

Division of Forestry

Briefing for Wisconsin County Forest Association

September 29, 2017

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Division Administrator, Chief State Forester

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Forestry Services
Deputy



Heather Berklund
Forestry Field
Services Deputy

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Organizational Concepts

- Two Deputy Division Administrators
- Forestry Operations (Heather Berklund) – District Forestry Leaders and Bureau of Forestry Field Services
- Forestry Services (Mike Warnke) – Bureau of Forestry Business Services; Bureau of Forestry Field Services; and Bureau of Applied Forestry

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Vacancies

- 76 vacancies
- 17.7% vacancy rate (429.08 positions total);
- currently 32 **Forester** vacancies
- currently 5 **Forestry Technician** vacancies

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Hiring Update

- District Forestry Leader
- Area Forestry Leader
- Forestry Team Leaders/LeMay Ops. Manager
- Foresters
- Forestry Technicians
- Tax Law Specialists/Compliance Specialists

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- 2017 Class of Foresters and Technicians is currently in recruitment, with onboarding planned for early November.
- Planning to start a new forester class recruitment process in February, 2018
- Anticipate start date of early June, 2018

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Next in the Que for Hiring:

- Bureau Directors (2)
- Section Chiefs (4)
- Private Lands Outreach Coordinator
- Property Managers

Final Budget Language

20 **SECTION 9133. Nonstatutory provisions; Natural Resources.**

25 (2) RELOCATION OF CHIEF STATE FORESTER AND DIVISION OF FORESTRY EMPLOYEES.

1 (a) The department of natural resources shall relocate the headquarters for the
2 chief state forester to an existing department facility north of STH 29 no later than
3 January 1, 2018.

4 (b) The department of natural resources may allow individuals who are
5 employed by the division of forestry on the effective date of this paragraph and
6 located in the department office at 101 South Webster Street in the city of Madison
7 to relocate to existing state-owned or state-leased facilities north of STH 29
8 designated by the chief state forester.

9 (c) For the 2017-18 and 2018-19 fiscal years, for each employee who relocates
10 under paragraph (b), the department of natural resources shall authorize payment
11 of the moving expenses described under section 20.917 (1) (a) of the statutes.

12 (d) By February 1, 2019, the department of natural resources shall submit a
13 report to the governor and the cochairpersons of the joint committee on finance on
14 the number of employees who have relocated under paragraph (b).

Value of Northern FR HQ

- Increase the awareness of Division leadership of the challenges and needs of our customers/partners by being closer to the resources we manage.
- Increase opportunities for direct contact with division field staff, forestry partners and the forest industry.
- Expands the opportunity for existing staff to move into senior leadership roles with out relocating to the Madison office.
- Aligns with one of the forestry division's cultural beliefs. "We reach beyond our geographic and programmatic boundaries to maximize success."

A Successful FR HQ will:

- Facilitate effective and efficient management and leadership of the division.
- Sustain and promote strong partnerships with current and future stakeholders throughout the state.
- Be efficient and effective in working with customers and partners.
- Support staff in accomplishing their work.
- Maintain the ability to foster “One DNR” through effective collaboration with other parts of the agency.
- Make best use of limited fiscal and human resources.

Selection Criteria for FRHQ

- *Existing state owned facility*
- *North of Hwy 29*
- Proximity to partners and forestry staff
- A facility to adequately support the function of a FRHQ.
 - Space available for staff
 - Parking
 - Telepresence
 - Conference and meeting rooms

Forestry Mill Tax

- Mill Tax rate set at 0%
- Replaced with GPR based on current formula
- Leg Fiscal will be conducting an audit of the Forestry Account

Forestry Alignment



Managed Forest Law Administration



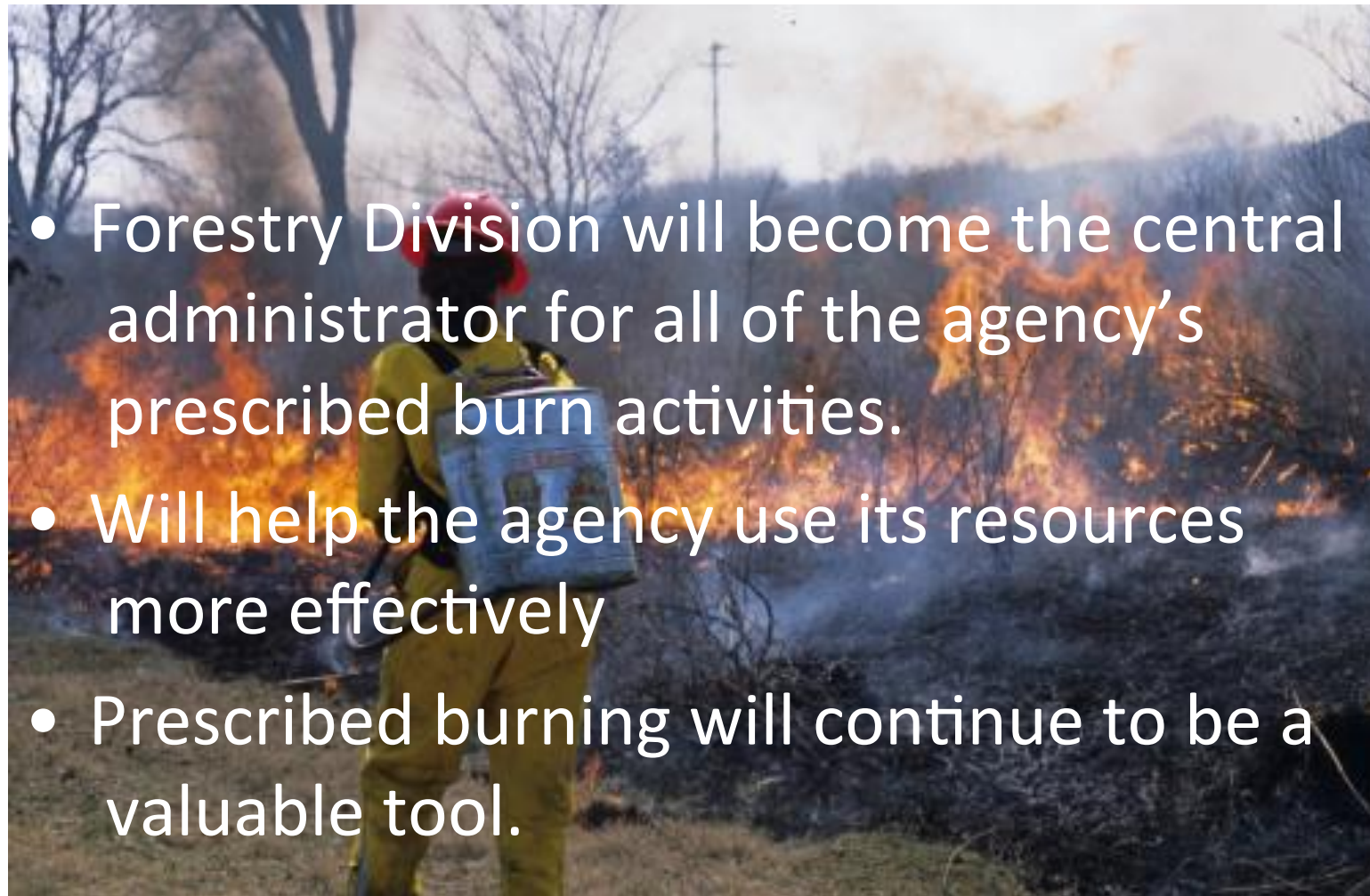
- All tax law work will be consolidated into fewer positions.
- Customers and partners will benefit by improved consistency and efficiencies with tax law administration
- Will continue to ensure program requirements are satisfied and sound forestry is practiced.
- Ensure Wisconsin's forests provide a sustainable supply of wood fiber to forest industries

Service to Private Landowners

- Creating a new position to develop and direct outreach campaigns and assistance to private woodland owners.
- Increasing the number of hours that our field foresters have available to assist private woodland owners.
- Increased investment will translate into greater landowner awareness and forest management .
- Will still be a resource for landowners on a wide range of forestry issues.



Prescribed Fire



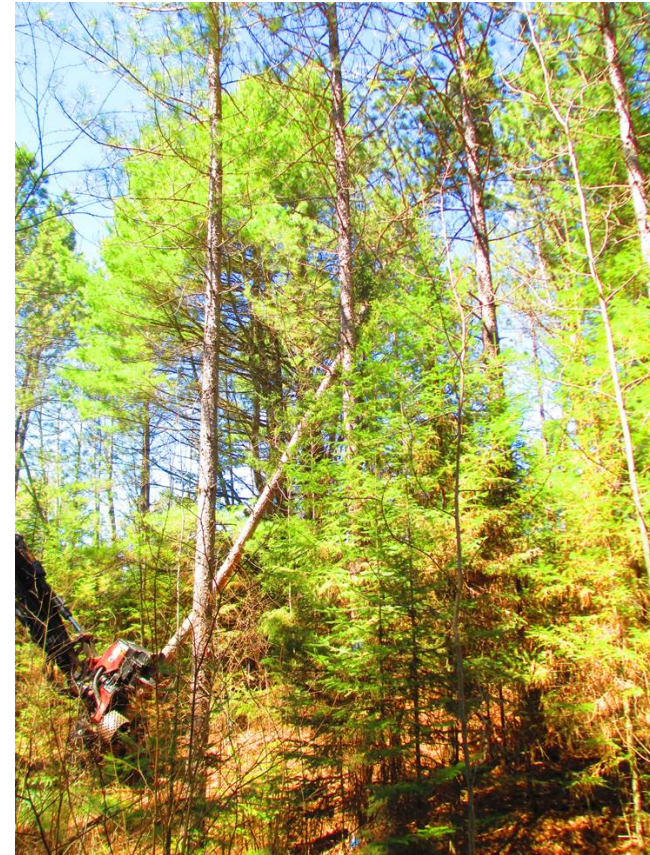
- Forestry Division will become the central administrator for all of the agency's prescribed burn activities.
- Will help the agency use its resources more effectively
- Prescribed burning will continue to be a valuable tool.

County Forests

- Time Standards - a high priority workload
With vacancies and hurricanes, western fires we remain committed to making sure core work is scheduled to be done and meet the high quality standards we all expect
- FY 17: 48,700 hours or 107% of annual goal
- FY 18: 12, 391 hours or 27.2% of annual goal
- Beginning work on the next 4 year agreement on time standards.

GNA in Wisconsin

- YTD 5,000 acres – 70,000 cords equiv. sold. Estimated \$3.5 million in market value.
- End of August - 12 sales with estimated 25K cord equivalent bid out. Estimated \$1.0 million value.
- GNA has helped make CNNF #1 timber producing national forest in the country.
- 7 counties have signed MOAs; five have worked on sales.
- Fiscal Audit and Assurance of Compliance was conducted by USFS. Results in November.



First tree harvested under GNA

Good Neighbor Authority (GNA)

- Re-allocate 3 full-time equivalents (FTE) of staff time to coordinate and manage the GNA agreement.
- Provides liaison with the CNNF on the
 - GNA agreement and administrative functions
 - establishment and administration of timber sales.



Worker Protection Standard (WPS)

- WPS is a federal regulation to reduce the risks of illness or injury to workers and handlers resulting from exposure to pesticides
- WPS is only applicable to pesticide applications for the purpose of timber and seedling production.

Worker Protection Standard (WPS)

- WPS applies to foresters within the DNR because we use, hire and contract the use of pesticides in the production of forest products.
- WPS also applies to DNR foresters working on county lands, county foresters, and forestry companies offering pesticide services or who have employees working in an area that is being treated or that was treated with a pesticide within 30 days of the application.

Requirements of WPS

- Notification of pesticide use on a state property where forestry work is occurring at the “Central Posting” location where all forestry staff with work responsibilities for that property can see the information
- Proper signage at the pesticide application site, when required

Requirements of WPS

- Personal protective equipment (PPE) requirements and decontamination site requirements
- Annual training by a certified pesticide applicator, EPA approved trainer or DATCP trainer

NEW WPS PROTOCOL

- As an employer, the Wisconsin DNR is required to ensure that our contractors are following these federal requirements.
- To do that we will include language in our contracts where pesticide applications are part of the contract or for work contracted in an area where a pesticide was used in the last 30 days after the Restricted Entry Interval (REI) expired (ex. Tree planting crew)

WPS Training

- DNR and DATCP will be conducting WPS training for staff in early 2018 around the state
- When scheduled we will extend an offer for County Forest personnel to attend these sessions
- Questions to Joe VandeHey, Wilson Nursery
(608)574-4904