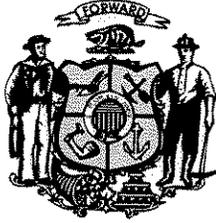


STATE OF WISCONSIN

JIM DOYLE
GOVERNOR



January 10, 2003

To the Honorable, the Senate:

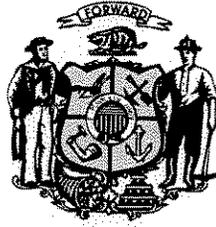
I am pleased to nominate and with the advice and consent of the Senate, do appoint **Scott Hassett** to be Secretary of the Department of Natural Resources to serve at the pleasure of Governor.

Secretary Hassett will be available to the Senate for hearings and my staff will assist in any way they can.

Respectfully submitted,

A handwritten signature in cursive script that reads "Jim Doyle".

JIM DOYLE
Governor



GOVERNOR'S APPOINTMENT

NAME/MAILING ADDRESS: Scott Hassett
318 Robin Parkway
Madison, WI 53705

E-MAIL ADDRESS: scott.hassett@dnr.state.wi.us

RESIDES IN: Madison, WI

TELEPHONE: (608) 282-6215
(608) 238-0896

OCCUPATION: Secretary
Department of Natural Resources

APPOINTED TO: Secretary of the Department of Natural Resources

TERM: A term to expire at the Pleasure of Governor

SUCCEEDS: Darrell Bazzell

SENATE CONFIRMATION: Yes

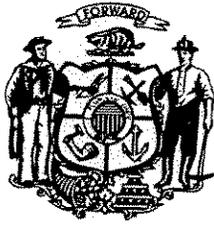
DATE OF APPOINTMENT: January 6, 2003

DATE OF NOMINATION: January 6, 2003

COMPENSATION: \$108,000

STATE OF WISCONSIN

JIM DOYLE
GOVERNOR



January 6, 2003

Mr. Scott Hassett
318 Robin Parkway
Madison, WI 53705

Dear Scott:

I am pleased to appoint you as Secretary in the Department of Natural Resources effective January 6, 2003. Your experience, knowledge, and dedication will be a true asset to my administration and a great benefit to the people of Wisconsin.

Your salary will be \$108,000 annually and assigned to Executive Salary Group 7. This is an unclassified position serving at the pleasure of the Governor.

It is a new day for Wisconsin! I look forward to working with you to find creative ways of delivering services and implementing positive change for the citizens of our state.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jim Doyle".

Jim Doyle
Governor

cc: Susan Goodwin
Debra Martinelli, HR Director, DNR

P. SCOTT HASSETT

318 Robin Parkway
Madison, Wisconsin 53705
Home: (608) 238-0896
Work: (608) 282-6200
Direct: (608) 282-6215

EDUCATIONAL BACKGROUND

- 1968 *James Madison Memorial High School*, Madison, Wisconsin
- 1974 *University of Wisconsin-Oshkosh*. Undergraduate Degree in Journalism, graduated with honors. Editor-in-Chief, *Oshkosh Advance-Titan*, 1973. While I was on the editorial staff, the paper won the Pacemaker Award as the top college weekly in the nation.
- University of Wisconsin-Madison*. Graduate work in American Studies. Uncompleted Masters due to enrollment in law school.
- 1980 *Rutgers University*. Juris Doctor. Editor and founder, *Rutgers Advocate*, 1979-1980.

WORK HISTORY

- 1968-1969 *Wisconsin Department of Natural Resources*. I worked in Mail and Supply in Madison, Wisconsin, and then transferred to Information and Education in Poynette, to what is now known as the McKenzie Environmental Center.
- 1974-1976 *Jefferson Banner*. Managing Editor. I won several state newspaper awards during this period for column writing and investigative reporting. The investigative reporting award was for stories relating to groundwater pollution and conditions in area migrant labor camps.
- 1980-present *Lawton & Cates, S.C.* Shareholder/Partner. I have been primarily engaged, statewide, in civil, criminal, and employment litigation during my legal career. This includes 30-40 jury and/or bench trials, and approximately 150 administrative hearings. Many of those hearings grew out of my representation of the Wisconsin State Employees Union, including contractual arbitrations and numerous cases before the Wisconsin Employment Relations Commission. I have practiced extensively before the Personnel Commission and the Department of Workforce Development (including the Equal Rights Division, Worker's Compensation, and Unemployment Compensation). I have also appeared before or worked with various school boards, county boards and committees, and most or all of the State agencies.

Lawton & Cates has often been on the cutting edge in environmental litigation in Wisconsin, with issues ranging from toxic torts to groundwater pollution. I have been directly or peripherally involved in many of these matters in the last 22 years.

Miscellaneous Work Experience

In 1974 I worked as a deckhand on a commercial salmon fishing boat off Kodiak Island, Alaska, while living in the Aleut Indian village of Old Harbor. I also worked on the "ham line" at Oscar Mayer and as a butcher in a crab cannery in Kodiak, Alaska.

I also did some free-lance writing, with news and feature articles, or book reviews appearing in the *Isthmus*, the *Capital Times*, the *Wisconsin State Journal*, and the *Wisconsin Sportsman*.

MANAGEMENT SKILLS

As a partner and long-standing member of the Executive Committee at Lawton & Cates, I have routinely participated in the management of the firm with anywhere from 35 to 60 employees. These decisions included hiring, firing, reorganization, and budgetary issues.

More importantly, and on a broader scale, most of my time in the last seven years has been spent on employment-related issues in State government. As chief counsel for the Wisconsin State Employees Union I have been immersed in resolving or litigating labor-management issues. This includes a vast range of issues such as reorganization and reallocation, reclassification, discharge and discipline, discrimination, unfair labor practices, and countless contractual issues.

I am proud of the fact that I have developed good relations with many of my counterparts in the various agencies, resulting good resolutions to many difficult problems, without resorting to litigation. This is particularly true with the Department of Employee Relations (DER) and the Department of Corrections (DOC). The DOC has more than 30 institutions statewide and a long tradition of problematic labor relations. While I have litigated a significant number of disputes with that agency, we have successfully resolved many other issues through mutual respect and cooperation.

I also have a significant interest and understanding of law enforcement issues from both sides of the equation. Through the WSEU I represented the game wardens, the State patrol, about 4,000 correctional officers, and the various campus security organizations, coupled with more than 20 years of criminal defense work.

MEMBERSHIPS

I am a former president of the Wisconsin River Sportsman Club near Mazomanie, and have been an active member of the Oak Ridge Rifle Club and Bentshaft Bowhunters Club near Verona. For the last ten years I have been the Political Advisor/Legal Counsel for Muskies, Inc.

International, with chapters nationwide. I have memberships in other related organizations such as Wisconsin Bowhunters and Ducks Unlimited. I have assisted many similar groups and organizations, on a volunteer basis, with a wide variety of issues, such as insurance, non-profit status, and zoning disputes.

I am currently a member of the Board of Directors of the Natural Resources Foundation of Wisconsin, and recently completed a second term as Chairman. The Foundation awards grants for environmental and educational projects through out the State, and has made a major commitment to the reintroduction of Whooping Cranes in Wisconsin.

ACTIVITIES

I have had a life-long interest in fishing, hunting, environmental issues, and other outdoor activity. I am a DNR certified Hunter Education and Firearms Safety Instructor and have been teaching spring classes as a volunteer for five years.

I am in the recovery stage of a 20-year obsession with musky fishing and bow hunting, and most of my efforts are now directed at passing on my acquired skills to teenagers. Several years ago I built a hand-made wooden boat that we use for row trolling.

PERSONAL

I have been married to Chris Hassett for 22 years. She is an occupational therapist at Central Wisconsin Center. We have two children at West High School: Whitney, a 17-year old senior and Tyler, a 15-year old sophomore.

We have had a cabin on 80 acres of land in Forest County, near Crandon, for 27 years. We also have a second home, on 70 acres of wetland near Lake Mills, and intend to move there when the children are out of high school.



STATE OF WISCONSIN
ETHICS BOARD

James R. Morgan
Chairman
Paul M. Holzem
David L. McRoberts
Joanne R. Orr
Dorothy C. Johnson

On the capitol square at:
44 EAST MIFFLIN STREET, STE 601
MADISON, WISCONSIN 53703-2800
phone: 608/266-8123
fax: 608/264-9319
ethics@ethics.state.wi.us
<http://ethics.state.wi.us>

Roth Judd
Director

Nominee: P. Scott Hassett
Position: Secretary,
Natural Resources, Dept. of

Statutory Reference:

15.05 Secretaries. (1) SELECTION * * *

(c) The secretary of natural resources shall be nominated by the governor, and with the advice and consent of the senate appointed, to serve at the pleasure of the governor.

15.34 Department of natural resources; creation.

(1) There is created a department of natural resources under the direction and supervision of the natural resources board.

1/29/03

SENATE COMMITTEE ON ENVIRONMENT AND NATURAL RESOURCES:
Senators Kedzie (Chair), Stepp, Zien, Risser, and Wirch

Mail or fax to: Wisconsin Ethics Board, 44 E. Mifflin St., Suite 601, Madison, WI 53703-2800; Fax: (608) 264-9319

Statement of Economic Interests

Filed in 2003 for calendar year 2002

Name: **Hassett, P. Scott**

State position: **Natural Resources, Dept. of Secretary**
 (held or sought)

JAN 29 2003
 JP 1/29/03

SEE INSTRUCTIONS FOR EXPLANATION AND EXCEPTIONS.

Questions about completing this form? Call (608) 266-8115 • Other inquiries (608) 266-8123 • Attach additional pages as needed

Part A

As of December 31, 2002

1. List STOCKS, BONDS, limited partnerships, Wisconsin governmental securities, and mutual and money market funds you or your family held (minimum \$5,000).

Name of security	Type of security - check one					Amount - check one	
	stock/ option/ futures	bond	limited partnership	Wisconsin governmental security	mutual or money mkt fund	\$50,000 or less	More than \$50,000
IDS Mutual Funds					X	X	
IDS Money Market Funds					X	X	
Janus 20 Fund					X	X	
Thompson PTumb Retirement Accounts (Lawton & Cates)					X		X

2. List BUSINESSES and INCOME-PRODUCING REAL ESTATE in which you or your family had a 10% or greater ownership interest.

Name of business (if any) or business activity, or address of real estate	Municipality	State	If real estate, list County	Describe nature of business

- a) For each general partnership or non-Wisconsin entity you listed in Item #2, list the GENERAL PARTNERS or the OFFICERS and DIRECTORS.

Business	Partners, or officers and directors	City	State

- b) For each enterprise you listed in Item #2 that is an unincorporated business, a subchapter S corporation, a service corporation (SC), a limited liability company (LLC), a partnership, or income-producing real estate, list BUSINESSES, ORGANIZATIONS, and any LOBBYISTS that were CUSTOMERS, CLIENTS, or TENANTS that paid the enterprise \$1,000 or more in calendar year 2002.

Businesses, organizations, lobbyists that were customers, clients, or tenants	City	State

3. List the specific location of WISCONSIN REAL ESTATE in which you or your family had an interest (except your principal residence and real estate whose location you listed in item 2).

LOCATION OF PROPERTY			NATURE OF INTEREST (own, lease, option, easement, land contract)
Street address or fire number	Municipality	County	
Fire No. 7561 Loon Song Road	Lincoln Township	Forest	40% ownership, 80 acres
5548 State Highway 130	Clyde Township	Iowa	50% ownership, 40 acres
N7420 Rock Lake Road	Lake Mills	Jefferson	2nd home, 70 acres

4. List ORGANIZATIONS of which you or a family member was an OFFICER or DIRECTOR.

Business or organization	City	State	Position
			JAN 29 2003

5. List ORGANIZATIONS THAT AUTHORIZED YOU OR A FAMILY MEMBER TO REPRESENT THEM in their dealings with others as an attorney-at-law, agent, spokesperson, or representative (unless listed in item 4 or 7).

Business or organization	City	State

6. List CREDITORS to which you or your family owed \$5,000 or more.

Creditor	City	State	"/" one	
			\$50,000 or less	More than \$50,000
Chase Manhattan Mortgage	Columbus	OH	X	

7. Changes to reportable interests this year. See instructions.

Part B For calendar year 2002

8. List your and your family's EMPLOYERS (\$1,000 or more of income) in 2002.

Name of employer (If State of Wisconsin, identify agency or institution)	City	State	Nature of employer's business
Lawton & Cates, S.C.	Madison	WI	Law Firm
State of Wis. Central Center	Madison	WI	Developmentally Disabled Institute

9. List OTHER SOURCES from which you or your family received INCOME of \$1,000 or more in 2002.

Source of income	City	State
Sale of Stocks (\$1,300)	Madison	WI

10. List individuals and organizations that provided you with ENTERTAINMENT or GIFTS (more than \$50) in 2002.

Name of provider	City	State

11. List, for 2002, sources of HONORARIA and payment of EXPENSES related to your state government duties (more than \$50) not previously reported to the Ethics Board.

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief. If any part has been left blank, I have done so intentionally because there is nothing to report.

Signature of person filing: Scott Hassett Date: 1/28/03 Daytime phone #: 608/266-2121
 E-mail address: Scott.Hassett@dnr.state.wi.us

The information sought in this form is required by §§19.43 and 19.44, Wisconsin Statutes. Failure to file a completed form may result in a forfeiture of up to \$500. Statements of Economic Interests are open for public inspection. The Ethics Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Ethics Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected.



**Wisconsin
Manufacturers
& Commerce**

Memo

**TO: SENATE ENVIRONMENTAL RESOURCES
COMMITTEE**

FROM: Jeff Schoepke, Director, Environmental Policy

**RE: Confirmation of Scott Hassett as Secretary of the
Department of Natural Resources**

DATE: January 7, 2004

Chairman Kedzie, Committee members, thank you for the opportunity to speak today on Governor Jim Doyle's nomination of Scott Hassett as the Secretary of the Department of Natural Resources. WMC supports the appointment of Scott Hassett, and urges this committee to recommend confirmation to the full Senate.

With nearly 3000 employees and responsibility for managing and protecting our natural resources, the head of the DNR is faced with many difficult challenges. Scott Hassett is a man of integrity and has shown great leadership in his short tenure leading the DNR. WMC believes he is up to the task.

In May 2003 WMC released its report *Making the Case for Regulatory Reform in Wisconsin*. The report, with findings from member focus groups conducted around the state, came to the unfortunate conclusion that our regulatory climate was not healthy and costs our citizens jobs. Reaffirming the concerns about regulatory climate expressed in the report was WMC's 2003 annual survey of CEO's. For the first time in memory, the survey identified regulatory climate as the top concern of the business community, even surpassing taxes.

Addressing the problems with our regulatory climate is critical to the long-term success of our manufacturing economy. Part of the solution is legislative- AB 655, which will be sent to the Governor's desk this month, includes many of the needed reforms. The second, and perhaps most important component of reform is leadership within the Department of Natural Resources. We believe Secretary Hassett understands the concerns of the manufacturing community, is providing the leadership necessary to address them, and will move the DNR into a new era of accountability and environmental excellence.

Scott Hassett is a straightforward leader who knows where he wants the DNR to go and what its core mission should be. In a now famous, or perhaps infamous, speech last year to the Merrill rotary, Secretary Hassett said:

501 East Washington Avenue
Madison, WI 53703-2944
P.O. Box 352
Madison, WI 53701-0352
Phone: (608) 258-3400
Fax: (608) 258-3413
www.wmc.org

"Wisconsin must grow and the barriers to growth that can be removed must be removed. The state's regulatory climate and DNR are real and perceived barriers to growth."

He also said:

"It sometimes seems to me that we think paperwork will protect the environment. I believe results protect the environment."

We agree with the Secretary that the success of the Department should be measured by outcomes of regulatory programs, not how difficult the agency make the inputs.

Secretary Hassett's actions to date show that these are not just words but marching order to this large and difficult to manage agency. The DNR is on track to eliminate the Title V permit backlog with a year, and staff have been reassigned within the DNR to focus on the agency's core missions of permitting and enforcement. He also meets regularly with the DNR's Innovation Stakeholder's Group to hear from interested parties directly on the important issues of the day.

The endorsement of Scott Hassett by the state's largest business group will undoubtedly raise eyebrows about his environmental credentials. His credentials as a conservationist, however, are without reproach. He is a man who wanted this job because of his love of the outdoors, the importance he places in Wisconsin's sporting heritage, and his concerns about the future of our water resources. Secretary Hassett is an "old-school" conservationist- one who treasures this state and its resources but also understands that economic growth is an important component of, not an enemy to, environmental progress.

Differences and challenges remain. We will still argue with the DNR over the necessity of a state only mercury rule and how federal New Source Review changes should be implemented in Wisconsin. The Title V operating permit backlog is not gone yet, and construction permits still take too long to be processed. It is also fair to say that not everyone within the DNR appreciates Secretary Hassett's commitment to customer service- at least not yet. We are the regulated and DNR the regulators. There will always be conflict in that relationship. But I am here to say that we can work with this man and pledge to do so to help all of us accomplish the state's environmental and economic goals.

The Legislature should not make Secretary Hassett's job an easy one. It should be diligent in the oversight of the power it has delegated to the DNR. When Secretary Hassett says the DNR will reduce the backlog of Title V permits, they should ask him when, and invite him



before your committee at that time. It should be critical of the DNR's proposal to regulate mercury emissions and judicious in its review of reforms to the DNR's Air Management Bureau. And you should continue to demand involvement in important policy development decisions. We have found the agency under his leadership to be generally open, forthright and genuinely interested in our point of view. I believe he will accomplish what he promises and that policy decisions will be made with you, the Legislature.

Again, we urge the committee to recommend confirmation of the appointment of Scott Hassett as DNR Secretary. We look forward to continuing to work with Secretary Hassett and this committee on the important environmental issues facing our state.

Potential Topics for DNR Secretary Scott Hassett
January 8, 2004 Confirmation Hearing

- ✓ Expand on professional resume
- ✓ Past experience with hook and bullet issues
- ✓ Past experience with environmental regulation issues

✓ *Future of Coal & Nuclear*

- ✓ Ideas on the role of the Secretary
- ✓ DNR Initiatives, changing attitudes, changing culture
- ✓ Vision for the DNR

✓ *Black Hats*

- ✓ Regulation reform vs. Over-regulation
- ✓ Interaction with the Legislature and the standing committees

✓ *Committee Hearings*

Current Issues

Chronic Wasting Disease

Baiting and feeding
Testing expediency and efficiency

✓ *What about the Fontana Deer? Why late?*

Hunting/Fishing

- ✓ Deer Population Reduction Statewide; longer season?
- ✓ T-zones, private property not allowing access
- ✓ DNR Proposal to increase hunting and fishing license fees
- 3-day fishing licenses for out of state fishermen

Deer Counts - How do you do it?

Milwaukee Metropolitan Sewerage District; better DNR oversight needed

- ✓ Fox River cleanup

~~Green Tier Legislation - Where is the DNR today with this?~~

Stewardship funding and other DNR budget issues.

✓ *Water*
mining - future

Baiting

✓ *open water*
ADA

Permit to walk on any state land?

W281 N3450 Taylors Woods Road
Pewaukee, Wisconsin 53072
January 14, 2003

Secretary Nilsestuen
Wisconsin Department of Agriculture
And Consumer Protection
P.O. Box 8911
Madison, Wisconsin 53708-8911

Dear Secretary Nilsestuen:

I am writing to you, at this time, to ask that you please consider me for nomination to continue on the Land and Water Conservation Board. As you know, my appointment was not confirmed and, therefore, my intended term which was to expire in May 2004 has been rescinded.

I have been a member of the Land and Water Conservation Board since December 2000. I believe I have been a contributing member and believe I have more to offer. I also have enjoyed the privilege to serve.

I have been involved in Land and Water Conservation for about 18 years. I also sit on the Lake Pewaukee Sanitary District Board.

I have been retired for about 2 ½ years from Northwestern Mutual. I would appreciate your considering me to continue in this position.

Sincerely,



Richard Nowacki

Cc. Sen. Neal Kedzie

JAN 24 2003



Georgia-Pacific Corporation
Consumer Products

1919 S. Broadway (54304)
P.O. Box 19130
Green Bay, WI 54307-9130
(920) 438-2651
(920) 438-4136 fax
www.gp.com

January 17, 2003

Russell D. McCollister
Vice President - Mill Manager

The Honorable Neal Kedzie
Chairman, Senate Environment &
Natural Resources Committee
State Capitol
Madison, WI 53702

Dear Chairman Kedzie:

I am writing to encourage you to schedule a hearing on the nomination of Scott Hassett as DNR Secretary as expeditiously as possible. Georgia-Pacific strongly supports Mr. Hassett's appointment and believes that Senate confirmation should proceed promptly.

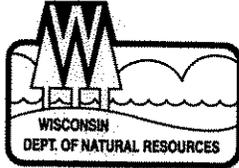
Should you have any questions, do not hesitate contacting me at 920/438-2651 or Al Toma at 920/438-2475.

Yours very truly,

A handwritten signature in black ink, appearing to read 'Russell D. McCollister', written in a cursive style.

Russell D. McCollister

cc: The Honorable Mary Panzer, Majority Leader
Al Toma



STATE OF WISCONSIN
DEPARTMENT OF NATURAL RESOURCES

101 S. Webster Street, 5th Floor, Madison, Wisconsin ■ 608-266-2121

Scott Hassett
Secretary

3/23/04

Neal —

Enclosed is some statistical info on Earn-a-Buck. It's not real popular in some quarters but I tell them "it's strong medicine but it works."

Also, in case you're interested, the Board asked us to look into the transfer of E.A.B. tags. I enclosed a memo which will be giving them with pros and cons, and our recommendation —

Scott

P.S. — Also — I understand Hange is coming in to see you & brief you on CWB efforts in your district



Earn-a-Buck Background Information

Origin of Earn-a-Buck Seasons: We have the earn-a-buck regulation as a herd management tool, because it was recommended by the Herd Size Group of Deer 2000 and endorsed by the Conservation Congress Executive Council and Natural Resources Board at that time. This Deer 2000 recommendation was a compromise recommendation. Many who were negatively impacted by high deer numbers (e.g. farmers) wanted DNR to use EAB regulations immediately to get deer numbers under control in Deer Management Units where the population was well over goals. The compromise was that this regulation would be used as a last resort only after trying high numbers of hunters choice and bonus permits and 2 years of Zone T free tags and additional days of gun deer hunting. Only where a 3rd year of Zone T will not likely to get the herd to within 20% of goals is the EAB regulation to be used.

Many people (particularly farmers) are concerned by the negative impacts of high deer numbers. They were frustrated by having to wait another two years of Zone T seasons even though there had already been 2 or more years of Zone T in some deer management units before the EAB rule was adopted 2 years ago. These folks are anxious to see EAB this fall. Their hope is based on the pilot year of 1996 when the legislature demanded an EAB regulation in response to a NRB suggestion of antlerless-only deer seasons for problem deer management units.

Results from 1996: The 1996 pilot year saw the following for deer harvest in 16 deer management units:

- an average reduction in the buck kill of 37% (with many surviving to the following year as well-antlered, 2 year-old bucks, to the delight of hunters),
- 2) an average increase in the antlerless deer harvest of 102%, and
- 3) an average increase in total harvest of 44%, and an average increase in the bucks per antlerless deer in the harvest of 228%, which reduced productivity of the remaining herd the next year.

EAB Impacts on Deer Harvest in 1996

Unit	1993 - 95 *Pre EAB Buck Kill	1996 EAB Buck Kill	% Change	1993 - 95 *Pre-EAB Antlerless Kill	1996 EAB Antlerless Kill	% Change	1993 - 95 *Pre-EAB Total Kill	1996 EAB Total Kill	%Change	*Pre-EAB Antlerless: Buck Ratio	EAB :Antlerless :Buck Ratio	%Change
51A	1577	978	-37.98	1906	4582	140.4	3473	5,560	60.09	1.2	4.7	292
51B	2824	1918	-32.08	3226	7515	133.0	6053	9,433	55.84	1.1	3.9	255
54C	781	404	-48.27	1149	1899	65.3	1931	2,303	19.26	1.4	4.7	236
63A	2884	1941	-32.70	3716	7466	100.9	6602	9,407	42.49	1.3	3.8	192
66	1842	1112	-39.63	2357	4424	87.7	4201	5,554	32.21	1.3	4	208
68A	1346	796	-40.86	1874	3317	77.0	3220	4,113	27.73	1.4	4.2	200
70A	2249	1810	-19.52	2993	7491	150.3	5245	9,306	77.43	1.3	4.1	215
70E	762	461	-39.50	924	1902	105.8	1686	2,363	40.15	1.2	4.1	242
70G	1501	1083	-27.85	1958	4655	137.7	3459	5,738	65.89	1.3	4.3	231
71	4231	2971	-29.78	5893	12042	104.3	10126	15,015	48.28	1.4	4.1	193
73C	1557	1159	-25.56	2222	3935	77.1	2831	4,685	65.49	1.4	3.4	143
75	1958	1330	-32.07	2469	5025	103.5	4427	6,357	43.60	1.3	3.8	192
77B	861	356	-58.65	1060	1830	72.6	1922	2,187	13.79	1.2	5.1	325
77C	1436	701	-51.18	1966	3874	97.0	3404	4,576	34.43	1.3	5.5	323
80A	728	368	-49.45	925	1611	74.2	1653	1,979	19.72	1.3	4.4	238
80B	1582	1091	-31.04	2163	4487	107.4	3759	5,578	48.39	1.4	4.1	193
Total	28119	18479	-34.28	36801	76055	106.7	63992	94,154	47.13			
Average			-37.08			102.4			43.64	1.3	4.3	230

Transfer of Earn-A-Buck Tags

Issue Brief

By: Bureau of Law Enforcement and Bureau of Wildlife Management

March 15, 2004

Issue: The Natural Resources Board has requested that the department consider allowing hunters statewide in Earn-a-buck units to transfer earned buck approvals to other hunters. This request was initially meant to address the issue of guides in Buffalo County not being able to guarantee their clients an opportunity to hunt for or kill a buck. The buck approval transfer option is currently not a possibility, as state statutes do not allow the transfer of approvals from one person to another, or to obtain an approval for another. One exception is for transferring Class A Bear licenses to a person under age 18. Transfer of bear licenses must be done before the season begins and must be done by the department. Members of the Natural Resources Board have since requested the department further consider and make a recommendation regarding seeking a statutory change that would allow the transfer of buck harvest approvals for earn-a-buck units.

The Bureau of Law Enforcement and Wildlife Management discussed this latest request for consideration with staff statewide. There certainly are a number of good aspects as well as bad aspects to allowing the transfer of earned buck approvals. The Pro's and Con's of this idea were solicited and are summarized as follows:

Pro's:

It would eliminate some of the complaining from hunters and guides that only want to shoot a buck or don't want to pass up a chance at a buck if they or their client has not yet earned their own buck approval. Some people are likely to try to come up with ways to transfer buck approvals even if not allowed, so, by making it legal, people will not have as much reason to violate this prohibition.

If it were allowed, one way would be to have no conditions on the transfer. If they have a buck sticker they can shoot a buck. The mere possession of the sticker indicates an antlerless deer has been taken and that allows the holder of the buck approval to take a buck. It would likely not provide nearly as much if any increase in harvest, but it would keep the process very simple and without multiple conditions.

Being able to transfer and possibly even make money/profit from doing so may cause some hunters to kill more deer than they otherwise would. Some hunters might hunt harder and kill more antlerless deer if they are able to earn multiple bucks for multiple other hunters to use.

Allowing the transfer of buck approvals could be used as a means to generate alternative/additional revenue for the department. A fee of \$100-200 dollars could be charged to transfer an EAB approval with the funds going into the conservation fund or even ear marked for deer management.

Could also consider allowing buck approval transfer only to a member of the hunters immediate family similar to a condition placed on transferring landowner preference.

Con's:

Allowing transfer of buck approvals will commercialize our deer hunt into a way to make money off each antlerless deer killed. There will likely be hunters who will sell their extra buck approvals and maybe even all their buck approvals, rather than give them away. It would be very difficult if not impossible to prevent the sale or payment for buck approvals. It is any ones guess what a buck approval would be worth. Allowing approval transfer, especially for a profit, will likely lead to increases in violations of rules that regulate how deer are harvested (road hunting, trespassing, night hunting and registering deer from outside EAB units in an EAB unit) to have more buck approvals to sell or otherwise transfer.

It will dilute the effectiveness of earn-a-buck. Current EAB, **without** the option of transferability of the buck-approvals, has been shown to greatly increase the Buck:Antlerless harvest ratio. If buck approval transfer was made legal, a lot of hunters could and likely would hunt for bucks only based on another hunter's success in harvesting a doe and would not be contributing to the EAB principle of putting as much pressure as possible on the antlerless component of the deer herd. To achieve the same Buck:Antlerless harvest ratio with a transfer option available, it may require 2-3 does be registered to earn-a-buck approval. This would make it even harder for many hunters to earn a buck approval.

One of the major problems we currently have in managing the deer herd in many areas is the **inadequate harvest on many private land areas**. This proposal would reduce the effectiveness of EAB in these areas as these hunters could get their buck approvals from others for antlerless deer killed in other areas. Many of the areas and properties that have the highest deer numbers are the very same properties that have privatized and/or commercialized type of deer harvest and are a big part of the reason we have to resort to the EAB rules to begin with. Providing the hunters that hunt these areas with a method to still not have to shoot antlerless deer on these properties will again dilute the effectiveness of EAB. Could result in even more pressure and harvest from public lands or even outside of earn-a-buck units.

Would we be sending the wrong message. We should be educating **all** hunters on their need to be active participants in managing deer populations. This system would literally "pass the buck". The "trophy or nothing" mentality is changing the hunting experience and making it harder to manage and control the deer herd and to justify sport hunting as a necessary management tool. This would be a major step backwards in wildlife management, back to a market-hunting atmosphere. We can envision, under this proposal, "hired guns" to shoot antlerless deer, to transfer/sell buck approvals to others.

To maximize the Buck:Antlerless harvest ratio with a buck approval transfer system, would require increased registration complexity for issuing buck approvals and for verifying that a hunter has a valid buck approval at time of registration. The number one complaint heard from hunters is that tagging of deer and knowing what tags are good for is already too complicated. Approval transfer, if restricted would be one more thing (a new change) for hunters to have to figure out.

Many hunters are satisfied with one deer and after shooting a doe or fawn are not interested in shooting any more deer. If they are allowed to give or sell their earned buck approval to another hunter, we lose the requirement that the 2nd hunter also shoot a doe or fawn in addition to the buck they may or may not get the chance to shoot. This defeats the whole purpose of earn a buck.

Background:

Ever since 1996, when Wisconsin first used the EAB regulation, it has been known that the Earn-a-buck regulation is both unpopular with hunters, but very effective in herd reduction. It is unpopular because it forces hunters to shoot a doe or a fawn, which they might not have otherwise done. It also results in hunters passing up bucks if they have not already shot a doe or fawn or are not hunting with someone who has. For those filling out a questionnaire in 2002, 981 supported and 800 opposed EAB as a CWD control regulation. Like the issue of baiting vs. no baiting, there are lots of people with opinions and views on both sides.

Intuitively, if we want to kill all the deer in an area, it makes sense to allow people to shoot any deer they see. What is not so obvious, however, is that the EAB regulation changes hunter behavior, resulting in more deer harvested than with other regulations, such as the more popular either-sex deer hunting regulation.

The department has continued to support use of EAB for the following reasons:

- The EAB system is the most effective herd reduction system in Wisconsin's history;
- Many hunters only want bucks and many would just shoot bucks under alternative regulations such as an either-sex system, or a system that allows transfer of buck authorization;
- It forces those not supportive of the herd reduction or killing does, to shoot antlerless deer as well as bucks;
- Many hunters report that they only shot the antlerless deer because they wanted to earn their buck tags; for these people, EAB works;
- It focuses hunting pressure on the segment of the population that produces fawns and population growth-does;
- It positively changes the sex ratio of the population, because 3 antlerless deer are shot for each buck shot (under ear-a-buck seasons without tag transferring), which lowers productivity for the remaining herd and therefore lowers the number of deer that need to be harvested in subsequent years. Allowing transfer of buck approvals would likely reduce this ratio closer to 1:1, with less does being killed.

Recommendation:

We do not recommend proposing a legislative change that would allow the transfer of earned buck approvals.

The primary issue to be considered is will we still have a high enough harvest of antlerless deer to bring the deer herd in the earn-a-buck units down to, or within 20%, of the over winter population goals, while at the same time trying to keep hunters that have not killed an antlerless deer supplied with buck approvals.

Department staff would like to keep the rules as easy as possible to understand and implement for hunters as well as for department staff. Allowing transfer of buck approvals would make for more happy hunters and may cause some hunters to kill more deer to earn buck approvals for others. However, the benefits of allowing buck approvals to be transferred or shared are not worth the increased risk we will face in not reducing the deer herd in these areas to manageable levels. If the department is serious about controlling deer numbers, we simply can not water down the proven earn-a-buck system and expect the same results. Season and tagging simplification is and will continue to be addressed when and where possible, but should not place deer herd population control in jeopardy.

Justification for Recommendation:

Some Transfer Authority Already Exists: Hunters already have the option of tagging a deer shot by someone else and earning a buck tag with it; this is through the authority of the group hunting law which requires the hunter tagging the deer to be within sight or hearing distance of the hunter shooting the deer.

Total harvest: Most department staff believe that the total number of deer harvested and the number of does and fawns harvested will be lower if hunters are allowed to transfer earned buck authorizations. With EAB, each hunter has an incentive to shoot an antlerless deer to earn the opportunity to shoot a buck. Most will do so to have that chance. If hunters can transfer/share buck tags, the incentive for every hunter to kill at least one antlerless deer is reduced to more closely equal the number of bucks harvested. This is already possible to some extent with group hunting; however, allowing transfer of buck tags goes farther by allowing this to happen for hunters that aren't hunting together at the same time.

Definition of Earn-a-buck: If hunters can get buck tags readily without having earned them, this is not an EAB system, and the benefits of such a system of having to earn the opportunity to harvest a buck are lost.

Productivity of remaining herd: As the sex ratio of the harvest would be lower than the 3 antlerless deer per buck seen under a previous straight EAB regulation, the remaining deer population would have higher productivity and therefore produce a higher population in the subsequent fall than with an EAB regulation. This would increase the likelihood that a unit would return to earn-a-buck again the next year.

Compensation for transferred tags: Any time a valued harvest opportunity is difficult to obtain or earn, there is incentive for compensation (i.e. selling buck tags). With the exception of the CWD deer eradication effort where we are seeking to reduce deer numbers to near zero, most hunters and department staff do not care to see the harvesting of deer in the rest of the state turn into a commercial enterprise where deer are killed for the purpose of profiting from the killing.

Hunter Confusion: Regulations are already very confusing for many hunters. One of the biggest causes of hunter confusion is changing the rules to often and not having rule consistency between similar activities. If we begin to allow hunters to transfer buck approvals, will hunters expect or think they can transfer other approvals such as turkey permits, bobcat, otter or fisher tags, or bear harvest permits between adults?

Law Enforcement: The more complex and confusing the regulations, the more difficult is enforcement. It would only make sense to make any allowed transfers as easy as possible. The easier buck approvals are to transfer, the farther from a real earn-a-buck season we get.

DNR CEO MIA

This year, in only the first few months of the Legislature, some of the most significant DNR issues have been before the Senate Environment and Natural Resources Committee.

Unfortunately, Secretary-appointee Scott Hassett has yet to appear before the committee on any of the following items. In fact, we believe he has yet to even sit in on a public hearing of the committee. If Mr. Hassett is looking to educate himself on the pressing issues before the committee and Legislature, the best opportunity is attending such hearings. But, he has failed to do so on issues including:

Chronic Wasting Disease – Eradication Zones and Baiting and Feeding

- Mr. Hassett was attending a luncheon in Waukesha that day and could not find time to attend a 7 1/2 hour joint committee hearing.

Senate Bill 61 - Environmental Audit (Green Tier)

- This bill has been pushed hard by the agency for the last five years beginning with Secretary George Meyer and Secretary Darrell Bazzell. In fact, on December 12, 2002 when the elections were decided and the handwriting was on the wall, out-going Secretary Bazzell facilitated the final meeting of the Green Tier committee in an effort to keep the bill moving through the process.

NR445 – air emissions rule

- This rule process began three years ago and is one of the centerpieces of the agency for environmental benefits coupled with regulatory reform. And while there is a great deal of controversy and concern surrounding the rule, the agency has been steadfast in its efforts to move it forward. Missing from this discussion though is Secretary-appointee Scott Hassett. Again, a joint committee hearing was held on this significant rule.

NR446 – mercury emissions rule

- While this was just recently adopted by the Natural Resources Board, we have yet to hear from Mr. Hassett on this rule. Again, a very significant and controversial rule that may require a joint committee hearing. We'll just have to wait and see if Mr. Hassett appears before the committee or if he is sidelined by a breakfast meeting.

It should be noted that in his brief time as head of the DNR (about 18 months) Secretary Darrell Bazzell appeared before standing committees of the legislature **six times**, not including his confirmation hearing.

Hunting and Fishing fee increases

On April 22, 2003, Senator Neal Kedzie – Chair of the Senate Environment and Natural Resources committee – requested the Secretary-appointee to provide a summary of alternatives the DNR had considered before summarily raising hunt and fish license fees.

Mr. Hassett did not meet with the Chair of the committee, rather sent over two of his lieutenants to explain alternatives.

Regulatory reform rules and legislation

On May 21, 2003, Senator Neal Kedzie – Chair of the Senate Environment and Natural Resources committee – requested the Secretary-appointee to provide the Chair with a position statement on two proposals that offer varying measures of environmental benefit and regulatory reform.

The request was made due to the DNR apparent reversal of their support for the aforementioned Senate Bill 61. To date, the Secretary-appointee has yet to respond to that letter.

However, on June 24, 2003, DNR legislative liaison Paul Heinen delivered a copy of a letter to Senate Minority Leader Jon Erpenbach stating their newly-found opposition to the bill. No such letter was drafted for either the Senate or Assembly lead author.

Meetings with legislators

First, it is our understanding that Secretary-appointee Hassett has yet to fulfill his obligation to meet with all legislators.

Second, on April 24, 2003, Senator Mary Lazich met with the Secretary-appointee to discuss three issues of great importance to her district and constituents. To date, the Senator's staff has made numerous inquiries to the office of the Secretary-appointee to determine when he would respond to those issues.

Without going into too much detail about the issues, the Secretary-appointee has yet to formally respond to or contact the Senator regarding those issues. In addition, one of the issues received no review by the Secretary-appointee even though the Senator had specifically requested a review one month prior to that.

Interesting comments by Secretary-appointee Scott Hassett:

"I never thought I'd see the day, but PETA has taken over Joint Finance," said Hassett, referring to the animal rights group. "Last week (the committee) gutted stewardship, and this week they're cutting our programs."

**Milwaukee Journal Sentinel
May 13, 2003**

"I don't understand it. They're just teeing off on conservation,"

**Milwaukee Journal Sentinel
May 13, 2003**

"I don't know if our [Innovation Stakeholder Group] discussions will lead to changes in how we do business internally at DNR or changes in laws. We will see."

**Speaking before the WI Association of Lobbyists
May 1, 2003**

June 20, 2003: Appearing at a Conservation Reserve Enhancement Program discussion in the 17th Senate District, the Secretary-appointee made a remark that the agency's recent relationship with the Legislature is analogous to "fighting a Jihad".

Senator Dale Schultz has requested an apology for those remarks. To our knowledge, none has been offered.

Talking Points for Scott Hassett
Association of Wisconsin Lobbyists
Madison, Wisconsin
May 1, 2003
Validated text

Greetings to the Association of Lobbyists

- Thank you for the invitation. Congratulations to Sharon Cook, your new leader. I have learned that Sharon once worked for the DNR and that Tony Earl hired her. I know that Tony is a great baseball fan and all that goes with enjoying a day at the ballpark – such as the brats and hot coffee. Perhaps it was Tony's influence on Sharon that caused her to seek a business relationship with the Milwaukee Brewers, I don't know.
- Sharon asked me to tell you a little about myself and the team that's new to DNR under Governor Doyle and then say a few words about some of the things that we will be dealing with in the early innings.

Background on me and on my management team

- I am still learning about the many responsibilities and programs of the agency. I have visited our five regions and spoken to employees in each of our seven divisions. I have been impressed at the dedication our employees have to implement the agency's mission of protecting and managing our state's natural resources.
- Most of you know I am from Lawton and Cates and some of you know that the late John Lawton, who was once the chair of the Natural Resources Board, influenced my thinking about the environment, as did my dad, Paul.
- There may be a few newcomers who don't recognize the name Paul Hassett. Dad was once the head of WMC and executive secretary to the late Governor Warren Knowles. For those of you who know my dad, you'll know what to look for in me. I picked up a lot of my dad's love of the outdoors, his belief that reporters

are interesting people and that government can be a force for doing good.

- Governor Doyle said some things during the campaign that I've taken into account in appointing my management team. The Governor wants government that is more efficient, that balances competing interests and that finds better ways of doing things. In other words, he wants government that works and that "does the right things right."
- My key appointments take the Governor's advice into account:
- Bill Smith is my deputy secretary. He was a strong leader of the DNRs Northern Region and is a seasoned manager and much respected internally and externally. He is an engineer and a graduate of the Air Force Academy. Bill knows how the place runs and has a great attitude about innovating to make it run better.
- Elizabeth Kluesner is my executive assistant. You know her because she was one of DNR's links to the Legislature. She knows about business; she knows the regulatory system, and she understands the Governor's interest in making the system work better. She is my special liaison to the Governor's staff.
- AL SHEA REPLAEN
Jay Hochmuth is my air and waste division administrator. Jay's a seasoned hand that I kept on from Darrell and will use to help us cope with new fiscal realities.
- Todd Ambs is my water administrator. Todd is highly creative and will offer cutting edge thinking on how to deal with 21st Century water issues. This is not only the year of water but the decade of water. Todd has had experience in Ohio government and in a highly credible group called the Wisconsin Rivers Alliance.
- Laurie Osterndorf is my Land Division administrator. She was once in the DNR parks program and then was the administrator of the Natural Resources Foundation. I worked with her when I was chairperson. Forming partnerships with outside groups is one of my themes. Laurie will be of great value in that regard.

- Paul DeLong is my forestry administrator. Paul was deputy state forester and understands the value of the forest products industry to Wisconsin and importance of sending the right messages to that industry so it will invest in us with confidence. Long term investment in our forest products industry is one of my goals, too.



What I have learned so far *Good Question*

- What have I learned in my first four months? First, you always have to be willing to listen and learn, no matter whom you are talking with and whatever the topic. The issues are complex and often controversial. So it is the best policy to go into a situation where you admit that you don't have all of the answers.
- I also have learned that "balance" is the watchword. I have been listening to groups of individuals around the state, to legislators and DNR employees. The word that comes to me after these conversations is: "Balance."
- I must balance the interests of wolf lovers and the farmers whose livestock has been killed by wolves.
- I have to understand the competing interests of those who use motorized off the road machines like snowmobiles and ATVs and others who love silent sports.
- And I have to consider the interests of those who want boat slips on a highly urbanized river that supports environmentally efficient growth in contrast with approaches that are better suited for more remote locations like the North Country.
- Another word that I have learned to use is "different."
- For example, I have to ask myself if "different" approaches are appropriate for companies that have a near perfect compliance history, with no violations in recent years, versus a company that is a higher risk. As the DNR has to cope with fewer resources, I need to ask how I can lighten the workload without incurring

unacceptable environmental risk. Seeing companies as presenting different risks might be one approach.

- Another question to ask is whether the Department should be looking at different tools to regulate. Mind you, we are not talking about not regulating....only regulating in different ways, such as using contracts, bubbles, caps, easements, charters and environmental management systems. You will recall that Governor Doyle wants us to try new things and to work more efficiently. That may require us to use new tools and methods. The concerns about permitting have gained my attention and I am putting Elizabeth Kluesner in charge of looking at that situation.
- A third area relates to viewing outside organizations differently. Sometimes in the past, the DNR might have seen non-DNR groups as competition or less professional than our professionals. Necessity may be the mother of invention in this case since it is becoming obvious to me, and I hope to others in DNR, that these organizations are not competitors but potential partners. Examples might be land trusts, municipal associations, professional groups and business associations like some of those represented here.
- The DNR is in discussions with several associations that want to do even more in areas such as pollution prevention, small business mentoring, product stewardship and environmental management systems. We as an agency will be challenged to see these associations in a different light and they will have to see us differently, too. Our common enemy is inefficiency; our common cause is to create a better and more sustainable state for our children.
- One example of this emerging topic has been in the press. The Wisconsin Paper Council is developing a cluster approach that is in keeping with Governor Doyle's economic strategy.
- The interests of the paper industry and DNR touch in several areas such as forestry, air permitting, water permitting, solid waste, water regulation and zoning and wildlife management. At the

request of Pat Schillinger, I have appointed Mark McDermid – who heads the bureau with responsibility to work with business sectors -- as my liaison to this effort. He will work with Jay Hochmuth to make sure that coordination takes place on the cross-division basis so the ideas, questions and recommendations of the Paper Council get prompt and professional consideration. As you know the air program is in Jay's division.

- I am pleased to report that I have gotten another request for liaison-duties from the printing industry and I look forward to a productive relationship with this business cluster as well.

Governor Doyle's economic message has been heard

- Governor Doyle is in the process of gathering input on his economic strategy, but I can report that economic growth is the issue that has dominated every cabinet meeting in recent weeks and it is going to be on the agenda in upcoming meetings as well. Each agency has to tell what it is doing to help grow the economy. The Governor has provided economic leadership through his no-tax-increase budget. The next step is to make state government a partner in economic growth.
- Some of you were at the Executive Residence when the Governor said his administration was committed to a regulatory environment that is efficient, predictable and cost-effective. I am here to tell you that this is the same message that he has given to me and that I will pursue.
- I hasten to add and to emphasize that this issue is neither about reducing environmental standards, nor about lax enforcement. The standards will be maintained and enforced. This is about reducing the permit cycle time and cutting transaction costs. These goals are in our best competitive interests and necessary to cope with our reduced staff resources.

- That having been said, I do not think the job will be easy, in part because in many cases we are dealing with mandates from the Environmental Protection Agency and Region Five. So even if we all are on the same page in Wisconsin, there is no guarantee that the EPA will agree with all of our ideas.
- Nevertheless, there is merit in moving forward. As we do, it is important to focus on generating more light instead of heat. We have to look at problems together, gather facts together and come up with solutions together. There are a number of collaborative efforts underway but one I would like to mention is the DNR Innovation Stakeholder Group.
- The group existed when I arrived and I was unsure whether to keep it. It is an informal group that involves business, academic, environmental and DNR participants. I have attended two meetings and earlier this week got some great examples of regulatory problems that we can discuss as a group. I really got into the issues and the discussion. It was really good for me and got me thinking.
- The group is not about reducing standards, but doing a better regulatory job by being creative. The last session spent a lot of time on complaints and problems that the group identified, and that included concerns from both the business and environmental interests that were there. The future sessions are going to be focused on digging into selected issues that the group raised. Some of the issues that are on the table include wetlands, water regulation and zoning, brownfield reclamation, emissions trading, green buildings and energy efficiency. I don't know if our discussions will lead to changes in how we do business internally at DNR or changes in laws. We will see.
- The Governor has challenged his cabinet to be creative and I intend to not only invite the ideas of our employees who have great capacity for innovation, but to ask all stakeholders to contribute. However, since I am a bottom-line person, the discussions in the innovation stakeholder group or anywhere else are going to have to be about concrete results.

Where's
Green?!



Issues to watch in the months ahead

- There are a number of outdoor issues such as Chronic Wasting Disease or baiting and feeding of deer that seem to get headlines and I would be pleased to talk about them. But I would like to focus on several other items that might be more in line with your professional responsibilities in the Capitol.
- Water quantity protection. This is the issue that is first on the list for me. We all know that this is the year of water and that the Wisconsin Academy of Sciences, Arts and Letters has issued a call to action in regard to the future quantity and quality of the state's water. The Governor has asked DNR to review that report and make recommendations. But he has not waited to endorse the need for strong legislation to protect groundwater quantity. He told an Earth Day audience in Milwaukee that he wanted to sign a groundwater quantity protection bill by Earth Day 2004 and he expects DNR to assist him and the Legislature on that task.
- Inter-agency cooperation. I am here to say that Governor Doyle has made it very clear to his cabinet secretaries that we are a part of a team and are expected to work together as a team. For the DNR secretary that means I have a special obligation to work in particular with the Secretaries of Agriculture, Commerce and Transportation and they have an obligation to work with me. And I would include the Public Service Commission on that list, too.
- Stewardship renewal. There are economic and environmental reasons to keep the Knowles-Nelson Stewardship Program alive and well. Protected land contributes to the state's quality of life and tourism economy. The Governor has recommended that the Legislature maintain the program and I agree 100 percent. Stewardship is more important now than ever. There is more land

on the market and I am thinking in particular of the land that is being divested by the timber and paper companies.

- **Fox cleanup.** One of the jobs that this administration inherited is the cleanup of the PCB-contaminated sediments in the Fox River. We are moving forward in the Doyle Administration to clean the river and to better understand the mix of land runoff and point source discharges.

The need for innovation

- It has been more than 30 years since Earth Day when Gaylord Nelson awakened the world. We all can cite chapter and verse about the accomplishments of environmental laws, about the billions of dollars spent on wastewater treatment plants and about the dedicated environmental employees in government. And we cannot forget the work of thousands of businesses and millions of citizens that have made a real difference.
- We need to celebrate the past.
- We also need to know that this may be the time to create a new day for the environment and environmental policy. We need to be more innovative and collaborative than ever, especially in tough economic times. We need to work harder than ever – together and in formal partnerships. Innovation and cooperation have not always been the watchwords of America's environmental journey. But they are necessary in the 21st Century. That affects me in my job as Secretary and you in yours as lobbyists.
- I want to be a DNR Secretary who welcomes new ideas and innovation with an attitude of "why not" rather than "we've tried that before." That's the message I give to my employees and my message to you today. It is a message you can give your principals. I have an open door and am ready to listen and I hope you are, too.
- Thank you.



DALE W. SCHULTZ
Wisconsin State Senator



Sen. Kedzie ✓

31350

FILE

FBI

June 23, 2003

Mr. Scott Hassett, Secretary
Dept of Natural Resources
101 S. Webster Street. AD/5 (GEF2)
Madison, WI 53702

Dear Secretary Hassett,

Thank you for taking the time out of your busy schedule to attend the Conservation Reserve Enhancement Program discussion and tour which took place in my district on Thursday, June 20th. I had intended to be at the meeting, but as you know the Senate did not recess until the early morning hours of Thursday, so I asked my staff member who is responsible for issues related to both agriculture and the environment to attend on my behalf.

I have been a long time supporter of the CREP program and worked very hard during its inception to insure that the program would be successful here in Wisconsin. I helped to develop the close partnerships between all the stakeholders. It was encouraging to see cooperative relationships that evolved between the USDA, FSA, Local Land Conservation Committees and employees, environmentalists, the legislature and the agencies within our state that oversee this program.

In your short tenure as Secretary of the Wisconsin Department of Natural Resources, you have no doubt recognized that this type of non-partisan cooperation really does work best to insure that the best possible programs and services are delivered to the taxpayers of the state. That is why it was somewhat disconcerting to learn from my staff that included in your remarks to those in attendance, which included many of my constituents, you made reference to your agency's recent relationship with the legislature as fighting a "Jihad"

I am certain that many in attendance knew what **Jihad** meant and took your comments literally, but I would hope that you simply misunderstand what the term "Jihad" actually means. In an effort to help you better understand the ramifications of your comment, let me provide you with a few references to that term.

Jihad is an Arabic word, the meaning of which is explained in the light of Arabic lexicology, the Holy Quran, Hadith, and writings of the scholars of Islam. Jihad is the noun of jaahada, and its meaning given in the Mufradat of Raghib, the classical dictionary of Quranic terms, is as follows: "to exert one's power in repelling the **enemy**".

The terrorist leader Osama Bin Laden vowed to wage a **Jihad** or holy war against U.S. forces in Saudi Arabia and broadened his threat to include all Americans, military and civilian, in the Middle East. Iraqi President Saddam Hussein declared a holy war **Jihad** in response to the start of a military operation against Baghdad. The Taliban's elusive leader Mullah Mohammed Omar issued an order for **Jihad** or holy war against US troops and Afghans who work with them. And the list of other terrorists who have made reference to "fighting a **Jihad**" goes on.

Like all other state agencies, the people of Wisconsin through their elected representatives in the Wisconsin Legislature, created the Wisconsin Department of Natural Resources. The Department of Natural Resources' own internet website states "DNR's authority comes from decisions your elected representatives make in the Legislature, Governor's office, the Natural Resources Board and the courts. Your elected officials allot the tax revenue and set the user fees to support DNR programs that benefit you".

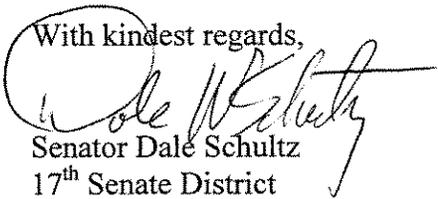
Article VIII, Section 5 of the Wisconsin Constitution mandates that the Legislature provide a balanced budget. In an effort to comply with this Constitutional mandate, and working within the constraints promised by our Governor, the legislature had no option but to cut spending. The current budget, as you will note is all-inclusive in the cuts to state agencies and programs that the legislature is mandated to make. The only option the legislature had to balance a budget with a multi-billion dollar deficit was to either raise taxes or fees or cut spending. In an effort to support the Governor's promise of "No New Taxes" the legislature chose the latter. This process in no way reflects the tenants of a **Jihad**.

The budget process is a process of a democracy, to compare that process to a **Jihad** only serves to alienate the public and the legislature. Your reference to your agency's relationship with the legislature as a **Jihad** only serves to create animosity and does little to build the types of relationships which serve all of the citizens in a non-partisan way. Instead, we should be seeking ways to work together to cultivate and maintain a non-partisan relationship. Partisan rhetoric tends to create the exclusivity of "us" and "them"; instead of building relationships that will best serve the people.

In closing, I would like to suggest that rather than continuing to support this adversarial relationship, you and I work together to help build a relationship between your agency and the legislature that which reflects what the taxpayers of the state deserve and expect, civility.

An important part of this relationship building would begin with your public apology for the comment you made on June 20th.

With kindest regards,



Senator Dale Schultz
17th Senate District

Cc
Gov. Doyle, Legislative Leadership, Sen. Kedzie,
Reps. Johnsrud, Albers, Freese, Loeffelholz.



Mary Lazich

Wisconsin State Senator

Senate District 28

June 27, 2003

P. Scott Hassett, Secretary
Wisconsin Department of Natural Resources
101 South Webster Street
Madison, Wisconsin 53703

Dear Secretary Hassett:

Thank you for meeting with me in my office on April 24, 2003, regarding three issues. You indicated you would look into the issues and get back to me. When will you be contacting me about these issues?

As you may recall, we discussed an issue involving shoreline erosion on a property along the Muskego Canal in Wind Lake, Wisconsin. This issue concerns the erosion of the area between the property owner's pond and the Muskego Canal. The erosion of the area occurred after the Department of Natural Resources (DNR) authorized the dredging of the canal. Specifically, we discussed whether the DNR would grant approval for the property owner to remove materials from part of his pond and place them on a deteriorating walkway. This size of the property owner's pond would remain the same, but the property owner would regain his walkway between the pond and the Muskego Canal.

We also discussed the issue of dredging Island Bay in Little Muskego Lake in the City of Muskego. Thus far, the DNR has been reluctant to allow the Little Muskego Lake District's application to dredge the bay. Little Muskego Lake is a recreational lake, and, because of the amount of silt in the bay, riparian owners are unable to reasonably utilize the lake.

A third issue we discussed was an application made on behalf of the City of Brookfield by Ruekert-Mielke, an engineering firm, to chemically condition a well to reverse the effects of long term pumping of the well and the resulting increase in levels of gross alpha. Ruekert-Mielke requested consideration of a process the firm believes is safer and more environmentally friendly than many currently allowed practices. My staff provided you with a copy of the application and you said you would follow up on the firm's proposal.



It has been more than two months since we met to discuss these issues. My staff has made numerous inquiries as to the status of these issues, most specifically on the status of the Ruekert-Mielke proposal.

On or about May 16, 2003, my staff spoke with Elizabeth Kluesner, who indicated that the DNR, Water Quality Division, was reviewing the proposal but that it was taking some time because the issue involved is complicated. Elizabeth indicated that my staff could contact Bruce Baker in the Water Division for more specific information about the complexities of the proposal. Elizabeth also indicated that the review of the proposal would be completed within the next few days and that a draft letter response would be sent up to your office for approval. It was my understanding that you were drafting a letter of explanation to me. I was a bit surprised to learn that you would be sending me a letter rather than meeting with me to discuss these issues.

On or about May 21, 2003, my staff contacted your office to check on the status of the letter regarding the Ruekert-Mielke proposal. Jeri Dahmen stated that you were at a breakfast meeting, but that she would contact you and let my staff know when I could expect to receive the letter. Jeri called back and indicated that she was unable to reach you to learn of the status of the case.

On or about May 23, 2002, my staff left voice mail messages for Elizabeth Kluesner and Bruce Baker, who were both out of the office. Bruce Baker returned the call on or about May 27, 2003, and stated that the "letter is in process to respond to the proposal."

My staff spoke again with Elizabeth Kluesner on or about May 29, 2003, and inquired as to the status of the letter. Elizabeth told my staff that we would receive the letter by the beginning of the following week, which would have been the week of June 2, 2003.

On June 17, 2003, an email was sent to my office from a constituent who is an engineer for Ruekert-Mielke. Ruekert-Mielke requested review of the proposed well conditioning by the DNR in April, and the constituent attached the DNR's letter response dated June 5, 2003. The DNR's letter consisted of one sentence: "The Wisconsin Department of Natural Resources, Division of Water, Bureau of Drinking Water and Groundwater is returning the following project without review by direction of the Secretary."

On June 18, 2003, my staff again called your office to find out if the letter that was to have been sent to me two weeks prior had indeed been sent. This time, my staff spoke with Mary Leiser, because Jeri Dahmen was out, as was Bruce Baker. Mary said she would check to see if the letter had been sent. Shortly thereafter, my staff received a call from Lee Boushon, Chief, Drinking

Secretary Hassett
June 27, 2003
Page 3

Water Systems Section, who indicated that a letter regarding Ruekert-Mielke's proposal was sent to the City of Brookfield on June 5, 2003. Mr. Boushon was kind enough to fax a copy of the letter to my office. It was the same letter as the copy I had received from my constituent.

I am very concerned about the time that has lapsed since our meeting on April 24, 2003, and the lack of communication from you on these issues. I am absolutely amazed by the letter returning the project without review at your direction. Is this how you intend to conduct business as the appointed, but not yet confirmed, Secretary of the Department of Natural Resources? You meet with a state senator to discuss three issues about which the senator is concerned, and you fail to follow up with the senator on any of the issues? A senator's office contacts your department repeatedly for an update and you do not have the courtesy to make contact with the senator? **Despite repeated statements by DNR staff that a proposal is being reviewed, you direct that the proposal be returned without review?**

Is it possible that the information provided to you got lost and that there was not an intentional failure on your part to respond? I am concerned about this type of professional conduct. It is important for legislators to know that the Secretary of a department will be responsive.

Sincerely,



Mary Lazich
State Senator
Senate District 28

copy: Governor Jim Doyle
Marc Marotta, Secretary, Department of Administration
Senate Majority Leader Mary Panzer
Assembly Speaker John Gard
Senator Neal Kedzie, Chair, Committee on Environment and Natural Resources
Representative DuWayne Johnsrud, Chair, Committee on Natural Resources

File

▶ Columnists To The Editor Gripe Write A Letter
▶ Dennis Shook Editorials

Hassett has it

DNR head succeeds in business tête-à-tête

By DENNIS A. SHOOK - Freeman Staff

May 17, 2003

One of a handful of "great American lies" is - "I am from the government ... and I am here to help you."

(The other ones have little to do with politics so you will not find them here.)

But somehow Scott Hassett walked into a luncheon meeting of the Wisconsin Manufacturers & Commerce and they believed he was there to help them.

WMC is cynical enough about the role of government in their lives. Adding Hassett - the secretary of the state Department of Natural Resources - to the mix is usually met with the same reaction as blocking their signal to the Charlie Sykes radio talk show.

(Don't get them started.)

Why did Hassett not get hassled? Maybe it was the element of surprise. Primed to gripe about the need for shortening the permit process for businesses, the WMC even had a report prepared titled, "The Case for Regulatory Reform in Wisconsin." It was replete with horror stories, albeit anonymous, of businesses who relocated from Wisconsin or never located here because of regulations from state agencies, most notably the DNR.

Yet Hassett headed off the conflict by essentially agreeing with them.

"I have the different perspective of someone who comes from outside DNR," he said. Hassett should have said "way outside."

The DNR secretary said, "We are looking at some legislation that is designed to focus

on the bad actors in the business world and back off those who are not, when it comes to regulations."

SUCH AS??

Say what?

Another area the DNR is working on is to create an Internet connection that will allow for faster communications between the DNR and businesses seeking permits.

The business suits must be looking around to see who Hassett is talking to. It can't be them, right?

WMC Executive Director James Buchen said after Hassett's remarks, "Gov. Doyle and Secretary Hassett are right on track. This could be a very significant change for Wisconsin because the problem has been out there for some time on permitting.

"I honestly think they are committed to solving these problems," he said.

When you hear this kind of rapprochement between WMC and the DNR, you have to figure we are through the looking glass.

Hassett obviously has the common touch and can relate to people. He even met my tougher brother - Allen - and apparently they got along well. Of course, they both share a love for nature, conservation, and hunting so it was probably like being at the pre-event grill-out at a Ted Nugent concert (Hassett lost the Nugent hair a while back, however).

I also admit my bias, as Hassett and I went to the University of Wisconsin-Oshkosh and worked on the school paper together.

Seeing me in the audience, Hassett quipped, "Dennis Shook and I went to journalism school together and I appreciate the discretion he uses in the stories he decides not to write."

Truth be known - I am sure the chancellor was glad to see us both matriculate. It's good to know at least one of us turned out well.

Raising the pay ceiling makes interesting reading

It was the kind of news story that will always make some legislators look bad and some look good.

A recent Associated Press review of clerk records in both state houses revealed that 50 of the 132 legislators declined the 3 percent raise that took effect in January. That

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HOME

OTHER STAFF PROFILES

P. SCOTT HASSETT - PARTNER



Born Menomonie, Wis., Oct. 14, 1950. Admitted to Wisconsin Bar, 1980.

Education: University of Wisconsin-Oshkosh, B.S., 1974; University of Wisconsin-Madison; Rutgers University, J.D., 1980. Editor, *Rutgers Advocate*, 1979-80.

Member: State Bar of Wisconsin.

Practice Areas: Labor Law; Criminal Law; General Litigation.

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Madison lawyer - an avid hunter and fisher - to lead DNR

10:39 PM 12/23/02

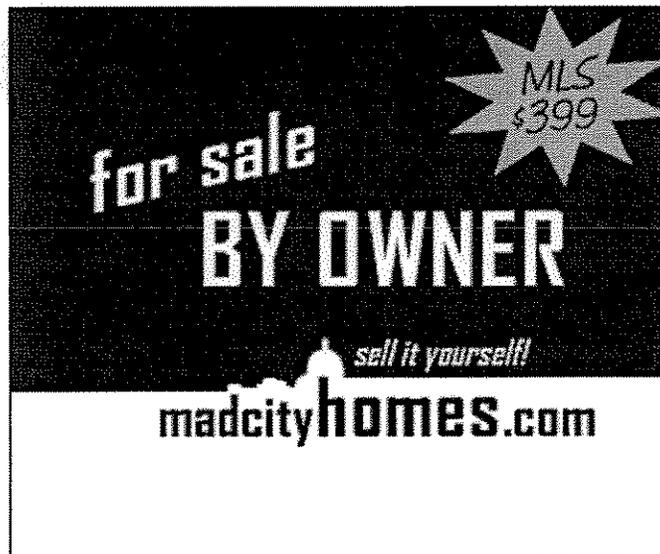
Ron Seely Environment reporter

A Madison lawyer who loves to fish for musky and hunt deer will be the next secretary of state Department of Natural Resources, Gov.-elect Jim Doyle announced Monday.

Scott Hassett, 52, a partner and attorney for 22 years at Lawton & Cates in Madison, was described by Doyle as a "truly passionate champion of natural resources."

Along with Hassett, Doyle also named Frank Busalacchi, 58, secretary-treasurer of Tea Local 200, to head the state Department of Transportation and Burnie Bridge, 54, a deputy attorney general at the Department of Justice, as chairwoman of the Public Service Commission.

Although Hassett has not held a major public office, he comes from a political family. His father, Paul Hassett, is the retired head of Wisconsin, Manufacturers and Commerce and a top aide to former Gov. Warren Knowles. In accepting Doyle's nomination, Hassett cited his father as a major influence and a mentor who taught him about the importance of conservation and the natural world.



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"I traveled with him all over Wisconsin," Hassett said, "I saw scores if not hundreds of lakes."

Hassett also mentioned Knowles as an influence, especially on natural resource policy, as well as the late John Lawton, a former partner of Lawton & Cates and former member of the state Natural Resources Board. Hassett said he "hopes to sell and pass on the knowledge and wisdom of these three great men."

With the announcement, Mc Doyle ended weeks of

speculation over who would head the DNR, an agency that has seen its share of turmoil in recent years.

The agency has undergone a major reorganization that saw many longtime employees reassigned to new jobs and, most recently, has mobilized to fight chronic wasting disease, a fatal and contagious deer disease that threatens to undermine Wisconsin's cherished tradition of deer hunting.

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Many agency employees as well as several of the state's environmental leaders hoped would retain Darrell Bazzell as secretary. Bazzell took over the job two years ago after predecessor, George Meyer, was ousted by Gov. Scott McCallum. During a difficult period at the agency, Bazzell received high marks for his steady, forthright leadership.

Both Doyle and Hassett praised Bazzell, who was named Monday as vice chancellor for administration at UW-Madison.

"I want to salute my predecessor for his wonderful service," said Hassett. "He is a class

In an e-mail message to the DNR staff Monday, Bazzell said he'll work with Hassett to ensure a smooth transition.

"I ask that you support him and give him the chance to succeed that you so generously gave me," Bazzell wrote to employees. "The DNR is strongest and at its best when we pull together. As I have told you before, at the end of the day, what really matters is our hard work and the accomplishments we make in achieving the DNR's mission."

In his 22 years of legal practice in Madison, Hassett has handled civil, criminal and employment litigation. He has also taken on environmental cases, including suits involving pollution and toxic waste.

Hassett is also a former chairman and a current member of the board of directors of the Natural Resources Foundation of Wisconsin. The foundation awards grants for environmental and educational projects and has been a major contributor to the effort to restore the endangered whooping crane to the state.

Caryl Terrell, state legislative director for the Sierra Club, said that, although Hassett is largely unknown when it comes to natural resource policy, his work with the foundation is encouraging.

"You wouldn't sit on the Natural Resources Foundation board if you weren't interested in natural resources," Terrell said.

Hassett said he relishes taking a job that will allow him to focus on conservation issues.

"You wouldn't believe how much I'm going to enjoy going into the office every day and dealing with issues that I have a passion for," Hassett said.

In addition to his work with the foundation, Hassett is a member of several outdoor sports organizations and served as the political adviser and lawyer for Muskies Inc.

Hassett spoke briefly after Monday's press conference about taking on the task of running an agency that is fighting a major disease in the state's deer herd, battling a budget crisis and staffed by employees who are extremely nervous about even more change.

"I want to reassure them," Hassett said. "I guess the first thing I'll want to do is to meet with many of them as I can and put them at ease."

Hassett had little to say about specific issues and policies at the agency. The fight against chronic wasting disease will remain a priority, he added. But Hassett refused to comment on whether the current plan to kill all the deer in the area where the disease appeared is the appropriate approach.

This year, Hassett said, he hunted as he had done for years in an area near Cross Plain

area is in the so-called eradication zone where chronic wasting disease has been found more than 40 deer.

"I didn't get a deer yet," Hassett said. "But I'm not done yet."

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9 contributions found...

Hassett, P Scott
Madison, WI

Date	Contributed To	City State Zip	Employer/Interest Category	Amount
6/26/1996	<u>Chvala, Chuck</u>	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$50.00
3/12/1996	<u>Chvala, Chuck</u>	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$50.00
4/19/2002	<u>Doyle, Jim</u>	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$50.00
11/20/2001	<u>Doyle, Jim</u>	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$1,000.00
6/28/2001	<u>Doyle, Jim</u>	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$100.00
3/16/2001	<u>Doyle, Jim</u>	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$25.00
1/20/2001	<u>Doyle, Jim</u>	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$1,000.00
4/3/2000	<u>Doyle, Jim</u>	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$100.00
6/30/2002	<u>Lautenschlager, Peg</u>	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$100.00

Time of this request: 12/30/2002 8:04:45 AM

7,275.00

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1 contributions found...

Hassett, Scott
Madison, WI

Date	Contributed To	City State Zip	Employer/Interest Category	Amount
8/26/2002	Doyle, Jim	Madison WI 53705	Lawton & Cates Lawyers/Law Firms/Lobbyists	\$100.00

Time of this request: 12/30/2002 8:04:32 AM

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Devin 2275

TOTAL
00-02 2,375.00

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3 contributions found...

Hassett, Paul
Madison, WI

Father

Date	Contributed To	City State Zip	Employer/Interest Category	Amount
10/2/2001	<u>Doyle, Jim</u>	Madison WI 53719	Retired Retired/Homemakers/Non -income earners	\$1,000.00
1/27/1995	<u>Bradley, Ann Walsh</u>	Madison WI	Retired Retired/Homemakers/Non -income earners	\$50.00
3/21/1995	<u>Bradley, Ann Walsh</u>	Madison WI	Retired Retired/Homemakers/Non -income earners	\$50.00

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~~\$1,000.00~~

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Father
Hassett, Paul E
 Madison, WI

Date	Contributed To	City State Zip	Employer/Interest Category	Amount
8/26/2002	Doyle, Jim	Madison WI 53719	Retired Retired/Homemakers/Non-income earners	\$100.00
5/24/2002	Doyle, Jim	Madison WI 53719	Retired Retired/Homemakers/Non-income earners	\$500.00

Time of this request: 12/30/2002 8:06:27 AM

\$ 1,600

Vote Record

Committee on Environment and Natural Resources

Date: 3/8/04

Moved by: KEDZIE

Seconded by: ZIEN

AB _____

SB _____

Clearinghouse Rule _____

AJR _____

SJR _____

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AR _____

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Other _____

A/S Amdt _____

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A/S Sub Amdt _____

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Be recommended for:

- Passage Adoption Confirmation Concurrence Indefinite Postponement
 Introduction Rejection Tabling Nonconcurrence

Committee Member

Senator Neal Kedzie, Chair

Aye No Absent Not Voting

Senator Cathy Stepp

Senator David Zien

Senator Fred Risser

Senator Robert Wirch

Totals:

 _____ _____ _____

5

Motion Carried

Motion Failed

Senator Kadzie and Members,

ZIEN

Hassett

I apologize for being unable to testify in person. ~~I~~ I have been called away to a critical meeting and cannot predict when I will return. I hope that you will accept this testimony in place (it will probably be shorter).

The 7,500 members of the Wisconsin Builders Association come in frequent contact with the DNR, particularly the Department's water regulations.

This is an unprecedented and unusual situation for us. WBA has never testified in support of a cabinet secretary... of any department. In addition, our industry has significant concerns about how some programs within DNR operate.

However, we speak in support of Scott Hassett precisely because of those concerns. We believe Scott Hassett is the right leader ~~for~~ for a critical job at a critical time. Now, more than ever, the state needs to get its regulatory house in order.

In the past year, we have observed Secretary

Hassett. We have seen a leader who ~~acknowledges~~ acknowledges that the DNR needs to change the way it does business. He has been consistent in his call for culture change.

Secretary Hassett has ~~also~~ exhibited another important leadership quality: He hires good people. Specifically, we believe the appointments of Bill Smith, Al Shea, and Todd Ambrose signal to staff and the citizens of Wisconsin that times must change. We believe additional staffing changes should happen, and we encourage the Secretary in this regard.

Change for any bureaucracy is difficult; more so for the DNR. Changing that agency's culture will take years, years of consistent leadership.

Secretary Hassett has demonstrated the kind of leadership that we believe DNR needs. We support his nomination and we ask this Committee to do the same.

Jerry Deschane,
speaking for the Wisconsin Builders Association
January 8, 2004