base level funding by increasing Parks SEG funding by \$1,444,300/yr.
2. Brings total authorized Parks SEG funding up to \$17.0 mil./yr. for 2015-17 compared to about \$12.1 mil./yr. in the previous biennium when there was about \$5.0 mil. of GPR Parks funding.
3. Retained the Governor's **\$3 Annual Sticker Increases**—expected to generate about \$600,000/yr.
4. Increased **Daily Admission fees by \$1**—is expected to generate about \$275,500/yr.
5. Increased **Annual Trail Passes by \$5** from \$20 to \$25—is expected to generate about \$172,000/yr.
6. Increased **Daily Trail Passes by \$1** from \$4 to \$5—is expected to generate about \$43,000/yr.
7. **Increased Camping fees** to reflect higher rates for premium sites—is expected to generate about \$1,350,000/yr.
8. Increased fee for **electrified camp sites by \$5** from \$5 to \$10/night. —is expected to generate about \$665,000/yr.
9. Legislative Fiscal Bureau estimates that total fee increases in the Bill, as amended, would generate about \$2.5 mil. in FY 16 and \$3.1 mil. in FY 17.

Attachment 2

Good Neighbor Authority—This proposal authorizes the Department to conduct certain forest management activities on federal land (as permitted by federal law) under a cooperative agreement between the State and the U.S. Department of Agriculture.

Initial up front funding for these management activities would be covered by DNR, but the amendment provides that 10% of the income from timber sales on federal lands would be lapsed back to the Forestry Account, until the up-front state funding has been recovered.

The amendment authorizes \$395,000 Forestry SEG in FY 2016 for contracts under this program and \$355,000 in FY 2017 to be released by the Joint Committee on Finance after review of a study on the use of FY 17 funding is submitted by the Department in January of 2016.

Attachment 3

2015-17 Biennial Budget Position Impacts by Bureau			
A	B	C	D
		2014-15 Current FTE	Budget Reductions
<u>Lands</u>	Land Leaders	8.00	
	Wildlife Management	167.50	-7.25
	So. Forests	45.25	-1.00
	Parks	149.70	-8.00
	Natural Heritage	33.50	-2.00
	Facilities And Lands	89.30	-1.00
		493.25	-19.25
<u>Forestry</u>		461.58	-9.00
		461.58	-9.00
<u>AWARE</u>	Air Management	136.50	-2.50
	Waste & Materials Management	77.25	-2.00
	Remediation & Redevelopment	109.95	-1.00
	AWARE Leaders	7.00	
		330.70	-5.50
<u>Enforcement</u>	Law Enforcement	224.58	-3.75
	Enforcement Leaders	6.50	
		231.08	-3.75
<u>Water</u>	Watershed Management	138.54	
	Fisheries Management	223.58	-15.94
	Drinking Water/Groundwater Mngt	118.29	
	Water Quality	170.02	-0.50
	Water Leaders	11.00	
		661.43	-16.44
<u>Administration</u>	Science Services	58.40	-18.40
	Administration	13.50	
	Legal	18.50	-0.50
	OBSSS	39.00	
		129.40	-18.90
<u>CAES</u>	Finance	61.25	-3.00
	M&B	7.00	
	Information Technology	59.50	-0.60
	Human Resources	48.05	-1.00
	Cust. Serv. & Licensing	77.60	-2.50
	Office of Communications	17.80	-10.00
	Community Financial Assistance	59.15	-2.00
	CAES Leaders	12.75	-1.00
		343.10	-20.10
	Department Totals	2,650.54	-92.94

Policy On Flexible Work Schedules
(in accordance with s. 230.215(4), Wis. Stats.)

The Department of Natural Resources is dedicated to their employees as well as the natural resources we serve. We are committed to attracting, developing and keeping a multicultural workforce in an array of professions such as law enforcement, information technology, water resource management, research scientists, administrative, engineering, and many more. We strive to make our customers the focus of everything we do and recognize that our people are our greatest asset. One way we have strengthened our workforce is through flex-time schedules.

Flex-time allows our employees to select the hours he or she will work. Some of our employees on a flexible schedule may work a condensed work week or may work a regular work week. Those working a condensed week may work four ten hour days, rather than five eight hour days. Those who work a five day week may work hours other than the typical 'nine to five'.

Many individuals are benefiting from a flexible work schedule at the Department of Natural Resources. The obvious benefit to us as an employer is the ability to accommodate employees who have trouble balancing their jobs and their families. In order to retain those employees it is in our supervisor's best interests to allow their staff to have a flexible schedule.

Throughout all of this, we will continue to work with management to ensure the best business options are available to all of our employees and ensuring the work is continuing to be accomplished.