

**NATURAL RESOURCES BOARD AGENDA ITEM**

**SUBJECT:** Retirement Resolution-Daniel S. Koich

**FOR:** JANUARY, 2009 **BOARD MEETING**

**TO BE PRESENTED BY:**  
Secretary Frank

**SUMMARY:**  
Dan Koich retired December 30, 2008, after more than 29 years of service to the citizens of the State of Wisconsin.

**RECOMMENDATION:** Adopt resolution for Dan Koich.

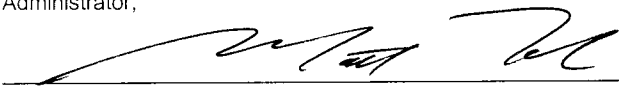
**LIST OF ATTACHED MATERIALS:**

- |    |                                     |   |     |                          |          |
|----|-------------------------------------|---|-----|--------------------------|----------|
| No | <input checked="" type="checkbox"/> | Fiscal Estimate Required                              | Yes | <input type="checkbox"/> | Attached |
| No | <input checked="" type="checkbox"/> | Environmental Assessment or Impact Statement Required | Yes | <input type="checkbox"/> | Attached |
| No | <input checked="" type="checkbox"/> | Background Memo                                       | Yes | <input type="checkbox"/> | Attached |

**APPROVED:**

  
Regional Director, Scott Humrickhouse

12/18/08  
Date

\_\_\_\_\_  
Administrator,  
  
Secretary, Matt Frank

\_\_\_\_\_  
Date  
12/23/08  
Date

cc: Laurie J. Ross - AD/8  
Colleen Higgins-Eau Claire

## ***Retirement Resolution***

Dan Koich retired from the Department of Natural Resources on December 30, 2008, after completing over 29 years of dedicated service as a permanent employee of the State of Wisconsin.

Dan began his career with the Department of Natural Resources in 1975 as a Limited Term Employee (LTE), first as a Natural Resources Assistant in Fish Management, and a year later as a Water Management Investigator LTE. Dan successfully competed for a permanent Water Management Investigator position on February 26, 1979, stationed in Eau Claire; a position he held until his retirement in 2008.

Dan's expertise grew as the Water Regulation and Zoning Program did. He worked through redefinition of "navigability", the growth of state jurisdiction over wetland alterations and the re-write of Wisconsin's Navigable Water Laws. As staffing patterns and organizational structures evolved in DNR, the counties where Dan worked changed. Over the years he had program responsibilities in various combinations of Chippewa, Dunn, Clark, Eau Claire, Pepin, Pierce, Barron, Polk and St. Croix counties. Dan was recognized for developing a permit tracking system in 1983 and for exceptional performance on several wetland alteration cases in the 1980s. He participated in Wisconsin's first wetland alteration enforcement case by US Army Corps of Engineers. He was nominated for the Water Regulation and Zoning Person of the Year in 1994 for his leadership regarding assistance to County Zoning Administrators. He was a member of the Shorelands Team and later in his career Dan took on the role as mentor to many new staff in training. The nature of Water Regulation & Zoning work requires a cool and scientific head amidst sometimes controversial circumstances, so staff training is critical. Dan recognized this concept and mentored many new staff over the last 15 years of his career.

Dan has an excellent memory of the people and programs with which he dealt, and they were many. This allowed him to guide people through regulatory processes, not only within DNR but also through the complex web of multiple agency jurisdictions. It was sometimes hard to reach Dan, due to high workloads during most of his career, but once contact was made he was always a quality source of information.

Dan Koich was a very experienced and knowledgeable employee. He was dedicated and well respected by others and his contributions to Regional program operations are greatly appreciated, especially by current staff who developed under his mentorship. As an outstanding model for Water Management Specialists within the organization, he has dedicated his career to the protecting the public trust.

***WHEREAS***, the dedication and commitment of Dan Koich has earned him the respect of the public, his co-workers, supervisors and associates throughout the Department;

***NOW, THEREFORE***, the Natural Resources Board at its January 2009 meeting at Madison, Wisconsin, recognizes such faithful service with due respect and gratitude, and hereby makes this commendation a part of its official records.

*Natural Resources Board*

Christine Thomas, CHAIR