

WISCONSIN DEPARTMENT OF NATURAL RESOURCES

2015-17 BIENNIAL REPORT



Copper Falls State Park
Photograph courtesy of Ben Pierson, Wis. DNR



October 2017

**Department of Natural Resources
2015-17 Biennial Report**

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State of Wisconsin
DEPARTMENT OF NATURAL RESOURCES
101 S. Webster Street
Box 7921
Madison WI 53707-7921

Scott Walker, Governor
Daniel L. Meyer, Secretary
Telephone 608-266-2621
Toll Free 1-888-936-7463
TTY Access via relay - 711



October 16, 2017

Governor Scott Walker and Members of the Wisconsin State Legislature,

I am pleased to provide you with the *Department of Natural Resources 2015 – 2017 Biennial Report*.

In accordance with s. 15.04 (1)(d) Wis. Stats., the report includes a review of performance and operations highlights, a summary of our agency's policy on flex-time and alternative work schedules, and includes highlights of the recently completed 2017-19 biennial budget (2017 Wisconsin Act 59).

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

Sincerely,



Daniel L. Meyer
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 establishes policy for 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 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.

Fish, Wildlife & Parks Division

The Fish, Wildlife and Parks 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 operations for statewide recreational and conservation activities within parks, state forests, wildlife lands, fishery lands, scientific areas and natural areas.

Programs 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 **Bureau of Parks and Recreation Management** provides areas for high quality public recreation. An area may qualify as a recreation area by its public use, scenery, its plants and wildlife, or its historical, cultural, archaeological or geological interest. The Department is responsible for the selection of a balanced system of recreation areas and for the acquisition, development and administration of the Parks and Recreation Program. The program is also responsible for the property management of recreational public use facilities on other DNR properties including State Forests, State Natural Areas, Wildlife Areas, State Wild Rivers and flowages, and Fisheries Areas in addition to State Parks and Trails.

The **Bureau of Natural Heritage Conservation** works in collaboration with partners and stakeholders to: identify, protect, and manage native plants, 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 **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 the sale of fishing licenses, federal Sport Fish Restoration grants, Tribal Gaming funds, and GPR.

The **Office of Applied Science (OAS)** provides research and consultation services on statewide fish and wildlife priority issues. OAS is a new office created as part of the DNR's core work analysis and alignment process within the Fish, Wildlife and Parks Division. It is an independent unit that reports directly to the FWP Division. OAS is made up of the wildlife and fisheries research staff that was formerly housed in the Bureau of Science Services.

The **Office of Business Services (OBS)** supports the work of the Fish, Wildlife and Parks Division by providing centralized administrative services such as budget management, fiscal processing, IT support and communications.

PERFORMANCE MEASURES

2015 AND 2016 GOALS AND ACTUALS

Performance Measure	Goal 2015	Actual 2015	Goal 2016	Actual 2016
Number of visits to the Wisconsin State Parks System.	14,400,000	15,520,904	14,450,000	17,117,528

2017, 2018 and 2019 GOALS

Performance Measure	Goal 2017	Goal 2018	Goal 2019
Number of visits to the Wisconsin State Parks System.	15,050,000	15,000,000	15,100,000
Processing time for endangered resource reviews	10 days	10 days	10 days
Percentage of County Deer Advisory Committee (CDAC) members satisfied with CDAC implementation process	90%	90%	90%
Percentage of Deer Management Assistance Program (DMAP) members satisfied with DNR staff support	90%	90%	90%
Percent of DNR-managed property under an approved master plan	60%	65%	70%

ACCOMPLISHMENTS

Bureau of Wildlife Management

Wildlife Species Work

- Relocated 72 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 and in the rest of the state at the request of hunters. Samples were collected from 3,145 deer with 296 testing positive in the Southern Farmland Zone and two more in Adams County.
- Conducted statewide midwinter waterfowl survey in January 2017 as part of the USFWS coordinated Mississippi Flyway survey. Staff counted 21,298 dabblers, 19,119 divers, 19,481 mergansers, and a total of 345 sea and unidentified ducks. Canada goose numbers totaled 49,821 and swan numbers were at 1,405. The total state breeding duck population estimate of 479,099 was higher than 2016, the mallard population estimate of 180,930 was up 10% from 2016 and the statewide breeding Canada goose population estimate of 158,023 was up 22% from 2016.

- Expanded trapper education efforts by working with 200 volunteer trapper education instructors to establish 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 seven annual different furbearer surveys that include winter track, fisher harvest, bobcat harvest, otter harvest, overall trapper effort, beaver trapping effort, and fur buyer reports.
- The 2015-2025 Beaver Management Plan was approved by the Natural Resources Board in October 2015. Emphasis of plan is controlling overall mortality of beaver and achieving balance in management programs. Plan calls for the Beaver Management Task Force to be maintained and meet periodically over the 10-year period. Fisheries, Wildlife, Natural Heritage Conservation, and Law Enforcement staff held 5 area-level resource team meetings to discuss communication strategies and beaver management topics in 2017.
- Facilitated wetland habitat projects, including 21 ongoing federal North American Wetlands Conservation Act (NAWCA) grant partnerships, and the completion of 27 waterfowl stamp projects.
- As part of Snapshot Wisconsin, a wildlife monitoring technique using trail camera to monitor a variety of animals across the state, field staff deployed and maintained 155 trail cameras within a 156 cell grid in the area of the Clam Lake elk herd. The cameras were spaced at 4 per square mile near the center of the grid and 1 per square mile further from the center. Cameras were checked approximately every three months, and photos were classified and preliminary data analysis was conducted by Science Services staff.
- The Department is continuing to implement more citizen-based science in the collection of deer population data. Since 2009, deer hunters have recorded observations of deer and other wildlife in organized departmental online. Deer and other wildlife sighting and hunting conditions data from all deer management units were submitted by the public from approximately 10,500 hunting trips. After years of data collection, biologists were able to analyze changes in the relative abundance and distribution of wildlife species across the state. In summer 2010, the department launched a public summer deer observation survey. Data provided by the public was incorporated with staff observations to increase the amount of data for the 2016 fawn:doe ratio, which is a component of the Sex-Age-Kill deer population model. Public summer deer observations were again collected in the summer of 2016.
- Assisted hunters in the Food Pantry Program, donating 2,265 deer, equaling about 90,000 pounds of ground venison.

Hunting

- During the 2015 bear hunt, 10,690 hunters registered 4,198 bears, resulting in a 39.3% success rate. The harvest total was 7% lower than the 2014 season (4,526). During the 2016 bear hunt, 11,520 hunters registered 4,682 bears, resulting in about a 39% success rate for the second year in a row.
- The 2015 deer season harvest increased by 2 percent and the statewide buck harvest increased by 6 percent compared to the 2014 season. The overall 2015 statewide harvest totaled 311,107 deer. The 2016 deer season harvest increased by 2 percent and the statewide buck harvest increased by 4 percent compared to the

2015 season. The overall 2016 statewide harvest totaled 318,243 deer

- Stocked 75,000 rooster pheasants annually on public hunting grounds, planted 63 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.
- Mourning dove management: Wisconsin completed its 15th hunting season for mourning doves in the fall of 2016. A number of management and policy efforts continue to emerge as Wisconsin grows into its dove management program. Dove field management has continued and provides excellent opportunity for sportsmen and women expanding to over 63 fields statewide. In addition, conducted a distance sampling effort for the spring dove survey requested by the USFWS Regulations Committee and coordinated by the Dove Eastern Management Unit.

Wildlife Damage

- In cooperation with participating counties in 2016, provided wildlife damage abatement assistance to almost 1,000 agriculture producers experiencing damages to commercial agricultural crops caused by wild deer, elk, bear, geese, and/or turkey. In addition to providing damage abatement assistance, also paid agricultural producers nearly \$857,000 in compensation for agriculture damages caused by deer, elk, bear, geese, and/or turkey.
- Provided more than \$196,000 in damage compensation to livestock, hunting dog, and pet owners for wolf depredations occurring during the 2016 calendar year.
- In 2016, awarded Urban Wildlife Damage and Control Grants to seven municipalities totaling \$24,700 in financial assistance for developing an urban Canada goose or Whitetail-deer management plan or Canada goose or Whitetail-deer removal program.
- In 2016, assisted 867 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 94,000 participants at DNR's wildlife conservation education centers.
- Provided wildlife conservation education hands-on activities at the MacKenzie Center for the Midwest Outdoor Heritage Education Expo reaching thousands of elementary students.
- In FY2017, the Department increased emphasis on school-level outreach and education. Created a Keep Wildlife Wild lesson plan for 4th – 6th graders, to be used at internal and external outdoor education centers, as well as elementary and middle schools around the state. In addition, created other outreach tools and activities for students, including a bookmark, comic strip, crossword, and word search. DNR staff and outside partners created and presented over 135 Keep Wildlife Wild - themed programs and activities for different student, family and youth groups across the state.

Bureau of Parks and Recreation

Recreation Management

- Set attendance and revenue records in FY16 and FY17, respectively.
- Advanced camping reservations continued to increase in FY16 and FY17.
- Recovery and clean up from a significant rain and storm event at Wyalusing State Park during FY16 that resulted in several downed trees and road, culvert and trail washouts. Staff worked with volunteers and contractors to clear debris and open recreation areas as quickly as possible.
- Responded to significant rain and storm events in the northwest during FY17 of the area receiving 11+ inches of rain in just a few short hours. There were no damages to personal property. Staff worked to repair washed out roads and trails on many properties including Copper Falls State Park. Visitors were confined to the park for just over a day until the water over the road receded. All areas affected by the rain events were repaired either temporary or permanently within days to weeks of the events.
- Developed and opened Straight Lake State Park complete with 11 hike-in sites, kayak/canoe launches, lake access points and picnic areas.
- Opened a new visitor station at Lake Wissota State Park.
- Invested in property facilities and infrastructure by reroofing multiple buildings, replacing more than 100 drinking fountains throughout the state and re-decking bridges on many of the linear rail trails.
- Restored and redeveloped the Northshore beach at Devil's Lake State park.
- Safely and successfully completed a drawdown and breach of the Little Falls Dam at Willow River State Park, kicking off a significant project to reconstruct a new dam.
- Completed necessary repairs on the high-hazard dam at Yellowstone Lake State Park.
- Began design and development of significant infrastructure replacement projects properties across the state including water infrastructure replacement at High Cliff State Park and Point Beach State Forest; waste infrastructure replacement at Copper Falls and Peninsula State Parks, dam repair at Governor Dodge, Hartman Creek and Yellowstone Lake state parks as well as Princeton dam; as well as major bridge replacement work on Buffalo River, Military Ridge and Tuscobia state trails.
- Completed master plans for Lower Wisconsin Riverway, Sauk Prairie State Recreation Area, Menominee River State Park and Recreation Area and the Northern Kettle Moraine Region.
- Received private donations of nearly \$900,000 for both large and small projects, including the renovation of the Northshore Chateau at Devil's Lake State Park from the Devil's Lake Concession Board and new beds/mattresses from the Friends of MacKenzie Environmental Center.
- Received private donations of over \$850,000 from the Friends of Rib Mountain State Park for a new enclosed multi-season shelter at the property.
- Received private donations for the Kettle Moraine State Forest – Southern Unit for woodland and habitat improvement and for the Lapham Peak Unit for snowmaking equipment and infrastructure for cross country ski trails.

Program and Customer Service

- Began the development and implementation of key alignment initiatives including the transition of all recreation management on department lands within the program.
- Successfully implemented a new fee structure for property admission and camping.
- Celebrated the 100th anniversary of Mirror Lake and Wyalusing State Parks and the 50th anniversary of Whitefish Dunes State Park.
- Coordinated nearly 12,800 volunteers that provided 270,500 hours of service.
- Implemented a new volunteer recruiting and recognition program.
- Implemented new agreement templates with concessionaires throughout the state.
- Developed a new Friends Partnership Agreement form and began implementation to the 90 division friends groups.
- Distributed nearly 95,000 FWSP calendars in 2016 and 2017 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)

Endangered Resources Reviews and Consultations:

- Partnered with WDNR Forestry and Minnesota and Michigan DNRs to successfully apply for and receive federal grants to fund the development of the Lake States Forest Management Bat Habitat Conservation Plan (HCP). When completed with significant public and partner input in 2019, the HCP will be the basis for a federal incidental take permit for northern long-eared bat (and potential future listed bat species) that will allow public and private forest owners to continue managing their forests while conserving forest bats.
- Coordinated updates to the Natural Heritage Inventory (NHI) Public Portal, an online mapping application for landowners planning on-the-ground projects in Wisconsin. Recent improvements to this tool have saved time and created greater ease of use for applicants.
- Worked with other DNR permitting programs to incorporate the NHI Public Portal into their permitting processes. This reduced administrative time related to permit processing and ER reviews making it easier for individuals to comply with federal and state requirements in a fast and cost-effective way.
- Completed 1,729 Endangered Resources Reviews for external customers to help projects avoid impacts to Wisconsin's endangered and threatened species. Of this total, 885 were standard reviews prepared for external applicants, and 845 were Proposed ER Reviews submitted by Certified ER Reviewers.
- Worked with DNR Forestry staff and numerous stakeholders from the forestry/forest products industry to develop a Broad Incidental Take Permit for timber management within wood turtle habitat. This permit reduces project requirements that would otherwise be burdensome within wood turtle habitat while still protecting critical life stages and habitat for the species.
- Provided landowner conservation reports to 200 landowners who collectively own nearly 21,000 acres.

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; these acres are available for public use for hunting, fishing, and wildlife watching, and other activities.
- Continued work on or completed 103 integrated property management plans, 20 tier 3 property management plans, and 15 department master planning teams throughout the state.
- Constructed or maintained approximately 191 miles prescribed fire breaks, 143 property parking lots, and 34 miles of wetland dikes and trails.
- Completed prescribed burns on 11,898 acres of prairie, grassland, oak savanna, and barrens habitats.
- Controlled terrestrial and aquatic invasive plant species on 10,214 acres of State Natural Area properties and other public lands.
- Converted 458 acres of fallow department lands to native prairie and forest habitats.
- Improved forest habitats through sustainable timber management on 1,463 acres of State Natural Areas properties.
- Developed a Volunteer Stewards program; 689 people volunteered to work over 9,044 hours improving and restoring habitats on 50 State Natural Area properties. This effort improved conditions on over 6,107 acres of public lands.

Species Research and Management:

- Continued critical research on habitat use of the federally threatened northern long-eared bat and continued surveillance for white nose syndrome at over 75 bat hibernacula.
- Continued research on wood turtles and restored/maintained natural nesting habitat for river turtle species at 12 sites along 4 rivers in northern Wisconsin.
- Completed the 3rd year of field surveys for Wisconsin's 2nd breeding bird atlas.
- Administered 47 research permits for scientists working on State Natural Area properties.
- Completed 293 miles of snow tracking surveys for rare mammal species and continued American marten demography study in partnership with UW-Madison.
- Completed annual aerial nesting surveys for over 2,500 bald eagle nests.
- Completed 22 Natural Heritage Biotic Inventories on public lands covering over 97,000 acres of property in support of department master planning.
- Worked with hundreds of partners and stakeholders to complete the 2015-2025 update to the Wisconsin Wildlife Action Plan, a voluntary resource to help those working to conserve Wisconsin's native wildlife species and their habitats.
- Continued nest monitoring efforts for the federally endangered Kirtland's warbler at 10 sites across the state.

Outreach and Collaboration:

- Co-hosted the Wisconsin Monarch Butterfly Conservation Summit, bringing together 60 individuals from organizations in agriculture, business, transportation, utilities, public and private protected grasslands, research and education to chart a course for proactive recovery of monarch populations in order to preclude the need for US Fish

- and Wildlife Service to add this species to the federal endangered species list.
- Provided more than 150 presentations and field tours on program projects and properties.
- Supported 23 citizen-based monitoring projects across the state through the Citizen-Based Monitoring Partnership Program (FY17).
- Hosted a regional migratory bird stopover symposium attended by 114 public and private sector conservationists from the United States and Canada.

Bureau of Fisheries Management

- **Fisheries Monitoring** - Sampled over 1,600 lake, river and stream sites 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 now in 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 7.3 million fish in FY16 and over 7 million fish in FY17. In FY16 produced/purchased a total of 760,881 extended growth walleye from public, private and tribal hatcheries that were stocked in 134 public waterbodies of the state. In FY17 produced/purchased a total of 797,815 extended growth walleye that were stocked in 151 public waterbodies of the state. The Department has substantially completed hatchery infrastructure improvements at three 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 67 (FY16) and 60 (FY17) trout streams and springs; 45 miles in FY16 and 26 miles in FY17. Wisconsin's trout habitat program has been in a leadership position in this field for most of the last 60 years. These projects ranged from brushing and improving access to fixing eroded banks and restoring stream channels. Beaver management on trout streams was ongoing throughout the fiscal year. 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. A new regulation package was developed jointly by Department staff and stakeholders. Since the regulations went into effect in 2016, anglers are taking advantage of the fishing opportunities, including the extended early release and the extended harvest seasons.
- **Panfish Management Plan**—Finalized the 10-year panfish management plan (available on the DNR website). The panfish team also continued to work on the adaptive management project to evaluate experimental regulations by working with local biologists to collect data on the study lakes. The first evaluation of the adaptive management project will be completed in 2021-2022, after the regulations have been

in effect for 5 years. The team is now transitioning into working on action items identified in the panfish management plan. The first initiative will be to update panfish stocking guidance which will include genetic considerations. This effort will coincide with work being done relative to the new Aquaculture legislation.

- **Fishing Skills Outreach** – In an initiative known as “R-3,” Fisheries has implemented several measures to recruit, retain and reactivate Wisconsin anglers. The fisheries program continued to work closely with the traditional angling community while coordinating outreach efforts that welcome people from underrepresented demographic groups to join the community, as well as diversify the Department’s workforce. The Bureau strived to recruit young men and women from communities of color to serve as interns in our summer *Fishing in the Neighborhood* (FIN) program. Our *FIN’terns* were placed with partner organizations that serve minority youth and their families, and we expanded field work opportunities that provide a good mix of experiences to enrich their internships. Our *Fishing for Dinner* program relied on 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 option for food, with future license buying a primary goal. The Bureau took steps to link FIN with Fishing for Dinner and have our FIN’terns deliver programming to adults as well as youth. With the help of partners, various outreach events provided fishing skills instruction and aquatic ecology concepts to mixed audiences, in both formal and non-formal education settings. Those programs, combined with the traditional angler education programs reached 14,930 people. The 57-site tackle loaner program served 10,202 people of all ages with a wide range of fishing experiences. Fish-related publications were distributed to 86 different groups and individuals, from novice to more seasoned anglers who want to know more (143,773 items plus 147,460 Fish Wildcards). Exhibits were developed at select state fish hatcheries and egg-collection stations to showcase DNR work and encourage visitors to become anglers. Visitation at our properties and at events where the traveling aquaria is used is conservatively estimated at 100,000.
- **Lake Sturgeon**—Fisheries staff continued working with the Menominee Indian Tribe of Wisconsin to transfer sub adult and adult lake sturgeon upstream of the Balsam Row Dam on the Wolf River. A total of 277 fish were transferred during the FY16-FY17 biennium (138 in FY16 and 139 in FY17). These spawning cohorts mark the 6th and 7th years of coordinated work under a MOU between the DNR and the tribe to transfer a minimum of 100 lake sturgeon per year upstream to the Wolf River within the Menominee Reservation. The main objective of the project is to restore lake sturgeon spawning to the Wolf River within the Menominee Reservation, particularly below Keshena Falls, and overall the project has been very successful with documented spawning in each of the 7 springs since the project started.
- **Stream Bank Easements** – The Stream Bank Protection Program (SBP) continues to work towards the goal of acquiring 100 miles of perpetual easements to provide fishing access and protect habitat on trout and smallmouth bass streams with the aim to finish in the 2017-2019 biennium. As of July 2017, a total of 40.8 miles of new public accessible areas for trout and smallmouth bass stream fishing have been secured. The program purchases easements directly from landowners. In return for payment, the landowner allows public fishing and DNR management activities along the stream corridor on their property. The easement area is generally 66 feet of land from the stream bank on either side of the stream. Easements are perpetual and remain on the land even if it sold or deeded to an heir. The SBP program has been popular with landowners and anglers. Landowners enjoy the ability to sell part of

their rights in their property and in some cases get assistance from the Department or local conservation clubs in restoring the stream corridor, while anglers enjoy access to streams that provide high quality recreational experiences. We continue to consider different outreach approaches and more involvement of TU chapters in hosting trout stream landowner events.

Office of Applied Science

- **Muskellunge Research** – During 2015-2017, Fisheries Research staff collaborated with the Bureau of Fisheries Management and muskellunge anglers to evaluate age and growth characteristics of muskellunge in northern Wisconsin. As part of this project, hatchery-raised known age-0 muskellunge and adult muskellunge have been implanted with individually numbered passive integrated transponder tags for a number of years. Recapture of these individuals through routine field surveys by WDNR staff and angler catches through time are providing critical information on known age, growth rates, and mortality rates of muskellunge in an almost exclusively catch-and-release fishery.
- **Fisheries-based Lakes Classification** – In consultation with Bureau of Fisheries Management biologists, Fisheries Research staff completed a Fisheries-based Lakes Classification system for the state of Wisconsin. The goal of this classification system was to couple the various lake types found in Wisconsin with generalities and expectations of associated fisheries found in these lake types. The Fisheries-based Lakes Classification system is being used to better design future sampling programs, communicate with anglers, and evaluate critical fish management activities including proposed regulation changes.
- **Fish Habitat Research** – The addition of trees to the littoral zones of Wisconsin lakes is a frequently used management practice by the WDNR to enhance fish habitat. Although it is well established that this management practice attracts fish and the structures serve as refuge habitat for juvenile fishes, ambush points for piscivorous fishes, and spawning habitat, it is unknown whether these habitat additions positively influence fish production (i.e., the biomass of fish a lake can sustain). In collaboration with the Bureau of Fisheries Management and several university scientists, Fisheries Research Staff has begun a long-term project testing whether the addition of trees to lakes increases fish production.
- **Multi-species Model for the Fisheries of Green Bay** – During 2015-2017, Fisheries Research staff in direct consultation with Bureau of Fisheries Management biologists has developed a multi-species, age-structured model for the popular recreational and commercial fisheries of Green Bay. Due to the popularity of this overall fishery, relatively new invasive fish species introductions (e.g., round goby), and contrasting trends in walleye, yellow perch, and lake whitefish abundances, a multi-species model is needed to evaluate and predict fisheries trends and to better understand predator-prey interactions in the fish community. The development of this model will be used to better manage the important fisheries of Green Bay.
- **Southwest Wisconsin CWD, Deer and Predator Study** – Fall 2016 marked the beginning of the largest and most comprehensive deer research project ever undertaken in Wisconsin: The Southwest Wisconsin CWD, Deer and Predator Study. This initiative stems from Governor Walker's commitment to reevaluating chronic wasting disease in Wisconsin. The goal of this project is to comprehensively examine factors that could impact deer survival and deer population growth in southern Wisconsin. Those include Chronic Wasting Disease, predation, habitat suitability and

hunter harvest. Simultaneous studies will take place in areas with differing rates of CWD infection, which will help the agency better understand how CWD may or may not be interacting with other factors that ultimately impact the deer herd. During the first field season, DNR crews captured and tagged 138 adult deer, 91 fawns, and 14 predators with the assistance from over 115 private landowners.

- **DMAP and Deer Metrics** – The main goal of this study is to solidify our understanding of the linkages between habitat, nutrition, deer health, and population performance. Equally important is translating study findings into useful management recommendations statewide and for Deer Management Assistance Program (DMAP) participants. Specific objectives are: to estimate seasonal deer browse availability across habitat and soil types and land management scenarios, determine how deer-browse availability influences deer physical condition and growth and collaborate with DMAP participants and others through a series of training workshops, written materials, and multi-media presentations. The Department conducted a pilot study in the Fall of 2016 to determine the feasibility of using DMAP participants to collect and transmit data on deer body condition. Data collection protocol, training materials, and datasheets were developed. A total of 14 DMAP cooperators were recruited to participate in the pilot; 12 participants submitted data on 56 harvested deer. To date there are now over 70 active DMAP participants.
- **Bobcat Population Dynamics** – The goals of this study are to use GPS collared animals to determine survival rates, cause of mortality, and habitat use in both southern and northern Wisconsin. In the north-central forest and in Southwest Wisconsin, trappers were asked to report incidentally captured bobcats so that we could immobilize and equip individuals with GPS collars to monitor mortality rates and estimated survivorship. During the 2016 trapping season, 16 bobcats were collared in the northern study area for a grand total of 52 animals and 8 in the southern study area. Summary information was provided to the Wildlife Management program and used to help set harvest management frameworks for the 2017/18 trapping and hunting seasons.
- **Wolf Monitoring Techniques** – This study is designed to evaluate the efficacy of alternative monitoring protocols for wolves in Wisconsin. Specific project objectives include 1) evaluating the cost effectiveness of current and alternative monitoring techniques for wolves, 2) determining the utility of current and alternative monitoring techniques for identifying management thresholds, and 3) developing zone specific population estimates that can be used to guide harvest management decisions. The research team made substantial progress this year. This work entailed substantial and complex analysis and modeling. Efforts to develop alternative statistical models to estimate wolf population size, accounting for imperfect detection, appear to be promising.

Forestry Division

The Division of Forestry is responsible for developing and implementing programs to protect and sustainably manage the state's forest resources. The 16 million acres of forest land and the millions of urban trees in Wisconsin significantly contribute to our quality of life. 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.

The purpose of the Division of Forestry is to work in partnership to protect and sustainably manage Wisconsin's forest ecosystems to supply a wide range of ecological, economic and social benefits for present and future generations. The Division of Forestry accomplishes its purpose through an organizational structure that is significantly decentralized, with less than ten percent of the staff located in the central office. The Division has found that this level of decentralization is the most successful for meeting the public's need for service and interaction.

For the 2015-17 biennium, Bureaus within the Division included:

Bureau of Forest Protection

The role of the Bureau of Forest Protection is to protect 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. The Bureau 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 suppression equipment, the fire equipment warehouse and forest site preparation equipment at the LeMay Forestry Center in Tomahawk. In addition, the Bureau maintains communications with, strong relationships with and exchanges information and technologies with national, regional, state and provincial forest fire organizations, officials and technology centers.

Bureau of Forest Management

The role of the Bureau of Forest Management is to promote and practice 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 and county forest programs. 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. The Bureau administers third party forest certification programs for state, county and private lands. They develop 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; forest ecology including ecological classification systems; and silvicultural programs.

Bureau of Forestry Business Services

The Bureau of Forestry Business Services 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; workforce management; internal and external communications; public outreach and education; IT/GIS applications development and maintenance; IT procurement and support; budget/finance planning and management; and administrative services.

Forestry Field Operations

The role of the Forestry Field Operations within the Regions is to implement all aspects of the forestry operations program, including fire prevention and suppression, state forest and state land management, private forestry assistance, urban forestry, forest health, nurseries, county forest assistance, and outreach and education.

PERFORMANCE MEASURES

2015 AND 2016 GOALS AND ACTUALS

Performance Measure	Goal 2015	Actual 2015	Goal 2016	Actual 2016
Total number of forest management plans prepared.	3,400	1,512 (covering 3,313,260 acres)	3,500	1,437 (covering 3,328,399 acres)
Total number of certified forest acres.	7,500,000	7,512,055	7,650,000	7,418,379
Total number of urban forests Developing and Managing Communities	407	403	413	404
Total number of Firewise Communities.	9	9	10	12

2017, 2018 AND 2019 GOALS

Performance Measure	Goal 2017	Goal 2018	Goal 2019
Total number acres enrolled in Managed Forest Law (MFL) program	3,343,400 acres	3,358,400 acres	3,373,400 acres
Processing time for timber cutting notices	<30 days	<30 days	<30 days
Wildfire response time	<30 minutes	<30 minutes	<30 minutes

ACCOMPLISHMENTS

Partnerships that improve the urban forest canopy

- Since 2010, the Green Bay Packers' *First Down For Trees* program has planted more than 4,260 trees, providing lifetime benefits in excess of \$20.6 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 7,000 seedlings given away to fans at home games during the 2016 and 2017 seasons. During the 2016 and 2017 seasons the Brewers, DNR and partners planted 210 trees and 31 shrubs on the VA grounds, Hank Aaron State Trail and in Milwaukee County Parks.
- Launched in summer of 2017, the Wisconsin Community Tree Map is a web-based application that maps tree inventory data provided by communities across the state. Available to the public, this tool enables users to visualize trees in their communities and make queries based on multiple tree attributes. The Urban Forestry team worked with staff from the Department of Administration's Division of Facilities Management to update and include an inventory of the trees in Capitol Park in the Community Tree Map.

Fight against emerald ash borer continues

Emerald ash borer (EAB) was found in six new counties in 2015, five in 2016 and six through September of 2017. Currently, 46 of Wisconsin's 72 counties are quarantined because of known EAB infestations. Kewaunee County is also quarantined because of its proximity to infestations in neighboring counties. DNR continues to work 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. One population reduction method is the introduction of tiny stingless wasps that attack and kill EAB larvae and eggs. Wasps have been released at sites in 13 counties through 2016 with additional sites added in 2017. DNR has confirmed successful establishment of wasps at several of the initial release sites.

Forestry and the Wisconsin economy

Good Neighbor Authority- Wisconsin is the first state in the country to have a Good Neighbor Authority (GNA) agreement (signed August 2015), and the first state to have established and sold timber as part of the agreement. Working with the Chequamegon Nicolet National Forest, seven northern counties and several private forestry consultants, the DNR has sold 41 timber sales (total of 4,581 acres). Total of all Wisconsin GNA sales sold to date, in round numbers, is 87,000 cords equivalents, includes sawlog and pulpwood products, an estimated market value of \$4.5 million. In addition to the \$4.5 million of stumpage revenues, there is a further \$2.5 million dollars in revenue generated in other sectors of the Wisconsin economy.

In 2016 the Division of Forestry modelled the economic impacts of the forest industry in Wisconsin and for each 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
- Forestry is the number one employer in ten counties: Clark, Florence, Iron, Langlade, Lincoln, Price, Rusk, Taylor, Washburn and Winnebago
- Forestry ranks among the top 10 industries by employment and output in Wisconsin.
- The forest products industry in Wisconsin provides more than 64,000 jobs and has an output of \$24.7 billion.
- Every dollar of output in the Wisconsin forest industry generates 73 cents of output in other sectors of the Wisconsin economy
- Over 1,200 Forest Products Companies
- Forest products industry is 14% of all manufacturing jobs in Wisconsin

Updated data and increased timber sales

In Fiscal Year 2017, the Division of Forestry updated forest reconnaissance data on approximately 87,300 acres of department lands. Ninety-nine percent of forest reconnaissance is within department standards for currency. Forest reconnaissance data, including timber type and scheduled timber harvests, improves the calculation of annual allowable timber harvest goals. Timber sales from state lands totaled \$13.7 million during fiscal year 2017.

Forest fire Capacity and Safety

The Division replaced twenty open cab tractor plow units with newly-designed Caterpillar dozers and outfitted each with the latest fire suppression package. This replacement increases capacity to suppress forest fires and increases the safety of the operator with new enclosed environmental cabs and communication radios contained inside.

The Division partnered with Michigan and Minnesota as well as the University of Utah to develop a fire weather and prediction tool to keep fire managers abreast of fire conditions. This partnership utilizes a network of weather stations on the landscape and utilizes that data as an input for the Canadian Forest Fire Danger Rating System which is used in the region to determine day to day fire danger and staffing needs.

Private forest lands help meet consumer demand for wood products

Enrollment by private forest landowners in the state's MFL Program continues to climb. During 2016 and 2017, more than 35,000 acres were enrolled, becoming sustainably managed forest lands. 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.

Law Enforcement

The mission of the Law Enforcement subprogram is to protect, enhance and promote the safe and wise use of 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 other Divisions. It 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 outreach and educational 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.

Conservation wardens provide enforcement services to hunters and anglers, boaters, snowmobile enthusiasts and ATV users, plus hundreds of thousands of non-users, particularly rural residents, riparian landowners, and others who have experienced user conflict. In order to deter and prevent violations, wardens engage in directed patrol that focuses on specific problems and activities. This patrol is visible, combines vehicle and foot patrol, emphasizes observations of activity, and encourages contacts (initiated by the warden) of the user public. While on patrol, wardens contact thousands of recreationists per year. In the course of these contacts, wardens answer questions on natural resources laws and serve as a "sounding board" for their concerns. Significant patrol effort is directed at the following: sport fishing including trout; sturgeon and fish runs; commercial fishing on the Great Lakes and Mississippi River including clamming; gun deer hunting; archery hunting; turkey hunting; small game hunting; waterfowl hunting; and night hunting; weapons use, emphasizing safe weapons transportation in vehicles and road hunting; boating, snowmobiling, and ATV use, with emphasis on intoxicated operation violations; state lands use; habitat protection, with emphasis on water and shoreline protection; and littering. In the course of their work conservation wardens make over 200,000 patrol contacts.

State statutes require conservation wardens to investigate, as soon as possible, all notices of violation received from the public and, if the facts at hand warrant it, to bring the matter to the attention of the court. The Department provides a toll-free hotline operated 24 hours a day and 7 days a week. Cooperators' names are held in strict confidentiality and never released. Over 5,000 violations are reported annually through the hotline. However, many more notices from the public are either given directly to conservation wardens or relayed to the warden through state patrol dispatching centers, sheriff and police departments, and DNR service centers and field stations.

ACCOMPLISHMENTS

Bureau of Law Enforcement Accomplishments

- **Fleet Cost Reduction**– Evaluated and put into use several strategies to reduce 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. Based on these strategies, from FY17 to FY18 BLE saw a Fleet Rate reduction of \$0.02/mile, which translates to about \$64,000 in annual savings. Overall, BLE has dropped \$0.05/mile since beginning efforts to control and reduce our fleet rate...roughly \$160,000 annual savings from ~FY15. Work on these efforts will continue.

- **Investigations Team**—Under the new investigative team structure, previously titled positions “Special Investigator” and “Environmental Warden” no longer exist. BLE has combined the functions into “Investigative Wardens”, who provide assistance to various DNR programs with enforcement cases. Investigative wardens perform both civil and criminal investigations pertaining to regulatory (environmental) and resource (fish, game, forestry) related violations. Commercialization of natural resources is the primary focus area for this team.

Staff met with ginseng harvesters and dealers to collaborate on development of program efficiencies. Fish and Wildlife and Environment Enforcement programs worked on implementation of the stepped enforcement as a tool for working with illegal commercialization, along with traditional LE approach. This tried-and-tested method has proven to be very successful for bringing about resolution without the need for enforcement actions and/or penalties.

- **Technology Efficiencies**— Continued efforts to create efficiencies by use of wireless technology, as well as Smartphones and Mifi devices. Savings were realized by continuing to reducing office phones and solely using cellular or smartphones for many wardens where appropriate. Savings were further realized by continuous analysis and implementation of different rate plans with various cellular providers.
- **Dispatching System**--The agency has implemented a dispatching system whereby hotline and dispatch staff can visibly observe the locations of staff to be able to dispatch problems to the nearest warden.
- **New Warden Recruits**—Hired 24 new permanent credentialed staff in last 2 fiscal years to replace retiring staff. As part of the ongoing implementation of Alignment, BLE is also in the process of transition training for 10 Rangers from Parks and Forestry into Conservation Wardens.
- **Parks and Forest Enforcement**—Also as part of Alignment, Conservation Wardens have spent time patrolling and providing community policing assistance at state parks and forest campgrounds throughout the summer season (May through October). This sets the stage for 2018 and beyond when Wardens permanently take over enforcement duties on all DNR owned and managed properties.
- **Hunter Recruitment & Retention**—Worked to increase the number of participants in the Hunt for Food program - 14 programs offered and approximately 190 participants at 12 locations around the state. Up from approximately 55 participants at three locations in the previous biennium. Program has been expanded to a new offering called “Fishing for Dinner”. In its inaugural year, approximately 50 participants went through this program – 25-30% go on to purchase a license in the following year.

Participants in these programs are adults who would have otherwise not had any exposure to hunting or any way to start hunting. 100% of participants exit the programs being hunting supporters and 40% become avid hunters. People who enter hunting through this program appear just as likely to continue hunting as are children who go through Learn to Hunt programs.

Environmental Management Division

The Environmental Management Division consists of the following 6 programs:

The **Bureau of Drinking Water and Groundwater** is responsible for protecting the quality and quantity of the state's groundwater resources and ensuring the safety of drinking water.

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 641 municipal permits and 325 industrial WPDES permits; the landspreading of industrial wastewater, septage and biosolids; and the issuance of 114 ballast water permits and 19 other general permits.

The **Office of Great Waters (OGW)** resides budgetarily within the Bureau of Water Quality and is responsible for developing Great Lakes and Upper Mississippi River policy and coordinating Great Lakes and Mississippi River grant funds. The Great Lakes team is responsible for implementing the Areas of Concern, Lakewide Action and Management Plan, and Beach programs. The Mississippi River team implements the Upper Mississippi River Restoration program (UMRR) in coordination with other states and federal agencies, conducts Clean Water Act monitoring in Wisconsin waters of the Mississippi, and oversees the U.S. Army Corps of Engineers' navigation channel dredging along 230 miles of Wisconsin border. OGW is responsible for developing sediment management policies and plans statewide. OGW implements actions in partnership with many different agencies, organizations and individuals to achieve its goals.

The **Bureau of Air Management** 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 to meet state and federal air quality standards. Air quality trends, the status of attaining the national ambient air quality standards, and the need for air quality 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 conduct 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 agencies, citizens and industry to collaborate on high priority projects, create efficiencies across the program and inform the public on the health effects of air pollution.

The **Bureau of Waste & Materials Management**, in partnership with the public, industry and other government agencies, protects public health and the environment by encouraging:

- recycling, waste minimization, and pollution prevention; proper management of solid and hazardous wastes and mining activities; and
- voluntary compliance and participation in preferred waste management practices by providing a balance of technical assistance and compliance assurance activities.

It assures program integration, regulatory consistency and good customer service through close coordination and communication among program staff and with related programs and agencies.

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.

PERFORMANCE MEASURES

2015 AND 2016 GOALS AND ACTUALS

Performance Measure	Goal 2015	Actual 2015	Goal 2016	Actual 2016
Number of air monitors recording violations of eight-hour ozone standard.[75 ppb / 2008 std]	6	4	6	1
Number of air monitors recording violations of 24-Hour PM2.5 standard. [35ug / 2006 std]	0	0	0	0
Reduce stationary source emissions of SO2 in Wisconsin. Measured in tons per day (tpd).	500 tpd	237 tpd	500 tpd	237 tpd
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	19 tpd
Reduce stationary source emissions of nitrogen oxides in eastern Wisconsin during the	45 tpd	47 tpd	45 tpd	48 tpd

Performance Measure	Goal 2015	Actual 2015	Goal 2016	Actual 2016
ozone season. Measured in tons per day (tpd).				
Meet the USEPA Compliance Monitoring Strategy commitment annually.	Set annually – federal fiscal year basis	100% (229)	Set annually - federal fiscal year basis	100% (231)
Maintain Wisconsin Pollution Discharge Elimination System water permit backlog at under 10 percent	20%	24.3	20%	22.1
Number of wells inspected during construction.	850	1,422	850	1,411
Percentage of community public drinking water systems inspected at least once in the past three years.	100%	99.6%	100%	99.9%
Percentage of non-community public drinking water systems inspected at least once in the past five years.	100%	99.5%	100%	98.7%

2017, 2018 AND 2019 GOALS

Performance Measure	Goal 2017	Goal 2018	Goal 2019
Processing time to issue an individual air construction permit (from completed application to permit decision)	58 days	58 days	58 days
Acres of abandoned/contaminated property cleaned and made available for redevelopment	800 acres	800 acres	800 acres
Maintain Wisconsin Pollution Discharge Elimination System (majors) water permit backlog at under 10 percent	20%	15%	10%
Number of wells inspected during construction.	850	1,000	1,000
Percentage of community public drinking water systems inspected at least once in the past three years.	100%	100%	100%
Percentage of non-community public drinking water systems inspected at least once in the past five years.	100%	100%	100%

ACCOMPLISHMENTS

Bureau of Drinking Water & Groundwater

- During 2016, 99.3 percent, or 11,332 of 11,408 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.
- DNR and its partners conducted more than 2,600 inspections of public water systems to ensure compliance with construction, operation and maintenance requirements.
- DNR conducted a survey of 1,200 license holders to evaluate their satisfaction with Well Driller/Pump Installer Continuing Education opportunities. Survey respondents asked for more options, including hands-on training, internet-based courses, more training providers, and courses that apply more closely to their daily work. To meet customer needs and ensure quality training in the future, DNR implemented changes to allow additional training providers and all methods of training starting in 2017, and created a [Continuing Education web page](#) with materials for license holders and training providers including an online calendar of approved courses.
- Private Water Supply staff worked with DNR Customer Service specialists to convert the online Well Notification system to “GoWild” in 2016. The GoWild system allows drillers to submit notifications online or at DNR licensing vendors, to make payments online, and to print and track past notifications. GoWild also provides real-time data to Private Water Supply specialists about new wells under construction, allowing field staff to be more efficient in conducting over 1,000 compliance inspections statewide every year.
- The DNR’s Water Use program continues to improve its data quality, data accessibility, and approval process. With over 12,000 registered surface water or groundwater withdrawals throughout the state, the program achieved an annual water use reporting response rate of 97% with over 75% of the reporting occurring through the online system during the 2015-17 biennium. The program received 400 high capacity well applications and issued decisions on 522 high capacity well applications during the biennium, effectively eliminating the program’s backlog. The program also provided on-line public access to high capacity well applications, approvals, and existing water withdrawals.
- DNR and its partner, Wisconsin Rural Water Association (WRWA), continued to encourage wellhead protection planning and work with communities to implement required wellhead protection (WHP) plans. In FY2017, 11 communities completed WHP plans this year (four required and seven voluntarily). Work continues on strategic interventions to assist communities in taking innovative actions or meeting unique challenges to implement wellhead protection. In particular, DNR, WRWA and other partners are developing and using groundwater monitoring, modelling and related tools in three communities to demonstrate a voluntary community-based approach to rising nitrate levels.

Bureau of Water Quality

- Issued 165 individual wastewater (WPDES) permits in FY2017, and reduced permit backlog (including all municipal and industrial permits) from 24.3% in 2016 to 16.4% in July 2017.
- Promulgated administrative rules to address deficiencies noted in EPA's legal authority review regarding potential inconsistencies between state and federal regulations that govern the wastewater (WPDES) program.
- Developed several key program guidance documents to provide consistency in the permitting and compliance inspection process, including:
 - Whole Effluent Toxicity (WET) Guidance Updates
 - Phosphorus Implementation Guidance Updates
 - Phosphorus Multi-Discharger Variance Implementation Guidance
 - Wastewater Enforcement Handbook
- Wisconsin's 2016 Water Quality Report to Congress ("2016 Integrated Report") provided descriptions of water quality programs, emerging issues and new initiatives, and summary reports of water quality conditions. A total of 3,281 waters had sufficient data to assess during the 2016 cycle. 462 previously unassessed waterbodies were newly found to be attaining their designated uses, which brought the number of waters attaining uses up to 6,247.
- The Best Management Practices (BMP) Tracking System was developed from a cross-division collaboration between Water Evaluation, Runoff Management, and Waste Water. This user-friendly system will allow DNR's external partners to easily report the best management practices they have constructed to improve water quality in watersheds across Wisconsin.
- A new assessment technique (oxythermal assessment package) has been developed to determine whether two-story fishery lakes have sufficient habitat containing both cold enough water and high enough dissolved oxygen to support their coldwater fish populations.
- To provide an opportunity to learn skills in automation, statistics, and data visualization, the Evaluation Section began offering an introductory training program for learning the R statistical programming language. Nearly 30 Water Quality staff members have attended the class in person, and the course materials, packaged as a stand-alone training manual, have been more widely distributed for self-study.
- Contributed to the advancement of science-based management by publishing five peer-reviewed papers in water quantity journals. The papers 1) present refinements to measurement technology for detecting algal blooms, 2) provide insights into environmental controls on rates of evaporation and evapotranspiration from lakes and wetlands, and 3) provide insights into factors controlling lake productivity based on embedded high-frequency, remote sensing technology.

- Staff completed the FY15-17 Monitoring Work Plan, with over 100 lakes, 500 streams, 44 rivers, and 25 watersheds monitored each year. Approximately 40 small scale monitoring projects were implemented ranging from evaluating effectiveness of aquatic herbicide applications to dissolved phosphorus methods development.
- Approximately 20-25 Targeted Watershed projects were implemented in 2016 and 2017, for various purposes: determining current attainment status in areas we have not monitored for more than 10 years; collecting information for TMDL development, and; evaluating progress from NPS implementation practices in support of the 319 program.
- Partnered with DG program to conduct in-lake sampling on Lake Winnebago near drinking water intakes to assess risk of algal toxins.
- Began establishment of comprehensive large rivers monitoring and assessment to fulfill Clean Water Act obligations
- Completed Wisconsin's portion of the 2016 National Wetland Condition Assessment and 2017 National Lakes Assessment
- Water quality data was summarized and reported in the 2016 Integrated Report, and presented in other more specific publications and reports, including 14 watershed plans
- Worked to expand and upload datasets not currently in DNR water quality databases and expand connectivity to external databases for accurate and efficient reporting of water quality data and management actions to EPA (ATTAINS grant)
- In the first year of the biennium completed a 5-year statewide Aquatic Invasive Species (AIS) monitoring initiative with an additional 500 lakes and 200 streams monitored. Determined that the rate of spread of AIS was not increasing. The methods developed in the pilot were transitioned to routine DNR water monitoring as well as citizen based volunteer and grant funded monitoring efforts establishing an integrated statewide AIS early detection network.
- Completed Department Manual Code on Boat and Gear Disinfection, thus helping to ensure the DNR is not contributing to the spread of AIS.
- Awarded over \$10 million in cost-sharing grants to assist local communities in planning and managing lake and river water quality, aquatic habitat and AIS prevention and control.
- Issued over 2,500 permits for control of invasive and problematic aquatic plants and other nuisances. 98% of permits were issued within 10 to 15 days. All private pond permits – about half of all permits – converted to an electronic application submitted through central intake.

Office of Great Waters

- Great Lakes Area of Concern (AOC) Beneficial Use Impairment accomplishments:
 - Achieved milestones in the Lower Menominee River AOC: Removed “Restrictions on Dredging Activities” and “Degradation of Benthos” impairments in 2017 and substantially completed all management actions, including the Menekaunee Harbor habitat project.
- Secured Great Lakes Restoration Initiative (GLRI) funds for coastal wetland projects, including wild rice planting, invasive species control, and erosion mitigation.
- Great Lakes sediment remediation - Dredging and clean-up action status with Legacy Act Funds, Sediment bonding funds, Harbors & Bay funds:
 - Milwaukee AOC: Lincoln Creek phase 2 completed; ~35,000 cubic yards of PCB contaminated sediment removed.
 - Fox River: dredging continuing through 2019. For the 2015-2017 biennium, just over 1 million cubic yards of PCB contaminated sediment removed, and 62 acres of river bottom capped.
 - St Louis River: Howards Bay Feasibility study completed and 95% design to remediate contaminated sediments.
 - Portage Canal clean-up: completion of Remedial Action Options Report (RAOR) report and transfer of project management to specific DNR programs.
- Mississippi River navigation sediment management
 - Reviewed 81 Dredging Notices for U. S. Army Corps of Engineers (USACE) channel navigation dredging.
 - Reviewed & coordinated with the USACE on five major dredged material offload projects, totaling 3,230,000 cubic yards of dredged material.
 - Reviewed and coordinated with the USACE on development of Draft Dredged Material Management Plans for UMR Lower Pool 2, Lower Pool 4, Pool 5, Pool 6, and Pool 11.
- Beach accomplishments:
 - Completed Beach Management Plans for Mississippi River Pools 7 & 8 in coordination with Corps of Engineers, USFWS, and MN DNR
 - Funded monitoring at 100 coastal beaches and updated public notification signage to icon and color-based notifications.
- Monitoring accomplishments:
 - Monitored eight Lake Superior coastal wetlands in 2016 and 2017 in partnership with Northland College to determine if there was a nutrient limitation.
 - Monitored ten Lake Superior coastal wetlands and approximately 30 lakes in the Lake Michigan basin for AIS early detection in 2017.

Mississippi River

- Working through the Upper Mississippi River (UMR) Basin Association in context with the 2007 Joint Governor's Statement on Water Quality Protection for the Mississippi River, we implemented a field-pilot of the UMR States' Clean Water Act Monitoring Strategy. <http://www.umrba.org/wq/wq2016programreport.pdf>
- Continued our work in the Upper Mississippi River Restoration (UMRR) program. This included the completion of the Capoli Slough Islands habitat project at Ferryville, WI in 2016 in which a combination of backwater dredging, island construction, and bank stabilization was used to recreate a 2,000 acre backwater complex.
- Implemented Wisconsin's portion of the UMRR Long Term Resource Monitoring (LTRM) efforts. The UMRR LTRM informs river management and supports decision-makers by generating knowledge on the status and trends of UMR ecological health and its resilience to disturbances.
- Responded to three large UMR Spill events
 - Alma Train Derailment Ethanol Spill November 2015;
 - Brownsville Train Derailment January 2015;
 - Pool 11 Train Derailment Ethanol Spill February 2015

Bureau of Air Management

Air Quality Improvements

- The number of Wisconsin counties not meeting federal air quality standards remained at its lowest number since the enactment of the 1990 Clean Air Act amendments.
- Even with more stringent federal standards, ozone concentrations in Wisconsin continue to improve. Currently, only one and a half counties are nonattainment for EPA's 2008 ozone standard.
- Sulfur dioxide emissions from point sources (such as power plants, paper mills, and other industrial facilities) decreased statewide from 142,566 tons in 2011 to just 33,378 tons in 2016. That's a 77% decrease in only six years.
- The state has seen a significant reduction in fine particle pollution. All counties in Wisconsin now monitor concentrations of fine particles well below the federal air quality standards and are considered to be "in attainment" by EPA.
- Air program staff reviewed and provided comments to EPA on numerous proposed federal rules affecting air quality, including those related to the 2015 ozone standard, the Sulfur Dioxide Data Requirements Rule, and the Clean Power Plan.

Air Stakeholder Working Group

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

- The program continued meeting with the Permit Streamlining Workgroup, an external stakeholder working group that provides the program with input on the program's permit streamlining initiative.
- The program met with the 2015 Ozone Workgroup, an external stakeholder working group that provided the program with input on implementation of the 2015 Ozone National Ambient Air Quality Standard (NAAQS). Meetings were held from January – March 2017.

Air Streamlining and Efficiencies

- In December 2015, the air permit streamlining rule was finalized. The rule created a natural minor exemption, an exemption for restricted use engines, removal of renewal requirements for minor source operation permits and other clarifications.

Air Quality Monitoring – Technology

The monitoring group has spearheaded multiple technological advancements in the region. The monitoring group has fully transitioned to remote operations, which allow operators to perform basic functions and quality checks from their laptops or smartphones, an upgrade to the data acquisition system and an equipment upgrade to network routers to advance from 3G to 4G router speeds for better data security and quicker execution times. The monitoring group began implementation of the alignment project allowing for fine particle network optimization. This requires a change in monitoring technology, going from a filter based monitoring method to a continuous method. This change will result in more high quality data at a lower operating cost.

Bureau of Waste & Materials Management

Wisconsin Recycling Markets Directory Relunched:

Waste and Materials Management (WMM) program staff has been instrumental in the re-launch of the Wisconsin Recycling Markets Directory (WRMD). The WRMD is an online resource where users can search for recycling outlets for hard-to-recycle or unusual recyclable materials, as well as common items such as paper or metals. Users can select from the drop-down category menu and further narrow their search by item or material type.

The directory had previously been hosted by the now defunct UW-Extension Solid and Hazardous Waste Center. Through an MOU between DNR and the University of WI-Green Bay, the site was relunched this year by the Environmental Management and Business Institute. WMM program staff advised on the new site content, conducted testing and quality control, and recommended additional listings. The project was recently honored by Senator Robert Cowles for helping “make our \$130 million recycling industry more economical.” The directory includes data for over 300 businesses and 100 material types.

Recognizing the success of local recycling efforts

In 2015, the WMM Program's Recycling Excellence Awards recognized 12 local governments and organizations for their superior recycling efforts and innovations. The

award program publicly acknowledges 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. Four categories were offered in “Excellence in Wisconsin Recycling:” projects and initiatives, overall program, special events and innovation. Programs are encouraged to self-nominate or submit a nomination on another program’s behalf. The 2015 award winners were featured in an article entitled “[And the award goes to...](#)” in June edition of the *Natural Resources* magazine.

In 2016, nine communities and organizations were honored in the above referenced four categories. Amongst the deserving winners of the 2016 awards was Sparta High School Earth Club for their food waste diversion initiative in the projects and initiatives category. Students raised funds to purchase an Ecovim digester, cooperated with a local grocery store chain to ensure feedstock during the summer months, presented to over 350 elementary students and 250 custodians on their project, and started a fund for teachers with the proceeds of the sale of their soil amendment. Another 2016 winner was the Wisconsin State Fair in the special events category. Wisconsin State Fair increased recycling by expanding the number of recycling bins, addressing both vendor and patron recycling and improving awareness by placing “Wisconsin State Fair Recycles” on the back of crew members’ T-shirts, serving as a walking reminder to recycle. A full list of 2016 award winners may be found on the Recycling Excellence Awards [webpage](#).

Stakeholder Engagement

Recognizing the benefits of working with a broad group of stakeholders, the Waste and Materials Management (WMM) Program created a new stakeholder group, the WMM Study Group in 2016. This group serves as a forum to receive input from, and provide information to, interested parties on a range of policy and technical issues relating primarily to topics associated with the NR 500 chapters of the Wisconsin Administrative Code.

The WMM program also works with an ad hoc list of external stakeholders known as the Solid Waste Interested Parties (SWIP). SWIP meetings are convened semiannually by the DNR and are primarily informational in nature. The WMM program will continue to hold SWIP meetings to provide information on program developments to the broader set of solid waste external stakeholders. However, the WMM Study Group will address a more focused range of issues in greater depth and continuity, and with a greater emphasis on developing and delivering advice to the DNR and to policy makers on the issues the group takes up. The study group has formed five subgroups to address issues related to groundwater monitoring, management of construction and demolition wastes, alternative landfill caps, organic waste management and recycling innovation. The group meets on a bi-monthly basis.

Response to Northern Floods in 2016

On the afternoon of July 11, 2016, widespread severe thunderstorms began to move into the counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Sawyer and Washburn. The storms prevailed through the evening into the early morning, producing torrential rain, damaging winds, large hail and tornados. The impact of the storm included evacuations of residents, downed trees and power lines, flash flooding and damage to

roads and bridges. The storms also severely impacted the lands and people of the Bad River Band and Red Cliff Band of Lake Superior Chippewa.

In response to the disaster, Governor Walker directed personnel and resources needed to expedite repair and remediation operations in the affected areas in order to protect the lives, property and welfare of the citizens of Wisconsin. State agencies directed to respond included Wisconsin Emergency Management, Wisconsin Department of Natural Resources, Wisconsin Department of Health Services, Wisconsin State Patrol, Department of Transportation and the Wisconsin National Guard. DNR staff from the Waste and Materials program were tasked with assisting debris management operations across the region. Field staff were on hand to provide handling and disposal information to residents, local government units, and the tribes. WMM staff participation in emergency management briefings and public information sessions, as well as responding to specific inquiries from home and business owners ensured consistency and accuracy of information conveyed, and allowed staff to form solid working relationships with affected parties. These efforts resulted in the expeditious resolution of compliance issues or concerns, allowing the communities to move forward with recovery operations. One of the hardest hit areas was Iron County's Saxon Harbor which received catastrophic damage to marina infrastructure and surrounding areas. WMM staff worked closely with Iron County Forestry during the initial recovery stages to manage the initial debris removal and disposal efforts, and continue to be actively involved in the dredging and waste handling related to harbor reconstruction which is slated to be undertaken in Spring, 2018.

E-Cycle Wisconsin

- During FY16 and 17 (July 2015 to June 2017), E-Cycle Wisconsin collected 63.6 million pounds of electronics for recycling. In total, the program has collected more than 250 million pounds for recycling since it began in 2010.
- The DNR launched a new, mobile-friendly publicly available list of electronics collection sites in late 2015. A 2016 DNR survey of state households showed awareness of the E-Cycle Wisconsin program and where to recycle electronics had grown, following increased public outreach efforts.
- The E-Cycle Wisconsin program continued to maintain its close engagement with stakeholders by hosting a stakeholder workshop in June 2016 and three electronics collection site best management practices workshops in different parts of the state. Both the 2016 stakeholder meeting and 2017 collection site workshop included online participation options in an effort to include more out-of-state recyclers and manufacturers. Stakeholders continue to praise Wisconsin's program as a national leader, particularly in terms of its online reporting system and careful tracking of the electronics recycling process.
- DNR staff conducted surveys and compiled data and stakeholder recommendations to produce the program's 2015 and 2016 annual reports to the Legislature and Governor, including recommendations for possible legislative changes.
- Through a more systematic approach to checking retailers for unregistered brands and using stepped enforcement with retailers and unregistered manufacturers to gain compliance, the program increased the number of registered brands by nearly 70 percent during the biennium and reduced the number of repeat violations found on retailer websites by 90 percent.

Electronic Waste Site Cleanup

The Hazardous Waste Section facilitated the cleanup of a large electronic waste graveyard with the assistance of Oconto County and the US EPA Removals Program. Oconto County contacted the DNR after the discovery of stockpiled electronic waste at a 1-acre residential property. The property owners had collected and dismantled televisions and computer monitors for salvageable metals, but lacked adequate storage options and the materials were dismantled outdoors leaving broken casings, cathode ray tubes (CRT), and other components exposed to the elements. In addition to salvageable metals, these wastes contain metals that can be harmful to human health and the environment (i.e. lead, mercury, arsenic, selenium, cadmium and antimony). Soil samples conducted confirmed the soils were contaminated with lead above the EPA's clean up levels, leading to The EPA cleanup of 120 tons of hazardous waste broken CRT glass and debris, 1 drum of PCB-containing lighting ballasts, contaminated soils, and 110 tons of non-hazardous debris. Oconto County removed 6,080 pounds of used tires, approximately 15 tons of non-hazardous debris and sent 148 intact televisions/computer monitors to another electronic waste collector. EPA spent approximately \$160,000 cleaning up the site.

Bureau of Remediation & Redevelopment

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 15,900 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 23,000 acres have been returned to productive use since 2004 when tracking began.

Cleanups/Spill Response

- In FY2016, cleanups were completed at 337 contaminated sites. Staff responded to 917 hazardous substance spills and 13 abandoned container cases. Emergency Response Zone Contract (ERZC) was utilized 21 times in FY2016.
- In FY2017, cleanups were completed at 339 contaminated sites. Staff responded to 987 hazardous substance spills and 9 abandoned container cases. ERZC was utilized 19 times in FY2017. RR Program Staff responded to train derailments in Ferryville (Crawford County), Watertown (Jefferson County), Alma (Buffalo County), and Saunders (Douglas County). Hazardous substances involved in these spills were ethanol, sodium hydroxide, diesel fuel, and crude oil. DNR worked with local emergency responders, railroads, USCG and USEPA to respond to the human health and environmental threat resulting from these releases.
- RR Program Staff responded to storm damage at Saxon Harbor, Iron County, resulting from the July 2016 flooding in Northern Wisconsin. DNR worked with local Emergency Management officials and the USCG to locate and recover sunken vessels and respond to fuel spills from storm damaged boats.

Brownfield Redevelopment

- Outreach to the DNR's brownfields and cleanup customers was prominent in fall of 2016 and the spring 2017 as the RR Program coordinated and hosted two conferences: Brownfields 101 for Local Governments in Stevens Point, and 2 Consultants' Day events in Stevens Point and Pewaukee. Roughly 500 guests attended the 3 DNR-hosted conferences. During their specific events, local government leaders and employees, and environmental consultants learned of Program updates and current trends in the practice of cleanup and brownfield redevelopment. The events required significant planning and preparation by staff at all levels and in many offices. The payoffs: raising confidence levels of participants to take on local land recycling projects and providing the timely and necessary knowledge to get cleanup sites to completion.
- DNR supported the waterfront redevelopment project in Ashland with a total of \$400,000 in brownfields Ready for Reuse grants. Ready for Reuse loans and grants are used for environmental cleanup of hazardous substances or petroleum at brownfields throughout Wisconsin. The former Roffers Construction property has a long history in Ashland, dating back to the late 1800s when it was the site of a railroad roundhouse. A new residential neighborhood is expected, with up to 30 homes on the property.
- Wisconsin Assessment Monies (WAM) awards made to several small communities across the state, including Blanchardville (Old Dairymen property), Spooner (Roundhouse), Baraboo (Ringling Manor), Ashland (Timeless Timber), Merrill (Hurd Manufacturing), Owen (Owen Manufacturing), Rusk County (Sheldon Creamery), and Land O' Lakes (Nagel Lumber). WAM awards provide communities with professional environmental assessments of contaminated properties, helping them to turn the site around and get it ready for a new use.
- The Natural Resources Board took a keen interest in the Remediation and Redevelopment Program in 2016 and again the following year. NRB members got an up close look at the Northern States Power (NSP) Superfund site on the edge of Lake Superior during its August 2016 meeting and tour in Ashland. The RR Program and EPA have been managing work on this site since contamination was discovered in the late 1980s. Groundwater monitoring will continue for several years; a "wet dredge" pilot project is helping to clean sediment near the shoreline. In August of 2017, the NRB visited several brownfields sites in Oak Creek. Members got a walking tour of the Drexel Town Square, previously the site of Delco Electronics, learning about its remediation and stormwater management features. Board members also took in a number of other sites in the city's former 260 acre industrial waterfront site.
- The Wisconsin Brownfields Study Group is an independent external advisory group 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. In November of 2015, the Group's commissioned work from the UW-Whitewater Fiscal and Economic Research Center, The Economic and Fiscal Impact of Wisconsin's Brownfields Investments, is published. The report confirms that local and state investments in land recycling and reuse is big business; more jobs, lower

property taxes, and environmental stewardship. During the last 20 years, Wisconsin has seen a 14-fold rate of investment on \$121 million in state grants.

- The Remediation and Redevelopment Program launched a revised, online version of its RR Report newsletter in 2017, after being a year in the design and making. This new “newsfeed” makes searching for articles easier than ever before and because it’s always available, news and information can be posted without delay as it becomes available. With RR’s self-implementing cleanup program, communicating timely and accurate information to customers is a must. The new RR Report has been well received in its first couple of months.

Vapor Intrusion

Vapor intrusion continues to be a focus for customers and the Program. New videos and other public outreach materials were published, and best management practices to prevent vapor intrusion continue to be developed in partnership with DHS. The Program’s guiding VI document – RR800 – underwent revisions and the revised guidance is expected to be final in late 2017. Publication of the revised guidance follows nearly two years and 14 meetings and webinars to keep customers up-to-date on many VI issues.

Internal Services Division

The Division of Internal Services consists of the following programs:

The **Bureau of Finance** is responsible for administering and managing the Department's accounting, operating budget, purchasing needs, and controllership functions. The subprogram serves as financial advisor to the Office of the Secretary, administrators, and program managers. The Bureau's 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 of Facilities and Lands** provides an array of professional and technical internal services to other department programs for: real estate, infrastructure engineering and construction, facilities management, fleet management, safety and risk management, long- and short-range property planning, and policy development that guide DNR real asset operations. The overall goals of the Bureau of Facilities and Lands are to:

1. Manage department real asset portfolio including real estate and buildings.
2. Provide planning services for department assets such as master planning, capital budget development, and vehicle fleet needs.
3. Provide technical services for the management and planning of assets including geographical information systems for real estate holdings, building inventory and space planning, engineering and construction of development projects, and grant administration services.
4. Manage department safety and risk prevention programs for all department programs.

The **Bureau of Technology Services (BTS)** provides information technology (IT) consulting, administration, and support for DNR infrastructure (e.g., servers, databases, networks), end user devices (e.g., computers, cell phones, software), shared system development platforms (e.g., GIS), IT project and portfolio management, and related IT services. BTS establishes technology architecture and standards in compliance with the Division of Enterprise Technology (DET), federal, and other standards, and implements security practices and processes to best meet agency business needs.

The **Bureau of Human Resources** provides the DNR with the ability to meet business needs through managing the DNR's most valuable resource – our employees. The essential function of the human resource department include; recruitment and selection, strengthening the employer-employee relationship, compensation, payroll and benefits, training and development, and compliance with state and federal laws. It advocates for progressive and responsive human resources management policies and programs that foster a safe, challenging and fulfilling work environment.

ACCOMPLISHMENTS

Bureau of Facilities and Lands

Acquisition accomplishments during the Fiscal years 2016-2017 under the Knowles-Nelson Stewardship program include:

- Securing an additional 29,000 acres of conservation easements for the State Forest Legacy program. Most notably the acquisition of 28,000 acres of Lyme St. Croix Forest Company, LLC lands in Douglas and Bayfield County.
- 4,100 acres of fee ownership lands were acquired by the state during the 15-17 biennium. The cornerstone of fee purchases was the acquisition of 995 acres along the Chippewa River in Dunn County from Northern States Power Company that includes 18,000 feet of shoreline along the Chippewa River in Dunn County. In addition, another 714 acres located within the Avon Bottoms Wildlife area in Rock County was acquired through donation from Pheasants Forever.
- Forest Legacy Easements in Northern Wisconsin totaling over 250,000 acres, acquisition of 5,610 acres along the Pine and Popple Wild Rivers; 2,779 acres for the Straight Lake Wildlife Area and State Park in Polk County, 9,200 acres for the Peshtigo River State Forest, and many smaller parcels throughout Wisconsin including an additional 5.5 miles of the Henry Aaron State Trail in Milwaukee County.
- The Natural Resources Board (NRB) approved master plans for 13 planning groups and two master plan amendments, and the NRB approved of the Department's recommendation to conduct regional-based master planning to ensure NR44 compliant plans are in place for Department-managed lands by the end of 2024.

Bureau of Technology Services (BTS)

- The BTS GIS Section provided significant coordination and technical support for development of Wiscland 2.0, Wisconsin's updated statewide land cover data layer delivered in Fall 2016. This dataset describes the types of land cover throughout the state (e.g., agricultural lands, forests, grassland, urban areas, wetlands, and water bodies). Understanding land cover types and patterns is important for assessing wildlife population, such as deer, across the state, as well as supporting many other analyses and decision-making needs of DNR programs, government entities, private businesses, utilities, non-profit organizations, academia, and others. The GIS Section is also responsible for making Wiscland 2.0 data and related documentation available to the public.
- During FY17, major accomplishments of the BTS Device Support Section include:
 - implemented Telepresence at 7 sites around the state
 - improved cellular signal strength in GEF 2 in support of Emergency Response Center
 - responded to survey vendor's security breach; implemented new solution
 - took on support for phone system in the Spooner, WI office
 - oversaw GEF 2 network equipment upgrade
- The BTS Systems Section has executed on:

- Re-aligning all end user device standards to reduce overall device counts, and improve supportability and efficiency
- Multiple technology improvement assessments, and is executing on many high level, high impact related projects. Includes: Windows 10 rollout, Office 365 rollout, Wireless Infrastructure improvements
- Complete re-writes of the HR and Technology Services Intranet sites
- Greatly improved disk storage environments
- Password Server implementation

Bureau of Human Resources

- Implemented PeopleSoft, a comprehensive State of Wisconsin enterprise system that allows us to effectively audit and manage HR functions.
- Effectively hired all new HR leadership including; HR Director, Deputy Director, and three section chiefs.
- Conducted core work analysis and benchmarking to align human resources program and services
- Implemented software for online reference checking and created efficiencies in the reference checking process, going from one week to an average of one day to complete the reference check process.
- Made enhancements to several automated process to improve efficiencies in the hiring process.
- Developed a new HR intranet website to improve HR services for employees and supervisors.
- Centralized our Family & Medical Leave Act (FMLA) process and developed supervisor and employee guides on FMLA, to provide consistency to practices.
- Implemented 2015 Wisconsin Act 150 civil service reforms.
- Implemented a new automated interview scheduling software to eliminate the time and labor that supervisors were spending on this task, which also resulted in greater efficiency in the hiring process.

External Services Division

The Division of External Services consists of the following programs:

The **Bureau of Watershed Management** manages activities and land uses that affect water quality and public health and safety. Its primary objective is to provide an integrated watershed approach to managing these activities that includes policy development, watershed planning and regulation, habitat protection, and water quality assessment.

The **Bureau of Community Financial Assistance** administers grant and loan programs. Program staff works closely with local governments and interested organizations to develop and support projects that protect public health, natural resources, the environment and outdoor recreational opportunities.

The **Bureau of Environmental Analysis and Sustainability (BEAS)** provides a single point of contact service to businesses and governmental agencies that enhances their ability to meet and exceed environmental and economic objectives. BEAS facilitates cross-agency coordination on important project and policy proposals, leads social science research for internal programs, provides laboratory services and certification, and assures proactive DNR participation and clear communications with business, internal and government customers.

The **Bureau of Customer and Outreach Services** manages sales and information service delivery at DNR Service Centers, online sales and statewide DNR call center operations. It is responsible for the development and implementation of information systems that is used to issue license and recreational vehicle privileges for natural resources users; business outreach services for contracted DNR sales agents; and public outreach services for the general public using an array of media. In addition, it is responsible for responding to public inquiries regarding the interpretation of regulations pertaining to natural resources use and management; sale of outdoor recreational licenses and permits; registration of boats, snowmobiles and all-terrain vehicles and off-highway motorcycles; and the dissemination of information through a variety of media.

PERFORMANCE MEASURES

2015 AND 2016 GOALS AND ACTUALS

Performance Measure	Goal 2015	Actual 2015	Goal 2016	Actual 2016
Number of high-risk dams inspected per year.	71	78	52(1)	48
Number of state-regulated, large dams with emergency action plans (188 at the end of FY08)	450	383	410	468
Percentage of waterway and wetland sites inspected for compliance after they are permitted.	15%	12.9%	15%	5.7%

Performance Measure	Goal 2015	Actual 2015	Goal 2016	Actual 2016
Of water permit sites inspected, the percentage constructed in compliance with statute, rule and permit standards.	70%	77.9%	70%	46.0%
Percentage of waterway and wetland permit requests that are general permits	50%	Waterway 65%; Wetland 89%	50%	Waterway 65%; Wetland 88%
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	Waterway 44.3 days; Wetland 61.7 days	70 days	Waterway 40.3 days; Wetland 50.5 days
(1)The number of planned inspections has decreased due to dams being reclassified to categories other than high-risk.				

2017, 2018 AND 2019 GOALS

Performance Measure	Goal 2017	Goal 2018	Goal 2019
Number of high-risk dams inspected per year.	65	65	71
Processing time to issue waterway individual permit decisions (measured from the date of receipt of a completed permit application to issuance of the permit decision)	70 days	70 days	70 days
Processing time to issue wetland individual permit decisions (measured from the date of receipt of a completed permit application to issuance of the permit decision)	70 days	70 days	70 days
Processing time to issue stormwater construction site permit decisions.	30 days	30 days	30 days
Percent of hunting, fishing and trapping licenses purchases online.	17%	19%	21%

ACCOMPLISHMENTS

Bureau of Watershed Management

E-Permitting System:

Implemented an electronic permitting system that provides customers with the ability to apply for permits on-line and check the status of the permit application, also includes:

- Electronic payment, electronic signature, improved online application, clear understanding of required attachments
- Acknowledgement of receipt
- Issue tracker and support for assistance and program expertise
- Dashboard features to search and track the status of permits and public notices

- Mapping features to improve identification of project areas.

The waterway and wetland website has been modified to seamlessly integrate with the electronic permitting system, and assists the public with determining the type of permits needed *before* entering the electronic system to apply for a permit.

E-Permitting Metrics

- Project involves: Cross-Division, Cross-Program includes Waterway and Wetland IPs and GPs, Storm Water, CAFO, Wastewater GPs, Wetland ID, Dam, Aquatic Plant Management
- Individual Permit processing time (excluding weather extension or reason for hold) reduced on average 40%
- General Permit processing time (excluding weather extension or reason for hold) reduced on average 50%

Annual E-Permitting Activity Summary

Year	Permits Submitted Electronically
2013	260
2014	2,045
2015	2,488
2016	4,829
2017 (through 10/10/17)	5,416

Waterway and Wetlands

- A wetland general permit was created to allow for up to two acres of fill in heavily disturbed areas where wetlands emerged as a result of construction activities.
- A new general permit was issued to allow small scale dredging of areas on lakes and streams to enable landowners to better manage navigation around piers and swim areas.
- Electronic submittal capability has been completed so that all requests related to wetland boundary concurrence and wetland identification on private lands can be submitted to the Department online.
- Implementation of a wetland screening guidance which provides project applicants with a process to determine the presence/absence of wetlands on a property proposed for development so as to minimize delays and unnecessary design costs during permit review.
- Reallocated one FTE from field permitting to the Wetland Identification program so as to better aid landowners and project proponents in identification of wetlands on property prior to submittal of permit applications.

Concentrated Animal Feeding Operation (CAFO) Program

- E-Permitting: In June of 2017, the Department completed its CAFO e-Permitting system. The DNR now receives submittal of WPDES (Wisconsin pollutant discharge elimination system) permit applications, plans and specifications and evaluations for designed structures, and annual reports and nutrient management plans (NMP) updates via the e-Permitting system.
- New staff: The DNR reallocated four additional regional positions to the CAFO WPDES permit program to improve program implementation of permitting activities, (NMP) reviews, inspections, and enforcement. One additional position was allocated to conduct NMP reviews in central office.
- GIS delineation of CAFO fields: The Department has been delineating fields identified in CAFO NMPs. This helps to determine if multiple CAFOs are using the same field to is used to avoid over-application of CAFO manure.
- Majestic Meadows: In December of 2016, the DNR reissued a WPDES permit for Majestic Meadows, a CAFO in Sheboygan County, which included an allowance for a recurring surface water discharge. This is only the second permit in the state to allow such a discharge. Majestic Meadows installed a full-scale wastewater treatment system that treats raw manure to the point it can be discharged in accordance with state water quality standards.

Storm Water Program

- E-Permitting: The Construction Site permit application went live during this time and nearly all construction projects are processed through this system resulting in a significant time savings for staff.
- The Program reissued five industrial permits (Tier 1 and 2, Salvage Yards, Auto Dismantling and Recycling, and Non-metallic Mining). In addition, a sixth industrial permit was created to address Industrial Sand Mines. The Storm Water Construction Site permit was also reissued for another 5 years.

Nonpoint Program

- Kewaunee County workgroup recommendations for manure spreading are being proposed to be incorporated into a rule revision to ch.NR 151 (Runoff Management). A scope was approved by the Natural Resources Board in August 2016 and the department worked with a technical advisory committee (TAC) from October-March. A draft rule was developed after the TAC completed its deliberations. The final schedule is to have the rule at the legislature in early 2018.

Dam Safety and Floodplain Zoning

Application materials for Dam Repair/Reconstruction, Dam Transfer and Dam Abandonment and Removal have been added to the e-permitting system

- The Floodplain Mapping program completed development of flood inundation maps at 5 stream gauges on the Rock River and three on the Fox River in southern Wisconsin. This mapping can be accessed from the National Weathers Service Advance (NWS) Hydrologic Prediction Center website. The maps allow emergency managers, local officials and citizens to have a visual representation of the physical extent and depth of flooding correlating to NWS prediction of events.

- In coordination with the Wisconsin Cranberry Growers Association and the Wisconsin County Code Administrators, an update to the State Model Floodplain Ordinance was developed. The ordinance provides a process to register existing cranberry operations with the county, identifies maintenance activities which can be completed at existing operations without floodplain development permits, and lays out the permitting process for new cranberry operations. This language makes sure that cranberry operations can stay in compliance with local floodplain regulations while the counties can assure they meet the requirements of state and federal regulations.

Bureau of Community Financial Assistance

- Loans: 50 Clean Water Fund loans were disbursed, totaling just over \$295 million and 63 Safe Drinking Water loans were disbursed, totaling nearly \$91 million. A total of 89 different communities benefitted from these loans.
- Grants: A total of 5,935 grants were awarded to local governments, tribes, lake districts, lake and river associations, fire departments, dry cleaners, nonprofit conservation organizations, and individuals under 41 different grant programs totaling over \$129 million.

Bureau of Environmental Analysis and Sustainability

Agency Alignment

- Through Alignment the bureau added the statewide Federal Energy Regulatory Commission (FERC) coordinator, metallic mining coordination and functions from Science Services including social science research, economist services, archaeological/cultural resources review, laboratory services, and operator certification.

Flood Response

- Major rain events in July, August, and September 2016, in northern and western Wisconsin, led to flood disaster declarations. DNR staff in Dam Safety, Stormwater, Floodplain, Waterways and Wetlands, Law Enforcement, and Environmental Analysis spent countless hours assisting County Highway and County Emergency Managers, while our staff in Wastewater and Public Drinking water worked with Communities to ensure safe drinking water supplies and operational waste water systems. Transportation Liaison staff served as primary contacts for local government, WisDOT, WEM, and FEMA as the municipalities addressed impacts to road and bridge infrastructure after these significant flood disasters.

Small Business Environmental Assistance Program (SBEAP)

- The SBEAP assists businesses having 100 or fewer employees with understanding the environmental rules by providing plain-English tools and resources that summarize the requirements and help the businesses to comply. Our measured business contacts (shown below) include: answering questions via phone or email, conducting on-site visits, giving presentations, sending electronic newsletters, staffing conference exhibit booths to answer questions or provide materials. More information at: <http://dnr.wi.gov/topic/smallbusiness>. In fiscal year '17, the SBEAP program handled over 86,000 contacts:

Annual business contacts:

- 2016 – 60,794
- 2015 – 33,456
- 2014 – 31,384
- 2013 – 27,616

- The new “What to look for when purchasing property” web page: <http://dnr.wi.gov/topic/SmallBusiness/PurchaseProperty.html> offers an overview of a wide range of environmental considerations for property transactions, all in one place.

Evaluation of the Deer Management Assistance Program (DMAP)

- The Bureau of Wildlife Management initiated a Deer Management Assistance Program (DMAP) in 2014 to help landowners accomplish their forest regeneration and deer hunting goals. A second objective was to improve communications and thereby increase trust and credibility with landowners and deer hunters throughout Wisconsin. Documenting DMAP participant satisfaction and attitude changes resulting from participation will be necessary to evaluate progress toward achieving these goals. Formative program evaluations also allow the department to adapt DMAP to better serve the needs of customers and the agency.

Outdoor Recreation Survey

- Federal funding under the Land and Water Conservation Act supports development of outdoor recreation opportunities and facilities. To be eligible, states must prepare a statewide comprehensive outdoor recreation plan (“SCORP”) every five years. The department’s social science team conducted a statewide study of outdoor recreation participation to assess recreation demand. The survey measured public attitudes about funding the management of state properties for fish and wildlife recreation. It also identified issues of concern, as well as local recreation needs.

New administrative code for WEPA compliance

- Updated Department procedures for compliance with the WI Environmental Policy Act (WEPA) went into effect January 2016. The new rule clarified the environmental impact statement (EIS) process and recognized that many department procedures integrate the required analysis within normal permitting and management plan approval processes. During the biennium, the department completed EISs for Enbridge Line 3/Sandpiper, Estabrook Dam, and a Draft EIS for proposed Kohler Golf Course.

Energy Projects

- Badger Coulee Transmission Line-- A joint application to the Public Service Commission and the DNR was approved in 2015 for American Transmission Company (ATC) and Xcel Energy to construct a new 180-mile, 345,000-volt electric transmission line between La Crosse and Madison, known as Badger - Coulee. EAS is now monitoring compliance with permits for construction that is expected to be complete in late 2018.
- Enbridge Line 3 Replacement-- Enbridge owns and operates the 324-mile-long 34-inch diameter Line 3 liquid petroleum pipeline from North Dakota to Superior, originally installed in 1968. In Wisconsin, Enbridge is replacing this line with new 36-

inch-diameter pipe as part of an on-going maintenance program adjacent to the existing right-of-way from the Minnesota state line to the existing terminal in Superior. The DNR recognized the complexity and public interest in Enbridge operations and used the EIS process for the Line 3 replacement project.

Transportation Policy

- Legislative action in response to concerns raised by the USEPA, required development of a general permit for storm water management on WisDOT projects. Working with WisDOT, the department has completed a draft GP that is currently under review by USEPA and should be released for public comment in late 2017.

Green Tier Charter

- EAS staff coordinated the development of a new Green Tier charter with Wisconsin Urban Wood (WUW). WUW is a network of independent businesses and nonprofit organizations recycling urban wood. WUW promotes the social, environmental and economic value of urban wood to communities and owners across Wisconsin. As a network, WUW drives utilization of urban forest raw materials to create the highest value forest products to increase the post removal benefits of trees.

Bureau of Customer & Outreach Services

- Developed and implemented new statewide automated license issuance system, known as GoWild. Processed over \$365 million in sales in first year.
- Developed and implemented new point of sale terminals for over 1,000 DNR Sales Agents statewide.
- Implemented new legislation that authorized that now allow hunters and anglers to show electronic forms of proof of license or hunting authorization while afield. Developed system to use the Wisconsin Driver's license to access and validate customer accounts. Introduced the DNR Conservation Card to serve as electronic proof of license purchase while afield.
- Integrated online and phone based harvest registration (GameReg) into the Go Wild license system to provide real-time access to harvest reports for wildlife managers and law enforcement.

Overview of DNR's 2017-19 Biennial Budget (2017 Wisconsin Act 59)

The proposed two-year DNR budget of \$549.2 million for 2017-18 and \$546.8 million for 2018-19 represents a 2.5% reduction to the base budget, and it includes a decrease of 49.50 FTE to the Department's base staffing complement, bringing overall staffing to 2,499.60—see *summary tables below*.

Some of the budget highlights include:

1. **Alignment**—Confirmation of the Department's strategic alignment plan by authorizing the reallocation of positions that will allow us to continue implementing our plan by consolidating department functions, streamlining processes and becoming more responsive to customers' needs.
2. **CAFO Staffing**—Reallocation of 4.0 FTE to the Bureau of Watershed Management for additional CAFO program staffing.
3. **Parks Funding**—Support for state parks by giving the department the option of adjusting parks admission fees (up to \$5) and campsite fees (up to \$10) if needed. In addition, the budget requires DNR and DOT to collaborate on a plan to initiate a recreational passport program tied to vehicle registration (similar to the Michigan model).
4. **Parks Campsite Electrification and Maintenance Funds**—Increase to the statutory cap on electrified campsites from 30% to 35% (appx. 200 additional electrified sites), in addition to \$1 million in funding in each budget year for park maintenance and development projects.
5. **Special Stewardship Funded Projects**—Requirement to obligate previously unused Stewardship bonding for the following:
 - Up to \$1 million to rebuild Saxon Harbor marina and campground in Iron County.
 - Up to \$750,000 to rebuild Eagle Tower in Peninsula State Park.
6. **Forestry Relocation**—Keeps a commitment to the northern part of the state by approving the plan to move the chief forester to an existing state-owned facility north of Highway 29 by the first of the year. A suitable location is now under review and the move will be made by the deadline. In addition, the Department is required to submit a report to the Governor and the Joint Finance Committee on the number of forestry staff who have relocated to the north by February of 2019.
7. **Deer/Turkey Carcass Tags/Goose Registration**—Carcass tags will no longer be issued with deer hunting licenses and individuals will no longer be required to validate a deer carcass tag immediately after harvesting. Turkey hunters are no longer required to attach a carcass tag to a legally harvested turkey. Law Enforcement is working with our licensing staff in Go Wild to implement these new procedures with as little confusion as possible for hunters.

8. **Rec Vehicles Safety/Trail Enhancements**—

- Restores the ATV Safety Grant Program.
- Increases snowmobile trail aid payments and increases the threshold for supplement trail aid payments for grooming trails.
- Directs the Governor's Snowmobile Council to study options for ensuring adequate funding for snowmobile trails.

9. **Aquatic Invasive Species (AIS) Funding**—Provides one-time additional funding of \$500,000 in FY 2018 for AIS education and control grants.

DNR 2017-19 BIENNIAL BUDGET—DIVISION AND BUREAU DETAIL					
Division	Bureau	FY 2018		FY 2019	
		\$	FTE	\$	FTE
Fish, Wildlife & Parks	FWP Program Management	819,900	6.00	751,500	6.00
	Wildlife Management	23,017,600	155.50	22,732,400	155.50
	Southern Forests	5,619,400	41.45	5,411,300	37.45
	Parks	17,514,100	133.70	16,977,100	124.70
	NHC	4,953,100	32.00	4,953,100	32.00
	Fisheries Management	27,556,600	209.89	27,416,800	209.89
	Recreational & Property Management	4,485,900	42.00	7,264,500	42.00
	Fish, Wildlife & Parks Total		83,966,600	620.54	85,506,700
Forestry	Forestry	59,192,100	429.08	52,286,100	429.08
Forestry Total		59,192,100	429.08	52,286,100	429.08
Enforcement	Enforcement Program Management	691,300	5.00	691,300	5.00
	Law Enforcement	31,313,600	243.83	32,058,700	256.83
Enforcement Total		32,004,900	248.83	32,750,000	261.83
Environmental Management	Drinking Water & Groundwater	13,934,300	117.29	13,534,300	117.29
	Water Quality	19,745,700	166.65	19,305,300	163.65
	Air Management	14,439,800	132.00	14,439,800	132.00
	Waste & Materials Management	7,682,100	75.25	7,682,100	75.25
	Remediation & Redevelopment	13,700,700	112.55	13,700,700	112.55
	EM Program Management	1,340,700	8.50	1,340,700	8.50
Environmental Management Total		70,843,300	612.24	70,002,900	609.24
Administration	Administration	1,426,000	12.50	1,426,000	12.50
	Legal Services	2,522,100	20.50	2,522,100	20.50
	Management & Budget	720,400	4.97	720,400	4.97
	Office of Communication	1,120,600	5.80	1,120,600	5.80
Administration Total		5,789,100	43.77	5,789,100	43.77
Internal Services	Finance	7,277,400	56.17	7,277,400	55.17
	Facilities & Lands	10,105,700	88.40	8,457,300	88.40

DNR 2017-19 BIENNIAL BUDGET—DIVISION AND BUREAU DETAIL					
Division	Bureau	FY 2018		FY 2019	
		\$	FTE	\$	FTE
	Technology Services	10,552,600	62.40	10,552,600	62.40
	Human Resources	2,928,800	28.01	2,928,800	0.67
	IS Program Management	3,534,100	19.75	3,534,100	19.59
Internal Services Total		34,398,600	254.73	32,750,200	226.23
External Services	Watershed Management	14,966,100	140.31	14,966,100	140.31
	Community Financial Assistance	5,805,200	49.50	5,805,200	49.50
	Environmental Analysis & Sustainability	7,109,900	54.25	7,109,900	54.25
	ES Program Management	1,403,600	13.75	1,403,600	13.75
	Customer Service & Outreach	10,923,200	75.10	10,923,200	74.10
External Services Total		40,208,000	332.91	40,208,000	331.91
Conservation Aids	Fish and Wildlife Aids	713,000		713,000	
	Forestry Aids	9,645,500		9,531,500	
	Recreational Aids	14,750,800		14,615,800	
	Aids in Lieu of Taxes	14,540,000		14,720,000	
	Enforcement Aids	2,277,000		2,277,000	
	Wildlife Damage Aids	3,274,700		3,274,700	
Conservation Aids Total		45,201,000		45,132,000	
Environmental Aids	Water Quality Aids	8,121,200		7,971,200	
	Solid & Hazardous Waste Aids	21,000,000		21,000,000	
	Environmental Aids	9,063,600		8,563,600	
	Environmental Planning Aids	346,400		346,400	
Environmental Aids Total		38,531,200		37,881,200	
Debt Service	Resource Debt Service	84,738,700		88,305,700	
	Environmental Debt Service	3,868,900		3,846,800	
	Water Quality Debt Service	20,417,000		21,798,200	
	Administrative Facility Debt	7,311,000		7,591,800	
Debt Service Total		116,335,600		121,542,500	
Development	Development	14,789,200		14,789,200	
Development Total		14,789,200		14,789,200	

DNR 2017-19 BIENNIAL BUDGET—DIVISION AND BUREAU DETAIL					
Division	Bureau	FY 2018		FY 2019	
		\$	FTE	\$	FTE
Rent	Rent	7,983,600		8,183,400	
Rent Total		7,983,600		8,183,400	
Grand Total		\$549,243,200	2,542.10	\$546,821,300	*2,509.60

**Excludes reduction of 10.0 FTE from either Forestry or Parks. As specified in Act 59, program responsibility for reduction to be finalized no later than April 1, 2018.*

DNR 2017-19 BIENNIAL BUDGET—STAFFING BY FUND SOURCE						
FUNDING SOURCE	DNR Base Budget	Agency Changes	Governor's Changes	Jt. Finance Changes	2017 Act 59—Final	% of Total Budget
GPR	230.02		(6.50)		223.52	8.9%
Conservation Fund	1,414.30	(1.00)	(23.50)	(6.00)	1,383.80	55.4%
Environmental Fund	121.60				121.60	4.9%
Environmental Improvement Fund	15.00		2.00		17.00	0.7%
Petroleum Inspection Fund	41.45		(0.50)		40.95	1.6%
Dry Cleaner Environmental Response Fund	3.00				3.00	0.1%
Program Revenue	231.89		(1.00)		230.89	9.2%
Tribal Gaming Agreement Revenue	12.00				12.00	0.5%
Federal	479.84	(7.00)	(6.00)		466.84	18.7%
Total	2,549.10	(8.00)	(35.50)	(6.00)	2,499.60	100.0%

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.