

Wisconsin DNR State Lands

101 South Webster Street, Madison, WI 53703

1Y941

SFI 2015-2019 Standards and Rules® Section 2

Forest Management

Recertification Audit



NSF Forestry Program Audit Report

A. Certificate Holder

Wisconsin DNR State Lands

NSF Customer Number

1Y941

Contact Information (Name, Title, Phone & Email)

Mark A. Heyde

Wisconsin Department of Natural Resources

Phone: (608) 220-9780

Mark.Heyde@wisconsin.gov

B. Scope of Certification

Forest management operations on approximately 1,549,567 acres of WI State Lands. The SFI Standard certification number is NSF-SFI-FM-1Y941.

Locations Included in the Certification

Categories included in the DNR Lands forest certification review include:

- Northern and Southern State Forests
- State Parks
- State Recreation Trails
- State Wildlife Areas (including leased federal lands, Meadow Valley W.A.)
- State Fisheries Areas
- State Natural Areas
- Natural Resource Protection and Management Areas
- Lower Wisconsin Riverway
- State Wild Rivers
- State Owned Islands
- Stewardship Demonstration Forests

The following DNR properties (about 155,000 acres) are excluded from the certification project:

- Agricultural fields (due to potential GMO issue)
- Stream Bank Protection Areas (eased lands not under DNR management)
- Forest Legacy Easements (eased lands not under DNR management)
- States Fish Hatcheries and Rearing Ponds (intensive non-forest use)
- State Forest Nurseries (intensive non-forest use)
- Nonpoint Pollution Control Easements (eased lands not under DNR management)
- Poynette Game Farm and McKenzie Environmental Center (intensive non-forest use)
- Boat Access Sites (intensive non-forest use)
- Fire Tower Sites (intensive non-forest use)
- Radio Tower Sites (intensive non-forest use)
- Ranger Stations (intensive non-forest use)
- Administrative Offices and Storage Buildings (intensive non-forest use)
- State Park Intensively Developed Recreation Areas (intensive non-forest use) e.g. Peninsula State Park golf course, Blue Mound State Park swimming pool
- State Trails Cooperatively Managed by Others (planning and management authority given to others by MOU; primarily counties).

C. Audit Team

Norman Boatwright – SFI Lead Auditor, Mike Ferrucci – SFI Team Auditor, Kyle Mister - FSC Lead Auditor and Ruthann Schulte – SFI/FSC Team Auditor

Audit Date(s) (If multiple locations were audited, indicate the date of each site visit)

August 20-24, 2018

D. Significant Changes to Operations or to the Standard(s)

The WIDNR is in the process of completing a major realignment. “As alignment implementation proceeds many staff are taking on new responsibilities or moving to entirely new positions. Some confusion as to responsibilities is normal and supervisors are working closely with staff to clarify responsibilities, identify training needs, and assure that gaps are filled. Assuring conformance to forest certification standards remains a priority in the newly aligned organization.”

E. Audit Results

- No nonconformities or opportunities for improvement were identified.
- There were 3 opportunities for improvement identified. Summary:
 - CI 2.3.2 *Use of erosion control measures to minimize the loss of soil and site productivity.*
Finding: There is an Opportunity to Improve the use of water bars as an erosion control measure.
 - CI 2.3.6 *Road construction and skidding layout to minimize impacts to soil productivity.*
Finding: There is an Opportunity to Improve the efforts to build and maintain permanent roads, both active and inactive roads, to ensure that they meet Wisconsin BMPs.
 - CI 9.1.2 *System to achieve compliance with applicable federal, provincial, state, or local laws and regulations.*
Finding: There is an Opportunity to Improve compliance with applicable federal, provincial, state, or local laws and regulations.

- There was a minor nonconformity identified. Summary:
 - 15.1.1 *System to review commitments, programs and procedures to evaluate effectiveness.*
Finding: The FME is not consistently completing its monitoring protocol for documenting the degree to which the objectives stated in the Master Plans are being fulfilled, as well as significant deviations from these plans. Per review of publicly available monitoring reports, several are years behind (<https://dnr.wi.gov/topic/lands/masterplanning/MPReports.html>). For years during which Master Plans were under revision, for some state forests and natural areas, the webpage states “N/A” or “In active master planning process”. For other years, there is a blank space for monitoring reports. Monitoring reports are currently published annually. Per interviews with FME staff, monitoring protocols are under revision and being consolidated.

- There was a major nonconformity identified. Summary:
 - CI 3.1.3 See below. Also, in the event of a hazardous material spill, at the White River Fishery Area in Bayfield County, the FME did not immediately contain the material and engage qualified personnel to perform the appropriate removal and remediation on site, as required by applicable law and regulations.

 The hydraulic spill observed was roughly eight-square-feet in size and, per interviews with the BMP forester, the affected material should have been removed and disposed of at a specialized waste facility. Several staff interviewed did not recognize the presence of the spill.

Issues identified during the 2017 audit reviewed for continued conformance. Summary:

Minor CAR: CI 3.1.3 Monitoring of overall best management practices implementation.

Finding: The interview with a logger on an active timber sale on the Dunnville WMA Tract 2-2015 indicated that the logger did not have access to a spill kit. This is a requirement specified in the WIBMP Manual, Chapter 9 pp 116.

Approved Corrective Action: The root cause of this non-conformance is related to communication and training for existing requirements related to BMP's for water quality and timber sale administration. The requirements in existing policy and expectations for training and implementation will be communicated division-wide through the division's internal newsletter, ForestREEporter and through the supervisory chain. The issue may also be communicated to policy teams including the division's Public Forest Lands Team and the DNR Integrated Certification Implementation Team. The issue may also be communicated with the Wisconsin SFI SIC as an awareness issue.

Resolution: On some of the harvest sites visited for the 2018 audit, contract loggers had incomplete spill kits. Specifically, the absorbent material described in the Wisconsin BMP manual (FR0093) was not available onsite (see page 116). During review of pre-harvest inspection forms, one from 2014 stated that the logger "will have one onsite" indicating that its presence was not verified. Furthermore, the logger for the sale had changed in 2018 and stated in an interview with the SCS auditor that he had no absorbent material onsite, but was aware of the requirement from SFI trainings. This was a minor CAR issued for the 2017 audit and is upgraded to a major CAR.

Yes No N/A (not using)

All logos and/or labels, including ANSI, ANAB, SFI, PEFC, ATFS, etc., are utilized correctly in accordance with NSF SOP 14680 and SOP 4876. If answering "No", a finding of nonconformity should be issued.

For Reassessment Audits:

Explain how the organization maintained and demonstrated the effectiveness and improvement of its system, including interactions between processes and locations, taking into consideration internal and external changes in order to enhance overall performance of policy and objectives.

Review the performance of the system over the period of certification (e.g., management review records, internal audit records, etc.), and the previous surveillance audit reports. Identify the records that were reviewed.

Answer: The Company has maintained and demonstrated the effectiveness of its management systems developed to implement the standard requirements by documenting progress and discussing the findings and setting goals for continual improvement during the annual management review. The Company effectively dealt with internal and external changes by maintaining the staffing levels for the certification coordinator and by continuing to maintain/improve its system for collecting, reviewing, and reporting information to management regarding progress in meeting the standard objectives.

This recertification audit included a thorough review of all applicable requirements including reviews of internal audits, annual management review meeting minutes, training records, public outreach records, BMP implementation and other records. Previous audit reports were also reviewed. Please reference the General Description of Evidence of Conformity in the Public Summary Report for a summary of the evidence reviewed for each applicable standard Objective.

F. Appendices

- Appendix 1: Audit Notification Letter and Audit Schedule
- Appendix 2: SFI Forest Management Public Summary Report
- Appendix 3: SFI Forest Management Audit Checklist and Site Visit Notes
- Appendix 4: Meeting Attendance



Appendix 1
Audit Notification Letter and Audit Schedule



Audit Notification Letter

August 7, 2018

Mark A. Heyde
Forest Certification Coordinator
Public and Private Forestry Section
Bureau of Forest Management
Wisconsin Department of Natural Resources
cell: (608) 220-9780
Mark.Heyde@wisconsin.gov

Re: Confirmation of 2018 SFI Standard Recertification Audit

Dear Mark,

As we have discussed, I am scheduled to conduct the Recertification Audit of the WIDNR State Lands Monday through Friday August 20-24, 2018. This is a full review of your SFI Program to confirm that it continues to be in conformance with the SFI Standard and that continual improvement is being made.

The audit team will consist of me as SFI Lead Auditor, Kyle Mister as the FSC Lead Auditor and Ruthann Schulte and Mike Ferrucci as Team Auditors.

During the audit we will:

1. Review progress on achieving SFI objectives and performance measures and the results of the management review of your SFI Program;
2. Review selected components of your SFI program;
3. Verify effective implementation of any corrective action plans from the previous NSF audit;
4. Review logo and/or label use;
5. Confirm public availability of public reports; and
6. Evaluate the effectiveness of planned activities aimed at continual improvement of your SFI Program.

You will be audited to the 2015-2019 SFI Standards and Rules[®], Section 2.

We have worked together to develop the following schedule. The schedule can be adapted either in advance or on-site to accommodate any special circumstances.

I look forward to visiting you and evaluating continual improvement in your SFI Program. If you have any questions regarding this planned audit, please call me at 843.229.1851.

Sincerely yours,

Norman I. Boatwright, III

Norman I. Boatwright, III
Lead Auditor, NSF



WDNR State Lands Forest Certification Audit 2018 FSC & SFI Audit Schedule Northwest WI

August 20 (Monday) – August 24 (Friday)

High Level Audit Schedule		Daily Site Count
Sunday:	Travel Day – Auditors arrive - Hayward	
Monday:	Kick-off meeting - Hayward, pm field audit (Full Team)	5 sites
Tuesday:	Field Audit – 4 teams	24 sites
Wednesday:	Field Audit – 4 teams	24 sites
Thursday:	Field Audit – 3 teams	13 sites
Friday:	Auditor time/desk audit & Exit Mtg (Full Team)	66 total sites

Sunday, August 19 – Travel Day

Hotel Reservations confirmed: Arriving August 19 and departing August 24.

Comfort Suites @ 15586 County Road B, Hayward, WI, US, 54843-2665 (715) 634-0700

- Kyle Meister, except Tuesday night in Park Falls
- Mike Ferrucci
- Norman Boatwright
- Ruthann Schulte
- Teague Prichard, except Tuesday night in Park Falls
- Doug Brown
- Mark Heyde

Matt Blaylock will pick up lunches and ice each morning and deliver to Hotel in Hayward. Lunches, Water and other break items will be provided and available for pick-up each day. Lunch and other items provided for all, as listed on this schedule.

There are many options for evening dining in Hayward, here are some suggestions:

- Angry Minnow
- Coop’s Pizza
- Old Southern BBQ
- El Tequila Mexican Restaurant
- Norske Nook Restaurant & Bakery
- Sevenwinds Casino
- Chippewa Inn
- Sawmill Saloon



Monday, August 20 (5 sites)

8:00-11:30 Certification Kick-off Meeting

Location: Conference Room
HAYWARD DNR CENTER 10220 ST HWY 27
HAYWARD WI 54843 715-634-2688-phone

Auditors: Kyle Meister, Mike Ferrucci, Norman Boatwright, Ruthann Schulte

DNR Staff: Teague Prichard, Doug Brown, Mark Heyde,

Call in information: 1 (855) 947-8255; passcode 9680 753#

**Please let Mark Heyde know if you plan to call in.*

11:30 Depart for Lunch on Chippewa Flowage

Auditors: Kyle Meister, Mike Ferrucci, Norman Boatwright, Ruthann Schulte

DNR Staff: Teague Prichard, Doug Brown, Mark Heyde, Steve Runstrom, Matt Blaylock, Dan Yankowiak, Jim Kujala, Pat Zimmer

Vehicles Needed: 3

Lunches Needed: 12

All Auditors Field Site (1 site)

Mandatory: 43635, Fawn Trail (7-15)

Mandatory: 43088, Closed (3-16) ACCESS ISSUES! Potentially not available.

Tribal relations topics

Property Manager: Dan Yankowiak

Forester: Jim Kujala

1:00 - 4:00 Chippewa Flowage (4 sites total)

Auditors Mike & Ruthann @ 46443, Airport (1-17) CC North Burn

DNR Staff: Jim Kujala, Matt Blaylock

Auditors Norman & Kyle @ 51125, Moss Creek (1-18) 43393, Hay Creek Pine (5-16)

DNR Staff: Dan Yankowiak, Pat Zimmer, Doug Brown



Tuesday, August 21 – Team Ruthann (at least 6 sites today)

8:00 am: Leave Hayward (Comfort Suites)

Auditors: Ruthann Schulte

DNR Staff: Mark Heyde, Sarah Herrick

Vehicle: # 9867, Spooner AL Tahoe

Lunches Needed: 9

9:30 am: Arrive at Crex Meadows Wildlife Education and Visitor Center

Meet other DNR Staff here: Jim Ulmaniec, Luke Krueger, Kyle Anderson, Jay Riewestahl, Mike Wallis, Mack Glasby,

Crex Meadows Wildlife Area

- Mandatory: 44344, Tract 2-17, sale # 217
- Mandatory: 58702, Tract 2-18, sale #
- 42394, Tract 1-16, sale #116
- 43253, Tract 2-16, sale #216
- 60117, Currey Harvest, Tract 3-18, sale #318

Property Manager: Kyle Anderson

Forester: Jay Riewestahl

Governor Knowles State Forest

- 42300, Tract 60-16, sale #278
- 43646, Tract 40-17, sale #280
- 50195, Painted Llama, Tract 30-18, sale #284
- 49846, Playground, Tract 50-18, sale #286
- 47399, Lost Creek, Tract 10-18, sale #

Property Manager: Mack Glasby

Forester: Mike Wallis

End Field Audit 4 pm



Wednesday, August 22 – Team Ruthann (at least 5 sites today)

8:00 am: Leave Hayward (Comfort Suites)

Auditors: Ruthann Schulte

DNR Staff: Doug Brown

Vehicle: # 9867, Spooner AL Tahoe

Lunches Needed: 11

9:30 am: Arrive at Crex Meadows Wildlife Education and Visitor Center

Meet other DNR Staff here: Jim Ulmaniec, Luke Krueger, Kyle Anderson, Mike Wallis, Mack Glasby, Steve Runstrom, Paul Heimstead, Dave Kafura, Kyle Young

Governor Knowles State Forest

- 42299, Tract 50-16, sale #277
- 41849, Tract 10-16, sale #274
- 43643, Tract 10-17, sale #281
- 48032, Sunrise, Tract 20-18, sale #287
- 45768, Tract 70-14, sale #283
- 50275, Moscow, Tract 40-18, sale #285
- 42293, Tract 30-16, sale #275
- 42328, Tract 20-16, sale #282

Property Manager: Mack Glasby

Forester: Mike Wallis

Fish Lake Wildlife Area

- 54263, Stolte Oak, Tract 1-18, sale #118
- 42393, Tract 1-16, sale #116

Property Manager: Kyle Anderson

Forester: Mike Wallis (fill in)

End Field Audit 4 pm



Thursday, August 23 – Team Ruthann (at least 5 sites today)

8:00 am: Leave Hayward (Comfort Suites)

Auditors: Ruthann Schulte

DNR Staff: Teague Prichard, Brad Hutnik

Vehicle: # 9867, Spooner AL Tahoe Lunches Needed: 10

9:30 am: Arrive at Parking area west of Apple River Country Inn, 977 US Hwy 8, Amery

Meet other DNR Staff here: Paul Heimstead, Jim Becker, Steve Runstrom

Apple River Timber Demonstration Forest

- Mandatory: 46275, Tract 3-17, sale # 215, potential to be actively cutting

Property Manager: Paul Heimstead

Loon Lake Wildlife Area

- 42478, Tract 3-16, sale # 174

Property Manager: Kevin Morgan Forester: Nate Haskins

MacKenzie Creek Wildlife Area

- 46273, McKenzie Short Bus Aspen, Tract 1-17, sale # 214

Property Manager: Kevin Morgan

Straight Lake Wildlife Area

- 43719, Straight Lake Two Dog, Tract 3-16, sale # 213

Property Manager: Kevin Morgan

Ice Age Trail - Polk

- Mandatory: 42353, Tract 1-16, sale #

Property Manager: Kurt Dreger

Sand Creek Fishery Area – Polk Co

- 43710, Tract 1-17, sale #

Property Manager: Craig Roberts

Clam River Fishery Area

- 54189, Tract 2-18, sale #
- 41950, Tract 3-16, sale #316
- 41949, Tract 2-16, sale #216
- 43709, Tract 2-17, sale #217

Property Manager: Craig Roberts

End Field Audit 4 pm



Tuesday, August 21 – Team Mike (at least 5 sites today)

8:00 am: Leave Hayward (Comfort Suites)

Auditors: Mike Ferrucci

DNR Staff: Doug Brown

Vehicle: #8792, Hayward Yukon Lunches Needed: 9

9:00 am: Arrive at Amnicon Falls State Park

Meet other DNR Staff here: Kevin Feind, Colleen Matula, Dave Kafura, Terry Asleson

Amnicon Falls State Park

- History
- Emerald Ash Borer
- New Construction
- Flood Damage
- Timber Sales & Recon

Property Manager: Kevin Feind

Forester: Terry Asleson (fill in)

Brule River State Forest

- Mandatory: 46423, Highline West, Tract 14-17, sale # 620
- 43208, Miller Malarkey, Tract 3-15, sale # 599
- 42208, Checkers, Tract 4-15, sale # 592
- Mandatory: 55356, Fun Fir, Tract 11-17, sale # 622
- 46422, Farmstead Popple, Tract 15-16, sale # 619
- 43514, Secret Spot, Tract 9-15, sale # 615

Property Manager: Dan Kephart

Forester: Dave Schulz

Other DNR Staff here: Zak Neitzel

End Field Audit 4 pm



Wednesday, August 22 – Team Mike (at least 6 sites today)

8:00 am: Leave Hayward (Comfort Suites)

Auditors: Mike Ferrucci

DNR Staff: Mark Heyde

Vehicle: #8792, Hayward Yukon

Lunches Needed: 6

8:45 am: Arrive at Brule River State Forest Office

Meet other DNR Staff here: Dan Kephart, Dave Schulz, Terry Asleson, Zak Neitzel

Brule River State Forest

- 43513, Ski Trail, Tract 22-15, sale # 609
- 46408, Behind the Garage, Tract 6-10, sale # 612
- 43210, Line Pine, Tract 19-15, sale # 600
- 42209, Sandy Run, Tract 15-15, sale # 594
- **Mandatory: 43308, Castle Salvage, Tract 18-16, sale # 607**
- 42213, Case of the Vapas, Tract 17-15, sale # 595
- 56398, Stones Sign Pine, Tract 3-18, sale # 626
- **Mandatory: 43244, Blow me Down, Tract 24-15, sale # 610**
- 43211, Smiley Smith Lake, Tract 21-15, sale # 602

Property Manager: Dan Kephart

Forester: Dave Schulz

End Field Audit 4 pm



Thursday, August 23 – Team Mike (at least 5 sites today)

8:00 am: Leave Hayward (Comfort Suites)

Auditors: Mike Ferrucci

DNR Staff: Larry Glodoski, Heather Berklund

Vehicle: # 9870, Park Falls Area SS Tahoe

Lunches Needed: 6

8:30 am: Arrive at Minong Ranger Station

Meet other DNR Staff here: Kyle Young, Nancy Christel, Tobi Clark

Namekagon Barrens Wildlife Area

- Mandatory: 42348, Tract 1-16, sale # 6615
- 47863, Priority B Conversion, Tract 1-18, sale # 6620

Property manager: Nancy Christel

Forester: Kyle Young

Totogatic Wild River

- 44408, Tract 2-17, sale #6619
- 40703, Tract 6-15, sale #6610 (additional sale)

Property manager: Tobi Clark

Forester: Kyle Young

Sawyer Creek Fishery Area

- 50874, Sawyer Creek South, Tract 2-18, sale # 6621
- 44529, Tract 1-17, sale #6616

Property Manager: Tobi Clark

Forester: Kyle Young

Beaver Brook Wildlife Area

- 43846, Tract 3-17, sale #6617
- 41333, Tract 8-15, sale #6612
- 40389, Tract 4-15, sale #6608 (additional sale)
- Trout Stream Rehab and wetland mitigation sites

Property Manager: Nancy Christel

Forester: Kyle Young

End Field Audit 4 pm



Tuesday, August 21 – Team Kyle (at least 8 sites today)

7:30 am: Leave Hayward (Comfort Suites)

Auditors: Kyle Meister

DNR Staff: Teague Prichard

Vehicle: # 9870, Park Falls Area SS Tahoe

Lunches Needed: 8

8:45 am: Arrive at Flambeau River State Forest Headquarters

Meet other DNR Staff here: Chris Bender, Heidi Brunkow, Maggie Lorenz, Nolan Kriegel, Pat Zimmer, Laine Stowell

Flambeau River State Forest

- Elk Acclimation Pen and Oak Planting
- **Mandatory: 42283, West Lane S&P 2, Tract 14-16, sale # 809**
- **Mandatory: 45983, West Lane East, Tract 16-16, sale #**
- Headquarters Canoe Campsite
- **Mandatory: 43023, Gill Lane 2, Tract 24-16, sale # 821**
- **Mandatory: 43904, Revenant Aspen, Tract 3-17, sale # 826**
- 46406, Tangled Web, Tract 11-16, sale # 832 (potential for logger on site)
- 46407, RP x PR, Tract 12-17, sale # 836 (potential for logger on site)
- **Mandatory: 43019, Purple Rain, Tract 15-16, sale #815**
- **Mandatory: 41308, Big Ox, Tract 19-15, sale # 802**

Property Manager: Chris Bender

Forester: Heidi Brunkow

End Field Audit 4 pm

Overnight in Park Falls: Kyle and Teague

America's Best Value Inn @ 1212 State Hwy 13 Park Falls, WI 54552 (715)762-3383

(Tom Onchuck has information packets for Wednesday, and will pick up lunches in am)

There are many options for evening dining in Park Falls, here are some suggestions:

Park Falls Gastropub

Black Bear Bar & Grill

AJ's Bar & Dining

Park Falls Family Restaurant



Wednesday, August 22 – Team Kyle (at least 8 sites today)

8:00 am: Meet at Park Falls DNR Service Center

Auditors: Kyle Meister

DNR Staff: Teague Prichard

Vehicle: # 9870, Park Falls Area SS Tahoe

Lunches Needed: 6

Meet other DNR Staff here: Tom Onchuck, Derek Johnson, Maggie Lorenz, Dan Schumacher

Spring Creek Wildlife Area

- Mandatory: 46588, Tract 1-18, sale # 170 (potentially active)

Property Manager: Derek Johnson

Forester: Tom Onchuck

Kimberly Clark Wildlife Area

- 46512, Broken Horn, Tract 1-17, sale #169, (walk in .75 mi, rubber boots)
- Prescribed Burn
- Orchard Planting
- Elk Food Plots
- Water Control/Wild Rice

Property Manager: Derek Johnson

Forester: Tom Onchuck

Hay Creek/Hoffman Lake Wildlife Areas

- 44648, Rifle Range (5-17), sale #218 & Rifle Range Expansion
- 44198, Snake Skin (1-17), sale #215
- 44238, Dark Balsam (2-17), sale #216
- 55355, Syrup Shack (2-18), sale # unrecorded, contracted cruise & marking
- Water Control Structure

Property manager: Derek Johnson

Forester: Maggie Lorenz

End Field Audit 4 pm

Kyle and Teague – Return to Hayward, Comfort Suites



Tuesday, August 21 – Team Norman (at least 5 sites today)

8:00 am: Leave Hayward (Comfort Suites)

Auditors: Norman Boatwright

DNR Staff: Matt Blaylock & Ryan Magana

Vehicle: # 0314, Park Falls AL Tahoe

Lunches Needed: 4

9:15 am: Arrive at Port Wing Town Hall

Meet other DNR Staff here: Eric Sirrione

State Natural Area – Bayfield Co

- 43363, Tract 2-16, sale # 1002
- Port Wing Planting Project 2017
- Port Wing Wildland Urban Interface – FIRWISE
- Lost Creek Planting 2018
- 42429, Lost Creek Falls Red Pine, Tract 1-16, sale #1003

Property Manager: Ryan Magana

Forester: Eric Sirrione (fill in)

End Field Audit 4 pm



Wednesday, August 22 – Team Norman (at least 5 sites today)

8:00 am: Leave Hayward (Comfort Suites)

Auditors: Norman Boatwright

DNR Staff: Matt Blaylock, Ryan Magana, Sarah Herrick (*own vehicle*)

Vehicle: # 0314, Park Falls AL Tahoe

Lunches Needed: 9

9:00 am: Arrive at Inch Lake State Natural Area Parking Area on County H

Meet other DNR Staff here: Eric Sirriner, Kara Oikarinen, Sara Stack, Nolan Kriegel

Inch Lake SNA

- Otter Sale, Tract 1-18
- Old growth potential

Property Manager: Ryan Magana

Forester: Kara Oikarinen & Eric Sirriner

White River Fishery Area

- Mandatory: 42323, White Turkey, Tract 1-16, sale # 12
- 44628, Tract 1-17, sale #

Property Manager: Scott Toshner (unavailable)

Forester: Eric Sirriner (fill in)

Bibon Swamp SNA

- Mandatory: 44503, North Sweden Sale, Tract 1-17, sale # 3
- 41878, Nymphia Lake, Tract 2-15, sale # 402-02 (no access to part of sale, other parts near road)
- 57280, River Bobbin, Tract 1-18, sale #

Property Manager: Ryan Magana

Forester: Sara Stack & Eric Sirriner

End Field Audit 4 pm



Thursday, August 23 – Team Norman (at least 3 sites today)

8:00 am: Leave Hayward (Comfort Suites)

Auditors: Norman Boatwright

DNR Staff: Mark Heyde, Doug Brown, Matt Blaylock, Fred Souba Jim Kujala, Pat Zimmer, Mike Bulgrin

Vehicle: # 0314, Park Falls AL Tahoe

Lunches Needed: 8

Hayward Yukon also available if needed

Totogatic Wildlife Area

- 42218, Tract 1-16, sale # 173
- Add on Optional TS, Tract 1-15, sale #
- Dam
- Orchard Planting

Property Manager: Mike Bulgrin

Forester: Jim Kujala

REM – Mosquito Brook State Hatchery Area

- 43388, Tract 6-16, sale #

Property Manager: Max Wolter (unavailable in am, can call and meet in afternoon)

Forester: Jim Kujala

Beverly Lake Fishery Area

- 42358, Tract 2-16, sale # 174

Property Manager: *Max Wolter*

Forester: Jim Kujala

End Field Audit 12-2^{ish} pm

Work with Mark Heyde in afternoon on other certification items.



Friday, August 24 – All Auditors

8:00-11:00 Auditors Time/Desk Audit

Location: Conference Room

HAYWARD DNR CENTER 10220 ST HWY 27, HAYWARD WI 54843 715-634-2688-phone

Auditors: Kyle Meister, Mike Ferrucci, Norman Boatwright, Ruthann Schulte,

DNR Staff: Teague Prichard, Doug Brown, Mark Heyde

11:00-12:00 Exit Meeting

Call in information: 1 (855) 947-8255; passcode 9680 753#

**Please let Mark Heyde know if you plan to call in.*

Auditors: Kyle Meister, Mike Ferrucci, Norman Boatwright, Ruthann Schulte

DNR Staff: FR and FWP leadership, admin, BD's, SC affected Program/Staff leads



WDNR State Lands Forest Certification Audit 2018 FSC & SFI Intro Meeting Agenda Monday, August 20, 2018

- 8:00 Introductions
- 8:15 FSC and SFI Certification Programs and Purpose of Audit – Auditors
- 8:30 WDNR Updates and Program Initiatives Responses to Corrective Action Requests – FSC and SFI
DNR, Forestry, Parks, Wildlife, Lands, Fish
- 9:30 Field Logistics for Audit
- 10:00 Selected SFI and FSC Criteria
Breakouts as needed with program and staff specialists 11:30
10am Dave Kafura, Division of Forestry Hydrologist, BMP program and monitoring related to DNR lands management; call Dave at his desk 715-635-4080
10:20 am Sarah Herrick, Bureau of Natural Heritage Conservation, conservation biologist and forestry liaison, NHC and State Natural Area programs related to DNR lands management; call 608-267-7689 or 608-712-7305 (cell)
10:40 am Diane Brusoe, Planning Section Chief and Phil Rynish, lead planner for the NW District, master planning and stakeholder engagement updates; call Diane 608-843-9087, Phil 608-266-5854 11am Shelly Allness (tentative), DNR Tribal Liaison, overview of tribal relations and state land management; call Shelly 608-266-8251

Depart for Lunch on Chippewa Flowage



Teague Prichard	608-628-5606		
Mark Heyde	608-220-9780		
Doug Brown	715-966-0157		
Larry Glodoski	715-558-4854		
Matt Blaylock	715-815-7242	Fred	608-720-8106
Steve Runstrom	715-822-3164 (o)	Heather	608-598-9068
Dan Schumacher	715-558-5100	Rod Fouks	715-939-0188
Eric Sirrinc	715-329-0839	Pat Beringer	715-762-1343 (o)
Jim Ulmaniec	715-410-8319	Steve Hoffman	715-431-0748
Kyle Young	715-781-7806	Jeff Pennucci	715-365-8949 (o)
Pat Zimmer	715-403-1796	Mike Vogelsang	715-356-5211 x239 (o)
Terry Asleson	715-816-4178	Dave Sample	608-772-7663

Other DNR Staff Listed:

Brad Hutnik	608-574-5642	Laine Stowell	715-563-9997
Chris Bender	715-415-0983	Luke Krueger	715-701-3586
Colleen Matula	715-216-1378	Mack Glasby	715-225-0359
Craig Roberts	715-635-4095 (o)	Maggie Lorenz	715-492-1970
Dan Kephart	715-296-7728	Max Wolter	715-634-7429 (o)
Dan Yankowiak	715-699-4342	Mike Bulgrin	715-634-7431 (o)
Dave Kafura	715-416-4140	Mike Wallis	715-410-8315
Dave Schulz	715-815-0411	Nancy Christel	715-645-0072
Derek Johnson	715-661-4822	Nate Haskins	715-781-1205
Heidi Brunkow	715-332-5271 x 106 (o)	Nolan Kriegel	715-416-2982
Jay Riewestahl	715-416-3087	Paul Heimstead	715-410-8316
Jim Becker	715-431-0637	Ryan Magana	715-635-4153 (o)
Jim Kujala	715-415-0321	Sarah Herrick	608-712-7305
Kara Oikarinen	715-209-0071	Sara Stack	715-450-0367
Kevin Feind	218-591-3111	Tobi Clark	715-645-0023
Kevin Morgan	715-637-6867 (o)	Tom Onchuck	715-661-3728
Kurt Dreger	715-410-4294	Zak Neitzel	715-296-0641
Kyle Anderson	715-410-8320		



2018 State Lands Audit - Quick View									
Monday	<u>Auditors</u>	<u>Vehicle</u>	<u>Drivers/Lead</u>	<u>Sites</u>					
	All	3-4	all	Chippewa Flowage					
Tuesday	<u>Auditors</u>	<u>Vehicle</u>	<u>Drivers/Lead</u>	<u>Sites</u>					
	Mike	HAY Yukon	Doug Brown	Amnicon & BRSF					
	Ruthann	SPO Tahoe	Mark Heyde	GKSF & Crex SNA - Bay Co.					
	Norman	PKF Tahoe	Matt Blaylock	FRSF					
	Kyle	PKFA SS Tahoe	Teague Prichard						
Wednesday	<u>Auditors</u>	<u>Vehicle</u>	<u>Drivers/Lead</u>	<u>Sites</u>					
	Mike	HAY Yukon	Mark Heyde	BRSF					
	Ruthann	SPO Tahoe	Doug Brown	GKSF & Fish Lake WA WRFA & SNA's					
	Norman	PKF Tahoe	Matt Blaylock	Price Co WA's					
	Kyle	PKFA SS Tahoe	Teague Prichard						
Thursday	<u>Auditors</u>	<u>Vehicle</u>	<u>Drivers/Lead</u>	<u>Sites</u>					
	Mike	PKFA SS Tahoe	Larry Glodo	Namekagon & other WA & FA					
	Ruthann	SPO Tahoe	Teague Prichard	Lots, Scattered WA & FA Sawyer Co WA & FA					
	Norman	PKF Tahoe	Matt Blaylock	stakeholder work					
	Kyle	N/A	none						



Appendix 2
SFI Forest Management Public Summary Report

Wisconsin DNR State Lands 2018 SFI Public Summary Recertification Audit Report

Introduction

The SFI Program of the Wisconsin DNR has achieved continuing conformance with the SFI 2015-2019 Standards and Rules[®], Section 2, according to the NSF SFI FM Certification Audit Process. This report describes the 2018 out-of-sync Recertification Audit designed to consider all of the applicable program and requirements, including any changes in operations, the management review system, and efforts at continuous improvement. This out-of-sync Recertification Audit was conducted to bring the audit cycle in sync with the FSC Forest Management Certification audit cycle.

The Wisconsin State Forests have been certified to the Sustainable Forestry Initiative[®] (SFI) Standard since May 5, 2004 (SFI certificate #NSF-SFI- FM-1Y941). In 2009, the scope of the Wisconsin SFI Program was expanded, and the program was recertified including programs for the management of several categories of state lands beyond state forests, including parks, wildlife lands, and other categories of generally forested lands. DNR land included in the project includes approximately 1,549,567 acres. Excised acreage includes predominantly special purpose lands (such as fish hatcheries, tree nurseries, communications towers, and administrative sites) and land under easement where DNR does not have land management authority. The program was recertified to the SFI 2010-2014 Standard in 2012 and recertified to the SFI 2015-2019 Standards and Rules[®], Section 2 in 2015.

An Overview of WIDNR Realignment

Source: <http://dnr.wi.gov/news/releases/article/?id=4135>

“DNR started the strategic alignment effort in July 2015 to prioritize core work and align the department's functions and organizational structure with available resources. The effort was launched against the backdrop of a growing workload and a constrained fiscal outlook. The implementation will be accomplished in phases with final changes anticipated by early 2018.

While the effort will result in improved service delivery and enhanced integration of department resources, it will require changes in job descriptions for some employees. The alignment will not result in an overall reduction in the number of jobs at DNR.

Following are a few key points regarding the overall agency and some specific program-level changes:

- DNR's mission is not changing and the alignment effort will not weaken environmental or conservation standards. Instead, the effort is intended to maximize how we use the staff resources we have available, working with our partners to accomplish our mission.
- The alignment effort will involve significant changes for approximately 5 percent of the department's 2,549 full-time employees. These changes may include changes to position descriptions, differences in reporting structure or changes in division assignments resulting from the transformation of seven operational units to five: Forestry; Fish, Wildlife and Parks; Environmental Management; Internal Services; and External Services.
- Other employees may see lesser changes to their position descriptions or program structures. A majority of employees will see no change.
- Responsibility for staff with law enforcement authority will be shifted to the Bureau of Law Enforcement. Law enforcement specialization will improve consistency in delivery of services and administrative efficiencies with hiring, training and policy development.
- The Fish, Wildlife and Parks Division will manage all property management staff and functions. As a result of the changes, Fish, Wildlife and Parks will provide better customer experiences at state properties and more effectively deploy staff and equipment to perform needed habitat work.
- Also, the department's 19 researchers now located in the Bureau of Science Services will join other scientists within programs as well as a new Office of Applied Science within the Fish, Wildlife and Parks Division to ensure management decisions are informed by the best available science.”

Observations and interviews determined the realignment process is fully implemented from a staffing perspective while management responsibilities for certain activities are still being discussed.

Forest Management on Wisconsin State Forests

Wisconsin DNR lands are managed for multiple-use objectives. Along with non-timber objectives, the DNR lands are used to demonstrate various forest practices to the public, while meeting a variety of habitat objectives. Resource managers within the Department of Natural Resources use these objectives in conjunction with other demands to manage each state forest as a healthy ecosystem. In recent years the average annual harvest has been budgeted at 18,000 acres. This a very conservative number and is based on area regulation. A majority of the harvests occur on State Forests (which constitute 1/3 of the DNR land base). Reflecting a greater focus on non-timber objectives, other DNR land such as wildlife areas and state parks (with 2/3 of the land base) produce 1/3 of the average annual harvest acreage.

Of the area harvested, a majority of the management prescriptions are thinnings, which reduce the density of stems to accelerate growth of the remaining trees and vertical structural diversity within the stand harvested. The remaining stands that are actively managed are harvested using regeneration techniques. After harvest these stands are either replanted or regenerate naturally and continue to grow and produce forests and wood products for future generations. These regenerating forests also provide important habitat for species associated with young forests such as the snowshoe hare and woodcock.

Harvested stands are either regenerated naturally or are planted with seedlings. The determination of which method to use is based on the ability of the site to regenerate naturally and the ability of the desired species to regenerate on a particular site. For example, if a site experiences hot and dry conditions planting may be the best alternative. This is most common for the pine species, especially jack pine.

Even-aged and uneven-aged management schemes are the harvest systems employed on Wisconsin DNR's land. Even-aged management includes final harvest, final harvests with reserves, seed tree methods, shelterwood cuttings, and intermediate thinnings. Uneven-aged management includes both individual and group selection techniques. Each of these systems and techniques are designed in conjunction with a particular tree species or community of trees. For example, uneven-aged single tree and group selection techniques are used in northern hardwoods, hemlock-hardwood, and swamp hardwood stands. In contrast, even-aged clearcuts are used in pine (red, white, and jack), paper birch, aspen, oak, northern hardwoods, scrub oak, aspen, fir-spruce, and black spruce stands. The selection of a management system and specific technique depends on many factors including tree composition, age of the stand, location, accessibility, and most importantly the long-term objectives for the stand under consideration.

Forest Management on Wisconsin State Park Lands

Source: Managing Forests on Wisconsin State Park Lands 2010

Background

From: Wisconsin State Park System *WISCONSIN STATE PARK SYSTEM 2015-2020 STRATEGIC DIRECTIONS • MARCH 2015 2015-2020 Strategic Directions*

"The Wisconsin State Park System is comprised of 110 parks, recreation areas, southern forests and state trails that encompass more than 150,000 acres. Each year, these properties offer the 14 million visitors diverse opportunities for recreation, education and rejuvenation. With over 5,000 campsites, numerous lakes, rivers and recreation trails it enables the public to access Wisconsin's natural and cultural wonders. The public recognizes the Wisconsin State Park System as a place to enjoy sustainable outdoor recreation in secure surroundings. Its services and amenities enhance visitors' experiences of the unique destinations that are key components of the multi-billion dollar state tourism economy.

The Wisconsin State Park System is a leader in protecting ecological landscapes and providing nature based outdoor recreation. It provides opportunities for current and future generations to explore, enjoy, and learn about Wisconsin's natural and cultural resources. Wisconsin State Park System employees and partners deliver to its customers a high standard of recreational services, education and natural resource stewardship. We have a broad, fair, flexible, and adequate base of financial support".

Overall Management Priorities

The strategic direction document referenced above set out five strategic directions and associated goals that will serve as the template for the Wisconsin State Park System to the year 2020:

Strategic Direction: Provide Quality Outdoor Recreation Opportunities and Settings

Goal 1: Operate, maintain, and enhance park resources and services to meet visitor needs and enrich the Wisconsin State Parks' experience.

Goal 2: Ensure that quality outdoor recreation settings are provided by using informed decisions, transparent planning and accurate information.

Goal 3: Strategically pursue new park lands and facilities to meet current and future demand while taking into account available financial resources.

Goal 4: Continue to support and promote a statewide interconnected trails network.

Goal 5: Promote participation in Wisconsin's outdoor recreation opportunities that recognize changing demographics.

Strategic Direction: Conserve, Manage, and Interpret Natural, Cultural, and Scenic Resources

Goal 1: Continue to inventory, monitor and protect natural, cultural, and scenic resources.

Goal 2: Manage vegetation through silviculture and other practices within designated use areas to promote a high-quality recreation experience.

Goal 3: Establish and integrate safeguards to best manage sensitive natural and cultural resources.

Goal 4: Provide creative interpretive and environmental education opportunities that expand public awareness and appreciation of important park resources and issues by reviewing and updating the Statewide Interpretive Plan and establish property interpretive goals that clearly define the interpretive niche of each Wisconsin State Park System property.

Strategic Direction: Strengthen the Wisconsin State Park System Financial Condition

Goal 1: Identify technology efficiencies that improve customer satisfaction and provide cost savings.

Goal 2: Explore strategies to secure sustainable revenue sources.

Goal 3: Continue the development of a long-term capital improvement and replacement strategy for park and trail infrastructure.

Goal 4: Effectively market and expand awareness of the Wisconsin State Park System.

Strategic Direction: Build and Strengthen Outreach and Partnerships

Goal 1: Establish and cultivate Wisconsin State Park System champions and advocates, including individuals, communities, private and non-profit organizations, government entities, and user groups.

Goal 2: Effectively utilize "friends" groups, NCO's, recreation partners and volunteers by promoting and expanding opportunities that leverage and enhance on-the-ground park, trail, and program resources.

Goal 3: Seek new and creative partnerships with nontraditional organizations, such as public health organizations, land trusts and private corporations to promote healthy activities, leverage resources, support development projects and promote our parks and trails system

Forest Management on Wisconsin Wildlife Areas

Since 1876, the State of Wisconsin has been acquiring land to meet conservation and recreation needs. Public lands managed by the Wisconsin Department of Natural Resources provide many opportunities and public spaces for people to hunt, fish, trap, hike, canoe, or watch or photograph wildlife.

All wildlife areas are managed to sustain the wildlife and natural communities found on the properties and to provide a full range of traditional outdoor recreational uses. These include hunting, fishing, trapping, hiking and nature study. Edible fruits, edible nuts, wild mushrooms, wild asparagus and watercress may be removed by hand without a permit for the purpose of personal consumption by the collector. Dog training or trialing (hunting dog competitions) may be allowed by permit. A limited number of properties allow additional outdoor recreation at designated locations; like camping, bicycling, horseback riding and snowmobiling.

The forest resources on state wildlife areas can be broadly characterized as Oak and Pine Barrens, Southern Forests, Oak Savanna, and Northern Forests.

Oak and Pine Barrens

Less than 1% of the pre-settlement oak and pine barren habitat remains. The long-term sustainability of this habitat and the organisms that it supports requires that the existing scattered sites be protected and connected. The composition, structure, and ecological function of these communities depend on periodic fires as a management tool but may be mimicked with appropriately applied timber management strategies and aggressive post-sale treatment applied as a shifting mosaic across the appropriate ecological landscapes.

Southern Forests

Although the southern forest type is common, large, high-quality, unbroken tracts are becoming rare. Oak regeneration continues to be a problem on dry-mesic and mesic sites. With lack of fire or other disturbance, oak forests are continuing to convert to more mesic forest species. Oak wilt and competition from invasive shrubs continue to be a problem in some areas. Appropriately applied timber management strategies are critical to maintaining the oak resource.

Oak Savanna

In the absence of active management, the future of oak savanna looks very bleak in Wisconsin and throughout its entire range. The increasing abandonment of lightly to moderately grazed wooded pastures and the accelerating succession of oak woodlots toward heavy shade producing trees and shrubs will lead to the decline and possible loss of much of what remains of the savanna flora and fauna, including eventual decline of the oaks themselves. In a few ecological landscapes, the recovery potential exists with active management.

Northern Forest

Overall stand age has decreased and tree species relative abundance has changed. Generalist species have increased and specialist species have declined. Invasive species have continued to degrade northern forests. Second growth northern hardwood forests lack species diversity. However, there is still great potential for maintaining and enhancing biodiversity in the northern forest. Identification of "high conservation value" forests via planning processes increase the likelihood that we'll sustain ecologically important forests. Maintaining a full spectrum of forest ecosystems in the appropriate ecological landscapes with a range of successional stages, patch sizes, ages, geographic distribution, and connectivity is an important timber management goal.

Forest Management on State Natural Areas

Establishment: The process to establish a SNA begins with the evaluation of a site identified through field inventories conducted by DNR ecologists. Assessments take into account a site's overall quality and diversity, extent of past disturbance, long-term viability, context within the greater landscape, and rarity of features on local and global scales. Sites are considered for potential SNA designation in one or more of the following categories:

- Outstanding natural community;
- Critical habitat for rare species;
- Ecological benchmark area;
- Significant geological or archaeological feature; and/or
- Exceptional site for natural area research and education.

Protection: The SNA Program owes much of its success to agreements with partners like The Nature Conservancy, USDA Forest Service, National Park Service, conservation organizations and county governments. High priority sites on private land are often acquired by partners and help fill gaps in the natural area system.

Site protection is accomplished by several means, including land acquisition from willing sellers, donations, conservation easements and cooperative agreements. Sites on existing DNR-owned lands, such as state parks and wildlife areas, are established through the master planning process. Areas owned by other government agencies, educational institutions and private conservation organizations are brought into the natural area system by formal agreements between the DNR and the landowner.

Once secured by purchase or agreement, sites are formally "designated" as SNAs and become part of the natural area system. Designation confers a significant level of land protection through state statutes, administrative rules, and guidelines. A higher level of protection is afforded by legal "dedication" of SNAs through Articles of Dedication, a special kind of perpetual conservation easement.

Management: Land stewardship is guided by principles of ecosystem management. For some SNAs, the best management prescription is to "let nature take its course" and allow natural processes and their subsequent effects, to proceed without constraint. However, some processes, such as the encroachment of woody vegetation and the spread of invasive and exotic plant species, threaten the biological integrity of many SNAs. These sites require hands-on management and, in some cases, the reintroduction of natural functions -- such as prairie fire -- that are essentially absent from the landscape.

Planning and Inventory

Master plans establish the level and type of public uses permitted, details the authorized resource management and the facility development, and acts as a blueprint for the property, providing for consistent, long-term management, regardless of personnel changes. Plan amendments and variances are considered part of an approved plan. Plan amendments and variances authorize changes to the originally approved plan, add clarity and/or include elements not originally addressed in the plan. Master planning is an on-going process with approximately 66% of lands under certification with an approved master plan. Interim forest management plans are developed for management activities on properties that don't have an approved master plan.

The Wisconsin Continuous Forest Inventory (WisCFI) collects and reports on the condition of Wisconsin's state forests in a statistically sound manner. The data is collected from a system of permanent plots to track forest conditions on an annual basis. WisCFI provides unbiased and reliable information at the property level with the ability to compare to regional trends (such as Forest Inventory and Analysis [exit DNR]). The data can also be used to assist state forest planning, management and monitoring.

The information collected in WisCFI can be used to track the status and trends in forest extent, cover, volume, growth, mortality, removals, habitat and overall health.

WisCFI uses a plot system for collecting data. The plots are placed at a density of approximately one plot per 200 acres of state forest land. Each year one-fifth of the plots--called a panel--are sampled for data collection. WisCFI's data collection process began in 2007 and 2011 marked the end of the first complete cycle of data collection for all five panels. In 2012, the same plots from the first panel were re-sampled and each successive year the next panel will be re-sampled. By re-sampling the plots, data is collected on tree growth, mortality and removals, among other things.

Public Input Opportunities

The DNR has many opportunities available for public input and offers central calendars for public meetings and public hearing as well as opportunities to comment on proposed administrative rules and program guidance.

Recertification Audit Process

The Recertification Audit was performed by NSF on August 20-24, 2018 by an audit team headed by Norman Boatwright, SFI Lead Auditor and Mike Ferrucci and Ruthann Schulte, SFI Team auditors. The audit was conducted in conjunction with an FSC FM audit and the FSC audit team members included Kyle Meister, FSC Lead Auditor. Audit team members fulfill the qualification criteria for conducting Certification Audits found in Section 9 – SFI 2015-2019 Audit Procedures and Auditor Qualifications contained in Requirements for the SFI 2015-2019 Standards and Rules. The Wisconsin DNR's management representative is Mark Heyde, Forest Certification Coordinator, Wisconsin DNR - Division of Forestry.

The objective of the audit was to assess conformance of the firm's SFI Program to the requirements of the SFI 2015-2019 Standards and Rules, Section 2. The audit served to assess conformance for all of the standard to determine conformity. The audit was conducted in conjunction with an FSC audit covering the same lands and organization and by the same audit team. The two processes (SFI and FSC) shared teams and reviewed much of the same evidence, but each program had a different team leader and audit objectives. This report is intended to describe the SFI portion of the evaluation only (more information about the FSC portion of the evaluation is available from WDNR).

The Indicators and Performance Measures of the SFI 2015-2019 Standards and Rules®, Section 2 were utilized without modification or substitution.

The audit was governed by an audit plan and by NSF audit protocols designed to enable the audit team determine conformance with the applicable SFI requirements. The process included the assembly and review of audit evidence consisting of documents, interviews, and on-site inspections of ongoing or completed forest practices. Documents describing these activities and lists of management activities were provided to the auditors in advance, and a sample of the available field sites was designated by the lead auditor for review. Approximately twenty-five percent (25%) of the sites visited were randomly selected. The remaining field sites were selected based on the risk of environmental impact, special features, and other criteria outlined in the NSF-SFI-SOP. 119 field sites were visited consisting of 38 thinnings, 30 regeneration harvests, 11 wildlife, 6 trails, 4 storm salvages, 11 recreational areas, 3 road work sites, 6 final harvests, 1 chemical site prep sites and 2 artificial regeneration sites.

During the audit, the audit team reviewed a sample of the available written documentation as objective evidence of Conformance. The lead auditor also selected and interviewed stakeholders such as contract loggers, landowners and other interested parties, and interviewed employees within the organization to confirm that the SFI Standard was understood and actively implemented.

The possible findings for specific requirements included Full Conformance, Major Non-conformance, Minor Non-conformance, Opportunities for Improvement, and Practices that exceeded the Basic Requirements of the standard.

2018 Recertification Audit Findings

The following non-conformities and opportunities for improvement were observed:

Major CAR: 3.1.3 See 2017 Audit Findings below. Also, in the event of a hazardous material spill, at the White River Fishery Area in Bayfield County, the FME did not immediately contain the material and engage qualified personnel to perform the appropriate removal and remediation on site, as required by applicable law and regulations.

Finding: The hydraulic spill observed was roughly eight-square-feet in size and, per interviews with the BMP forester, the affected material should have been removed and disposed of at a specialized waste facility. Several staff interviewed did not recognize the presence of the spill.

Minor CAR: 15.1.1 System to review commitments, programs and procedures to evaluate effectiveness.

Finding: The FME is not consistently completing its monitoring protocol for documenting the degree to which the objectives stated in the Master Plans are being fulfilled, as well as significant deviations from these plans. Per review of publicly available monitoring reports, several are years behind (<https://dnr.wi.gov/topic/lands/masterplanning/MPReports.html>). For years during which Master

Plans were under revision, for some state forests and natural areas, the webpage states “N/A” or “In active master planning process”. For other years, there is a blank space for monitoring reports. Monitoring reports are currently published annually. Per interviews with FME staff, monitoring protocols are under revision and being consolidated.

Opportunities for Improvement

2.3.2 Use of erosion control measures to minimize the loss of soil and site productivity.

Finding: There is an Opportunity to Improve the use of water bars as an erosion control measure.

2.3.6 Road construction and skidding layout to minimize impacts to soil productivity.

Finding: There is an Opportunity to Improve the efforts to build and maintain permanent roads, both active and inactive roads, to ensure that they meet Wisconsin BMPs.

9.1.2 System to achieve compliance with applicable federal, provincial, state, or local laws and regulations.

Finding: There is an Opportunity to Improve compliance with applicable federal, provincial, state, or local laws and regulations.

Areas where the Wisconsin DNR’s practices exceed the SFI Standard requirements:

2.4.3: *Participation in, and support of, fire and pest prevention and control programs.* The Department has an exemplary program across Bureaus to manage, control and eradicate invasive species as well as a full-service fire prevention program including wildfire equipment and trained personnel. It also works with local fire departments as cooperators.

4.1.1: *Program to incorporate the conservation of native biological diversity, including species, wildlife habitats and ecological community types at stand and landscape levels.*

The Department has an exemplary program across Bureaus to maintain and improve native biological diversity including prairie, barren and grassland establishment and management and has several ecologists on staff.

4.1.5: *Program to address conservation of known sites with viable occurrences of significant species of concern.*

The Department has an exemplary program for habitat creation and maintenance for Kirtland’s warbler and for the creation of barrens and oak/pine savannah and the maintenance of flowage structures.

5.4.1: *Provide recreational opportunities for the public, where consistent with forest management objectives.*

Recreation opportunities are implicit to DNR’s mission. State Parks, Wildlife Areas, State Forests, fisheries properties and many other types of state-owned forest lands are developed for a variety of developed and primitive recreation experiences. The Natural Resources Board has emphasized opening lands suitable for motorized access and the department is updating its road and trail inventory to identify additional opportunities for motorized public access.

12.1.3: *Participation in efforts to support or promote conservation of managed forests through voluntary market-based incentive programs such as current-use taxation programs, Forest Legacy Program or conservation easements.*

Wisconsin DNR has an active program to purchase conservation easements on working forests and riparian zones, or to buy fee forestland to support working forestry. There is a position in the Forestry Program for easement acquisition, but limited funding for new easements. There are over 300,000 acres in easements that DNR manages. Wisconsin DNR Managed Forest Law Program (MFL) is certified under American Tree Farm; which provides current use tax breaks including 2,666,000 acres under certification.

12.2.1: *Periodic educational opportunities promoting sustainable forestry, such as...*

The Department provides an exceptional level of educational opportunities for the public. Including its website, self-guided forest management trails and information kiosks.

13 *To participate and implement sustainable forest management on public lands.*

The Department provides an exceptional level of opportunities for the public to provide input into the planning process.

2017 Audit Findings

Minor CAR: 3.1.3 *Monitoring of overall best management practices implementation.*

Finding: The interview with a logger on an active timber sale on the Dunnville WMA Tract 2-2015 indicated that the logger did not have access to a spill kit. This is a requirement specified in the WIBMP Manual, Chapter 9 pp 116.

Approved Corrective Action: The root cause of this non-conformance is related to communication and training for existing requirements related to BMP's for water quality and timber sale administration. The requirements in existing policy and expectations for training and implementation will be communicated division-wide through the division's internal newsletter, ForestREEporter and through the supervisory chain. The issue may also be communicated to policy teams including the division's Public Forest Lands Team and the DNR Integrated Certification Implementation Team. The issue may also be communicated with the Wisconsin SFI SIC as an awareness issue.

Resolution: On some of the harvest sites visited for the 2018 audit, contract loggers had incomplete spill kits. Specifically, the absorbent material described in the Wisconsin BMP manual (FR0093) was not available onsite (see page 116). During review of pre-harvest inspection forms, one from 2014 stated that the logger "will have one onsite" indicating that its presence was not verified. Furthermore, the logger for the sale had changed in 2018 and stated in an interview with the SCS auditor that he had no absorbent material onsite but was aware of the requirement from SFI trainings. This was a minor CAR issued for the 2017 audit and is upgraded to a major CAR.

General Description of Evidence of Conformity

NSF's audit team used a variety of evidence to determine conformance. A general description of this evidence is provided below, organized by SFI Objective.

Objective 1. Forest Management Planning - To ensure forest management plans include long-term sustainable harvest levels and measures to avoid forest conversion.

Summary of Evidence – Property master plans serve as management plans for the larger (Tier 1 and Tier 2) parcels. The smaller parcels are covered by agency-specific planning guidance documents, with parcel specific objectives found on-line. The entire ownership is covered by detailed forestry protocols and manuals as well as associated inventory data and WisFIRS inventory analysis and harvest scheduling software. Inventory data was up-to-date. Planning approaches vary depending on property size and intended use.

Objective 2. Forest Productivity - To ensure long-term forest productivity, carbon storage and conservation of forest resources through prompt reforestation, afforestation, minimized chemical use, soil conservation, and protecting forests from damaging agents.

Summary of Evidence – Field observations and records associated with each timber harvest (2460 form and associated narratives) were used to confirm practices. Wisconsin DNR has programs for reforestation, for protection against insects, diseases, and wildfire, and for careful management of activities which could potentially impact soil and long-term productivity.

Objective 3. Protection and Maintenance of Water Resources - To protect the water quality of rivers, streams, lakes, wetlands and other water bodies through meeting or exceeding best management practices.

Summary of Evidence – Field observations of a range of sites were the key evidence. Auditors visited the portions of many field sites that were closest to water resources, based on a field sample that was oriented heavily towards such sites.

Objective 4. Conservation of Biological Diversity including Forests with Exceptional Conservation Value - To manage the quality and distribution of wildlife habitats and contribute to the conservation of biological diversity by developing and implementing stand- and landscape-level measures that promote a diversity of types of habitat and successional stages, and the conservation of forest plants and animals, including aquatic species, as well as threatened and endangered species, Forests with Exceptional Conservation Value, old-growth forests and ecologically important sites.

Summary of Evidence – Field observations, written plans and policies, use of college-trained field biologists, availability of specialists, and regular staff involvement in conferences and workshops that cover scientific advances were the evidence used to assess the requirements involved biodiversity conservation. The close support and cooperation of various agencies, including those responsible for wildlife, fisheries, recreation, and endangered resources, were another key factor in the assessment.

Objective 5. Management of Visual Quality and Recreational Benefits - To manage the visual impact of forest operations and provide recreational opportunities for the public.

Summary of Evidence – Field observations of completed operations and policies/procedures for visual quality were assessed during the evaluation. Further maps of recreation sites, combined with field visits, helped confirm a strong recreation program. Recreational use and esthetics were priority concerns where appropriate.

Objective 6. Protection of Special Sites - To manage lands that are ecologically, geologically, or culturally important in a manner that takes into account their unique qualities.

Summary of Evidence – Field observations of completed operations, records of special sites, training records, and written protection plans were all assessed during the evaluation. The strong program of Scientific Natural Areas contributed to the conclusions.

Objective 7. Efficient Use of Forest Resources - To minimize waste and ensure the efficient use of fiber resources.

Summary of Evidence – Field observations of completed operations, contract clauses, harvest inspection reports, and discussions with supervising field foresters and with loggers provided the key evidence. On those sites where harvests had been completed the indicator was being met through reasonable utilization, harvest inspections, and lump-sum sales.

Objective 8. Recognize and Respect Indigenous Peoples' Rights - To recognize and respect Indigenous Peoples' rights and traditional knowledge.

Summary of Evidence: The Company's attempts to solicit input from Indigenous Peoples and the tribal liaison positions provided the key evidence.

Objective 9. Legal and Regulatory Compliance - To comply with applicable federal, provincial, state and local laws and regulations.

Summary of Evidence – Field reviews of ongoing and completed operations were the most critical evidence. The ready availability of BMP manuals and access to laws were factors in finding conformance.

Objective 10. Forestry Research, Science, and Technology - To invest in forestry research, science and technology, upon which sustainable forest management decisions are based and broaden the awareness of climate change impacts on forests, wildlife and biological diversity.

Summary of Evidence – *Financial records were confirmed, and some field research sites were visited.*

Objective 11. Training and Education - To improve the implementation of sustainable forestry practices through appropriate training and education programs.

Summary of Evidence – *Training records of selected personnel, records associated with harvest sites audited, and logger and stakeholder interviews were the key evidence for this objective.*

Objective 12. Community Involvement in the Practice of Sustainable Forestry - To broaden the practice of sustainable forestry through public outreach, education, and involvement, and to support the efforts of SFI Implementation Committees.

Summary of Evidence – *Wisconsin DNR has an outstanding program of outreach and landowner education, with information available at field offices, trail kiosks and on its website. DNR is very active in the WI SIC and participates in logger training.*

Objective 13. Public Land Management Responsibilities - To participate and implement sustainable forest management on public lands.

Summary of Evidence – *Interviews and review of documents were used to confirm the requirements. Interviewees included members of “friends” groups for state parks. Wisconsin DNR answers to the Wisconsin Natural Resources Board, providing regular opportunities for citizen input and a long-term and very knowledgeable governing board of citizens as well.*

Objective 14. Communications and Public Reporting - To increase transparency and to annually report progress on conformance with the SFI Forest Management Standard.

Summary of Evidence – *Reports filed with SFI Inc. and the SFI Inc. website provided the key evidence.*

Objective 15. Management Review and Continual Improvement - To promote continual improvement in the practice of sustainable forestry by conducting a management review and monitoring performance.

Summary of Evidence – *Records of program reviews, agendas and notes from management review meetings, and interviews with personnel from all involved levels in the organization were assessed. The Forest Leadership Team of the Forestry Division and the Leadership Team of the Fish, Wildlife, Parks Division are the critical components of management review; minutes of meetings supplemented by interviews served to confirm compliance.*

Relevance of Forestry Certification

Third-party certification provides assurance that forests are being managed under the principles of sustainable forestry, which are described in the Sustainable Forestry Initiative Standard as:

1. Sustainable Forestry

To practice sustainable forestry to meet the needs of the present without compromising the ability of future generations to meet their own needs by practicing a land stewardship ethic that integrates reforestation and the managing, growing, nurturing and harvesting of trees for useful products and ecosystem services such as the conservation of soil, air and water quality, carbon, biological diversity, wildlife and aquatic habitats, recreation, and aesthetics.

2. Forest Productivity and Health

To provide for regeneration after harvest and maintain the productive capacity of the forest land base, and to protect and maintain long-term forest and soil productivity. In addition, to protect forests from economically or environmentally undesirable levels of wildfire, pests, diseases, invasive exotic plants and animals and other damaging agents and thus maintain and improve long-term forest health and productivity.

3. Protection of Water Resources

To protect water bodies and riparian zones, and to conform with best management practices to protect water quality.

4. Protection of Biological Diversity

To manage forests in ways that protect and promote biological diversity, including animal and plant species, wildlife habitats, and ecological or natural community types.

5. Aesthetics and Recreation

To manage the visual impacts of forest operations, and to provide recreational opportunities for the public.

6. Protection of Special Sites

To manage forests and lands of special significance (ecologically, geologically or culturally important) in a manner that protects their integrity and takes into account their unique qualities.

7. Responsible Fiber Sourcing Practices in North America

To use and promote among other forest landowners sustainable forestry practices that are both scientifically credible and economically, environmentally and socially responsible.

8. Avoidance of Controversial Sources including Illegal Logging in Offshore Fiber Sourcing

To avoid wood fiber from illegally logged forests when procuring fiber outside of North America, and to avoid sourcing fiber from countries without effective social laws.

9. Legal Compliance

To comply with applicable federal, provincial, state, and local forestry and related environmental laws, statutes, and regulations.

10. Research

To support advances in sustainable forest management through forestry research, science and technology.

11. Training and Education

To improve the practice of sustainable forestry through training and education programs.

12. Public Involvement

To broaden the practice of sustainable forestry on public lands through community involvement.

13. Transparency

To broaden the understanding of forest certification to the SFI 2010-2014 Standard by documenting certification audits and making the findings publicly available.

14. Continual Improvement

To continually improve the practice of forest management, and to monitor, measure and report performance in achieving the commitment to sustainable forestry.

Source: Sustainable Forestry Initiative® (SFI) Standard, 2010-2014 Edition



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Appendix 3
SFI Forest Management Audit Checklist and Site Notes



SFI 2015-2019, Section 2: Forest Management Standard Audit Checklist

FRS #1Y941: Wisconsin Department of Natural Resources – DNR State Lands

Date of audit: August 20-24, 2018

Auditors: Norman Boatwright – SFI Lead Auditor, Mike Ferrucci – SFI Team Auditor, Kyle Mister, FSC Lead Auditor and Ruthann Schulte – SFI/FSC Team Auditor

1.2 Additional Requirements

SFI Program Participants with fiber sourcing programs (acquisition of roundwood and field-manufactured or primary-mill residual chips, pulp and veneer to support a forest products facility), must also conform to the SFI 2015-2019 Fiber Sourcing Standard.

Use of the SFI on-product labels and claims shall follow Section 5 - Rules for Use of SFI On-Product Labels and Off-Product Marks as well as ISO 14020:2000.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: FM only.

Objective 1 Forest Management Planning

To ensure forest management plans include long-term sustainable harvest levels and measures to avoid forest conversion.

Performance Measure 1.1

Program Participants shall ensure that forest management plans include long-term harvest levels that are sustainable and consistent with appropriate growth-and-yield models.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Management Plans for selected tracts visited in 2018 were reviewed. All tracts with active or recently-completed timber sales (sold after March 15, 2015) are covered by Master Plans or Interim Forest Management Plans (IFMP); this is consistent with policy.

WDNR is working through a backlog of Master Plans with increasing the priority placed on planning. Interim Forest Management Plans are developed for properties too small to have master plans, or where management actions are needed but the master plan has not been completed. The audit team reviewed several Interim Forest Management Plans. These plans included the required elements needed to supplement wider scale plans.

Management Plans or IFMPs were reviewed for all properties visited.

Fiscal Year	Acres w/NR 44 approved plan	% under approved NR 44 MP	Target % under approved MP
13	645,815	49.2	
14	663,027	50.5	
15	672,893	51.3	50
16	754,306	57.5	55
17	865,929	66	60
18	879,201	65.4	65
19			70
20			75
21			80
22			85
23			90
24			95
25			100

*FY13-FY17 numbers based on 1,310,753 acres. **FY 18 is based on 1,342,993 acres and will increase for FY19 and beyond as DNR acquires, sells properties and now includes scattered parcels. The baseline acreage total is different because in FY18, scattered parcels are included in master planning.

Harvest levels across various types of ownership are managed through the WisFIRs system to ensure sustainable harvest levels. Harvesting decisions are driven by stand-level analysis and prescriptions adjusted to meet

property-specific goals and agency mandates and guidance. State forest planning is complete and up-to-date. Planning for the properties administered within the Lands Division is not as complete.

- 1.1.1 Forest management planning at a level appropriate to the size and scale of the operation, including:
- a. a *long-term* resources analysis;
 - b. a periodic or ongoing *forest inventory*;
 - c. a land classification system;
 - d. biodiversity at *landscape* scales;
 - e. soils inventory and maps, where available;
 - f. access to *growth-and-yield modeling* capabilities;
 - g. up-to-date maps or a geographic information system (GIS);
 - h. recommended sustainable harvest levels for areas available for harvest; and
 - i. a review of non-timber issues (e.g., recreation, tourism, pilot projects and economic incentive *programs* to promote water *protection*, carbon storage, *bioenergy feedstock* production, or *biological diversity conservation*, or to address climate-induced ecosystem change).

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The WisFIRS system (Wisconsin Forest Inventory and Reporting System) is developed and maintained to house forest inventory from all state lands. All state forests have an approved Master Plan.

Statewide:

- Division of Forestry Five-Year Strategic Plan
- 2011-2016 Wisconsin Statewide Comprehensive Outdoor Recreation Plan
- Wisconsin Land Legacy Report: An inventory of places to meet Wisconsin’s future conservation and recreation needs; 2006.
- Wisconsin Wildlife Action Plan (six-year plan, to be updated by Natural Heritage Conservation).

Property Master Planning

(property-level planning approach, process outlined in state law and in administrative code NR-44, data-driven):

- See the table above.
- Tier 1 and Tier 2 properties require an NR-44 Master Plan.
- Tier 3 properties don’t have as detailed plans.
- Supported by county, sub-county, or multi-county “Integrated Meetings”.
- Master Plans can be updated through targeted variances.

Harvest-Level Planning

- WisFIRs (Wisconsin Forest Information Reporting System) database provides stand-level information used to determine which areas are likely ready to be treated
- Forester and property manager discuss, obtain context
- Field review by foresters may or may not include robust re-inventory (age of data often determines) or a quick few plots
- Field foresters set up sale, with 3 major sources of guidance (and many other directives and guidance):
1. Silvicultural Manual; 2. Public Lands Handbook; 3. Timber Sale Handbook
- Other sources of information: Natural Heritage Database and the State’s Historic and Archeological Database
- Timber Sale Notices and Cutting Reports, including Narrative Report; accompanied by sale map
- Reviewed and approved by the property manager and forestry supervisor
- Sales valued over \$3,000 must be sold by public bid; must be advertised in local papers

The required items a through g are included in forest management plans and associated supporting documentation such as the Annual Work Plans, Annual Accomplishment Reports, Manuals, and associated guidance documents for the programs. Maps and inventory data are stored and used in the GIS/database system known as WisFIRs.

Management Plans for the tracts visited in 2018 were reviewed to determine that they, in conjunction with other guidance documents and assessments, comprise a long-term resource analysis. In WisFIRs – Use of an “H” code as the objective when this is unknown for the stand and/or overall property, such as in the absence of an up-to-date master plan. Foresters inventory a portion of each forest annually using the RECON system. FIA data provide broad growth determinations.

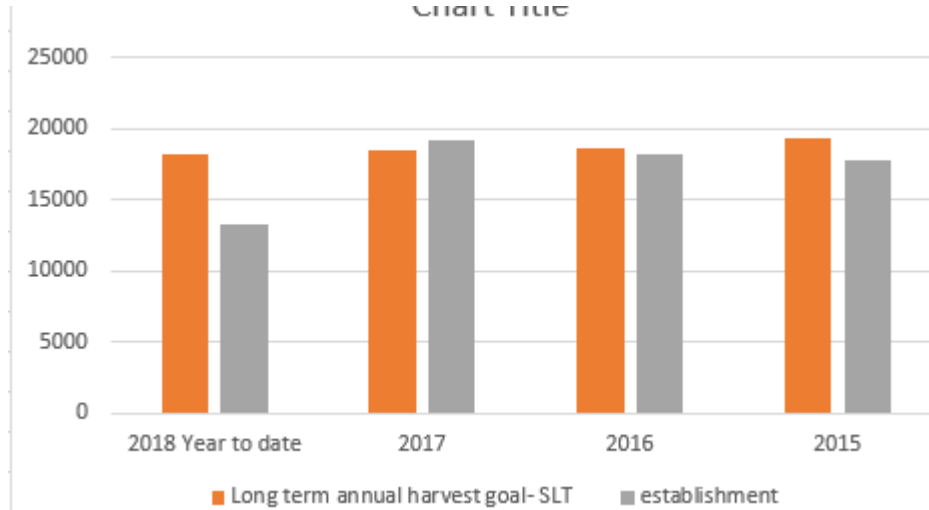
Some harvests are targeted at ecological restoration (e.g. savannas); ecological reference area harvests may not be consistent with growth and yield models because timber is not the primary objective.

Non-timber issues are a major part of the planning process and include recreation and research.

1.1.2 Documented current harvest trends fall within long-term sustainable levels identified in the forest management plan.

- N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes:



Recent harvest levels have been below or slightly above (2017 working on deferred sales) the long-term harvest goal guidelines.

1.1.3 A forest inventory system and a method to calculate growth and yield.

- N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: The WisFIRS system (Wisconsin Forest Inventory and Reporting System) is developed and maintained to house forest inventory from all state lands.

The DNR uses area regulation to determine sustainable harvest levels. See 1.1.4 for a description of the forestry inventory system.

1.1.4 Periodic updates of forest inventory and recalculation of planned harvests to account for changes in growth due to productivity increases or decreases, including but not limited to: improved data, long-term drought, fertilization, climate change, changes in forest land ownership and tenure, or forest health.

- N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: Wisconsin Act 166 (2005) requires the Department of Natural Resources (DNR) to report biennially to the Council on Forestry the total timber harvest on state lands. Further, it requires DNR to establish an annual allowable timber harvest for these same properties or groups of properties. Further, it requires DNR to maintain a current inventory (recon) of forest resources on state forested lands.

The US Forest Service's FIA plots system is used to provide growth data; for the state forest system there are additional plots which provide for more detailed analysis and more precise information. Report shares data about state forests: The baseline report for the first five years of the Continuous Forest Inventory highlights the conditions of ten Wisconsin DNR state forests based on a plot inventory system, similar to the USDA Forest Service's Forest Inventory and Analysis (FIA) program. The CFI contains 3,000 plots and the second 5-year cycle was completed 2 years ago (12 years of plot data).

1.1.5 Documentation of forest practices (e.g., planting, fertilization and thinning) consistent with assumptions in harvest plans.

- N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: The WisFIRS system is used to document forest practices.

Performance Measure 1.2

Program Participants shall not convert one *forest cover type* to another *forest cover type*, unless in justified circumstances.

- 1.2.1 Program Participants shall not convert one *forest cover type* to another *forest cover type*, unless the conversion:
- Is in compliance with relevant national and regional *policy* and legislation related to land use and forest management;
 - Would not convert *native* forest types that are rare and ecologically significant at the *landscape* level or put any *native* forest types at risk of becoming rare; and
 - Does not create significant long-term adverse impacts on Forests with Exceptional Conservation Value, old-growth forests, forests critical to threatened and endangered species, and special sites.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: All proposed type conversions consider potential impacts on rare and ecologically important communities at the landscape and forest stand levels. Documentation is found in property master plans and interim forest management plans and timber sale proposals (form 2460-1).

The department's Silviculture Handbook (HB24315) lays out broad guidance for the consideration forest type conversion based on ecological capacity, social and economic factors, stand conditions, and plan objectives.

Confirmed by review of the documents listed for the sites visited.

- 1.2.2 Where a *Program Participant* intends to convert another *forest cover type*, an assessment considers:
- Productivity* and *stand* quality conditions and impacts which may include social and economic values;
 - Specific ecosystem issues related to the site such as invasive species, insect or disease issues, riparian *protection* needs and others as appropriate to site including regeneration challenges; and
 - Ecological impacts of the conversion including a review at the site and *landscape* scale as well as consideration for any appropriate mitigation measures.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: See 1.2.1. The department maintains an Old Growth and Old Forests handbook (HB24805).

Wisconsin's Wildlife Action Plan identifies rare and sensitive communities and potential management actions.

The department maintains the state Natural Heritage Inventory that informs specific management actions and potential impacts on sensitive species; specific species guidance documents have been developed for species that are most likely to be impacted by forest management.

Special sites including archaeological and culturally significant features are identified and protected; see the Timber Sale Handbook (HB2461).

Performance Measure 1.3

Program Participants shall not have within the scope of their certification to this *SFI Standard*, forest lands that have been converted to non-forest land use. Indicator:

- 1.3.1 Forest lands converted to other land uses shall not be certified to this *SFI Standard*. This does not apply to forest lands used for forest and *wildlife* management such as *wildlife* food plots or infrastructure such as forest roads, log processing areas, trails etc.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Administrative sites other areas managed for intensive non-forest purposes (e.g. nurseries, fish hatcheries, intensive recreation developments, fire towers, boat landings, Rib Mountain ski lease, etc. are excluded from forest certification. Confirmed by review of GIS for the Brule State Forest office complex.

Some harvests are targeted at ecological restoration (e.g. barrens, savannas and grasslands). These areas are aligned with property plans, wildlife management and landscape ecological restoration or maintenance goals and are included in the department's certificates.

Objective 2 Forest Health and Productivity

To ensure *long-term* forest *productivity*, carbon storage and *conservation* of forest resources through prompt *reforestation*, *afforestation*, *minimized* chemical use, *soil conservation*, and protecting forests from damaging agents.

Performance Measure 2.1

Program Participants shall promptly reforest after final harvest. Indicators:

2.1.1 Documented *reforestation* plans, including designation of all harvest areas for either natural, planted or direct seeded regeneration and prompt *reforestation*, unless delayed for site-specific environmental or *forest health* considerations or legal requirements, through *planting* within two years or two *planting* seasons, or by planned *natural regeneration* methods within five years.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: WisFIRS System is maintained for foresters to schedule reforestation; which issues alerts so that sites are promptly reforested.

Regional ecological impacts of reforestation or afforestation are discussed as part of the master planning or Interim Forest Management Plan (IFMP) process.

Ecological plans for reforestation are bounded by the master plans, or in the Interim Forest Management Plan if a master plan is not in place; reforestation projects are discussed at annual integrated property meetings to assure that proposed reforestation meets property objectives.

Foresters and property managers carefully review every harvest with respect to invasive plants and possible regeneration concerns. In some cases, such as when this option is within silvicultural guidelines, regeneration treatments are delayed due in part to the widespread extent of invasives in the southern portion of the state. However, when regeneration is needed the Wisconsin DNR expends the resources necessary to achieve regeneration, sometimes at great cost.

Brule River State Forest, per Wisconsin Northern State Forests - Land Management Classification Review, Recommendations and Considerations: "Other land management activities are reforestation activities such as site preparation for tree planting, seeding, or natural regeneration of forest stands. Site prep activities include mechanical means of site preparation such as disk trenching, fire plow furrowing, blade scarification, or anchor chain scarification. Herbicide spraying has also taken place to release young trees from competition for growing space from undesirable trees, shrubs, and grass competition. Herbicides have also been applied to stop the spread of exotic invasive shrubs, as well as completion of streamside trout habitat work."

Site visits confirmed that regen is addressed in the cutting notice and checked periodically for success after logging. Site visits also confirmed the protection of advances regen is also addressed in the cutting notice and monitored during logging.

2.1.2 Clear criteria to judge adequate regeneration and appropriate actions to correct understocked areas and achieve acceptable species composition and stocking rates for *planting*, *direct seeding* and *natural regeneration*.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: Regeneration guidelines are species specific and are outlined in the Silviculture and Forest Aesthetics Handbook. DNR Foresters use WisFIRS to code the stand and flag it for re-visit if they believe that natural regeneration may not be successful.

2.1.3 Plantings of exotic tree species should minimize risk to native ecosystems.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: No exotic tree species are planted. Apple trees that will be planted will be from native stock.

2.1.4 Protection of desirable or planned advanced *natural regeneration* during harvest.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Much of the harvesting is done by experienced loggers using mechanized harvesting equipment. Felling of selected timber is mostly by processors, although hand-felling is not uncommon for the largest trees. Workers doing hand felling have chain saw training which includes directional felling techniques. In some cases, sales are set up with requirements for fixed-head processors, allowing the trees to be moved away from the advanced natural regeneration before they are allowed to fall to the ground. Yarding (forwarding) trails are planned, well-spaced, and reasonably narrow, further limiting damage to regeneration. Some sales contract restricts pole skidding or have winter-only restrictions to help protect natural regeneration from yarding damage.

Confirmed by observations during field site visits.

2.1.5 Afforestation programs that consider potential ecological impacts of the selection and *planting* of tree species in non-forested *landscapes*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Afforestation is done on old fields and local species are used.

Performance Measure 2.2

Program Participants shall *minimize* chemical use required to achieve management *objectives* while protecting employees, neighbors, the public and the environment, including *wildlife* and *aquatic habitats*. Indicators:

2.2.1 *Minimized* chemical use required to achieve management *objectives*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Most units reviewed during the 2018 audits employ very minor amounts of pesticides, mostly for control of invasive exotic species.

2.2.2 Use of least-toxic and narrowest-spectrum pesticides necessary to achieve management objectives.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Review of records of pesticides applied confirm appropriate herbicides were used.

2.2.3 Use of pesticides registered for the intended use and applied in accordance with label requirements.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Review of records of pesticides applied confirm appropriate herbicides were used.

The Department has extensive guidance in Manual codes and handbooks for chemical use, and reporting. The Department has formed a Pesticide Use Team to address issues with approval, reporting and training. DNR has an intranet site to guide DNR staff in the proper use of chemicals. Review of all chemical use for compliance (pesticide use reporting system) annually with follow-up as warranted. The Pesticide Use Team continues to address the improvement of the systems for pesticide approval, use, and reporting including training for staff and supervisors. Site visits did not identify any herbicide application issues.

2.2.4 The World Health Organization (WHO) type 1A and 1B pesticides shall be prohibited, except where no other viable alternative is available.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Review of records of pesticides applied confirm appropriate herbicides were used, and none were on the prohibited list. WIDNR's guidance document, FSC Highly Hazardous Pesticides and SFI Prohibited Pesticides prohibits the use of these type pesticides and specifically name this requirement.

2.2.5 Use of pesticides banned under the Stockholm Convention on Persistent Organic Pollutants (2001) shall be prohibited.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Review of records of pesticides applied confirm appropriate herbicides were used, and none were on the prohibited list. WIDNR's guidance document, FSC Highly Hazardous Pesticides and SFI Prohibited Pesticides prohibits the use of these type pesticides and specifically name this requirement.

2.2.6 Use of *integrated pest management* where feasible.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: WIDNR has pest management plans for the gypsy moth, emerald ash borer, beech bark disease.

IPM is the approach taken in this program, as documented in the plans: "Integrated pest management for the purpose of this Plan, is defined as follows: The maintenance of destructive agents, including insects, at tolerable levels, by the planned use of a variety of preventive, suppressive, or regulatory tactics and strategies that are ecologically and economically efficient and socially acceptable."

Stands are regularly assessed formally (RECON) and informally for presence of insects or diseases, and treatments are applied in a timely manner before outbreaks widen. The initial treatment approach is commonly salvage or sanitation.

Forest management, through stocking control and use of moderately short rotations, is designed to maintain healthy stands so as to minimize the need for chemical treatments. Stands visited were generally healthy and vigorous. Chemicals are only applied to address problems that can't be resolved in other ways. For example, mechanical site preparation is much more common than chemical site preparation. Furrowing or disk-trenching was used for several field sites reviewed.

For projects which include elements of site restoration and/or invasive control the practices employed also include blends of mechanical, fire, and chemical approaches. Through interviews it was apparent that managers are seeking approaches that minimize chemical use, but more work remains in many cases to find cost-effective and minimal-chemical approaches.

2.2.7 Supervision of forest chemical applications by state- or provincial-trained or certified applicators.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Training sessions were held Jan. 17, Jan. 18 and Jan. 30 in Shawano, Spooner and Tomah. A total number of 205 DNR forestry employees attended the three sessions. The training covered internal DNR processes for pesticide application approvals, reports and inventories, the EPA Worker Protection Standard, how it applies to DNR Forestry and protocols associated with it. Previously the field forestry staff watched training videos about the DNR processes on the internal website, but there were many questions so it was decided to hold the in-person training sessions.

DNR personnel interviewed involved in chemical applications provided evidence for how this requirement is met, including documentation of WIDNR training and use of certified contractors for restricted use chemicals.

- 2.2.8 Use of management practices appropriate to the situation, for example:
- a. notification of adjoining landowners or nearby residents concerning applications and chemicals used;
 - b. appropriate multilingual signs or oral warnings;
 - c. control of public road access during and immediately after applications;
 - d. designation of streamside and other needed buffer strips;
 - e. use of positive shutoff and minimal-drift spray valves;
 - f. aerial application of forest chemicals parallel to buffer zones to *minimize* drift;
 - g. monitoring of water quality or safeguards to ensure proper equipment use and *protection* of streams, lakes and other water bodies;
 - h. appropriate transportation and storage of chemicals;
 - i. filing of required state or provincial reports; and/or
 - j. use of methods to ensure *protection of threatened and endangered species*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Many of these techniques are required by law or regulation, and/or are specified in contracts for treatment. Handout/training aid: "Posting Requirement for Pesticide Applications" featured guidelines and examples, as well as sources for signs. Auditors interviewed field personnel specifically about procedures and methods of application. In describing chemical applications field personnel mentioned several of the listed chemical BMPs. All applications are based on written prescriptions which are reviewed by specialists.

Performance Measure 2.3

Program Participants shall implement forest management practices to protect and maintain forest and soil *productivity*. Indicators:

- 2.3.1 Process to identify soils vulnerable to compaction, and use of appropriate methods, including the use of soil maps where available, to avoid excessive soil disturbance.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Soil maps are contained in the WisFIRS system and are used in planning timber sales and other treatments. Foresters, biologists, and ecologists demonstrated strong knowledge of the soils, landforms, and bio-physical characteristics of lands in their units. Soils information is included in the sale narratives.

All cutting notices identify the soil series occurring in the harvest area and note potential issues. Time of harvesting is sometimes restricted due to vulnerable soil types.

- 2.3.2 Use of erosion control measures to *minimize* the loss of soil and site *productivity*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: **There is an Opportunity for Improvement in the use of water bars as an erosion control measure.**

Foresters and loggers have training in BMPs but there are some challenges in the placement and construction of water bars. The Rocky Run Sale 1-15 on the White River Fishery Area is a completed and closed out timber sale that was harvested via the tree-length logging system. Sale closeout included the DNR bulldozer crew constructing water bars along a 120-foot section of main skid trail. The water bars were spaced adequately but weren't constructed properly as they were perpendicular to the water flow, had no outlet and the sandy soil wasn't compacted by the dozer.

BMP monitoring on state lands was performed during the fall of 2013 and is underway this summer. BMP implementation monitoring addresses road construction and soil protection. Foresters, often supported by property managers from other disciplines, use soil and topographic maps, habitat type classifications, and/or field reviews as appropriate to identify soils vulnerable to compaction and use a variety of methods to avoid excessive soil disturbance, including designation of harvesting only with frozen ground or very dry conditions for all or a portion of a harvest area. Review of logging contracts, sale narratives, prospectuses, etc. document these measures. Confirmed by field observations the use of appropriate methods to avoid excessive soil disturbance, as soils in post-harvest stands showed quite limited and reasonable levels of soil compaction and disturbance.

Foresters are also trained in equipment impacts on soils and skid road layout. Site visits identified some erosion issues associated with unusually heavy summer rainstorms, including a storm on June 17 in which over 10 inches of rain fell. BMPs were in place but appeared to have been overwhelmed by this unusual weather event

2.3.3 Post-harvest conditions conducive to maintaining site *productivity* (e.g., limited rutting, retained down woody debris, *minimized skid trails*).

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Field observations confirmed that post-harvest conditions are appropriate to protect long-term site productivity. Volumes of post-harvest woody debris were consistent with soil protection and nutrient consideration, including on harvests which included removal of tops and small branches for biomass.

Biomass harvesting guidelines address sensitive soils issues. Revised biomass BMPs were published by the department in 2014. Some cutting notices reviewed restrict biomass harvesting on fragile soils.

2.3.4 Retention of vigorous trees during partial harvesting, consistent with scientific silvicultural standards for the area.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The Silviculture Handbook documents guidelines for tree retention for each forest type and silvicultural system. Field observations confirmed the retention of vigorous trees and the appropriate application of silviculture guidelines for removal of least vigorous and poorest quality trees and retention of the trees best adapted to the site as well as minimal damage to residuals.

Foresters consistently emphasized the retention of the most vigorous trees when marking stands; results of partial harvests were very good. Some trees of decidedly of poor form and vigor are retained to meet ecological and biological goals.

2.3.5 Criteria that address harvesting and site preparation to protect soil *productivity*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Wisconsin State BMPs for Water Quality (avoid excessive rutting) and Wisconsin DNR and/or individual county policies (defining excessive rutting) provide these criteria. Confirmed that "excessive rutting" definitions are in the many recent timber sale contracts that were reviewed.

Field observations showed minimal rutting on some sites, none beyond the rutting criteria.

2.3.6 Road construction and skidding layout to *minimize* impacts to soil *productivity*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: **There is an Opportunity for Improvement in the efforts to build and maintain permanent roads, both active and inactive roads, to ensure that they meet Wisconsin BMPs.**

Page 62, Chapter 4 lists 4 BMPs for inactive roads. One requirement (of four) states "Shape all road systems surfaces to maintain proper surface drainage, if necessary."

Closed roads and open roads, some of which are used as recreation trails, show minor surface erosion in many places. No instances where this erosion led to sedimentation into wetlands or watercourses were observed. Most of these roads do not have gravel running surfaces and are not crowned. Grading is infrequent, and opportunities to ensure surface water is drained from the road are not consistently utilized. There have been several unusually-heavy rainfall events in the region audited. Climate change predictions indicate that more severe summer storm events and more prolonged droughts can be expected. Such a pattern will both slow the revegetation process and increase the amount of road impacts from summer rains. These two factors reinforce the issues and will increase the need for drainage structures on roads. Conversations among personnel from different divisions indicate some uncertainty as to responsibilities for and resources to accomplish road repair and routine maintenance.

New logging access road spurs in the units visited were appropriately located, constructed, and stabilized after harvesting. Loading decks, skid roads and trails on sales observed were planned in advance, with efforts to locate the main trails in the most appropriate locations and to space secondary trails widely to minimize impacts to soils and to maintain maximum practical distances from wetlands and watercourses to allow for natural filtering for any erosion that might occur.

Foresters are trained in equipment impacts on soils and skid road layout. The impacts on recreation trails by skid roads and trails are clearly a consideration during sale planning and implementation.

The Brule River State Forest Management Plan includes a Road Management section on pages 70-71.

Performance Measure 2.4

Program Participants shall manage so as to protect forests from damaging agents, such as environmentally or economically undesirable wildfire, pests, diseases and *invasive exotic plants and animals*, to maintain and improve *long-term forest health, productivity and economic viability*. Indicators:

2.4.1 *Program* to protect forests from damaging agents.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Specialists have revised guidelines for EAB and for Annosum root rot that were reviewed by the audit team: “EAB Silviculture Guidelines Draft August 3, 2018”; “Guidelines for stump treatment to reduce the risk of introduction and spread of Heterobasidion root disease in Wisconsin”.

Wisconsin DNR website has a section on damaging agents that describes the agent’s life span and how to treat them. Invasive exotic plants inventory and management systems are being developed to implement new invasive exotic species laws (NR40). Revisions to the NR40 list were adopted in 2015. A statewide invasive species strategic plan was approved in 2013. The Department has an invasive species team that is working to implement NR40.

Wisconsin DNR employs forest health specialists and makes their services readily available to the field units. Pest updates are published quarterly.

2.4.2 *Management* to promote healthy and productive forest conditions to *minimize* susceptibility to damaging agents.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Field observations confirmed that forest management practices are developing and maintaining healthy forests. Forest management, through stocking control and use of moderately short rotations, is designed to maintaining healthy stands. Planting and partial harvest systems consider soil/site conditions before making decisions as to which species to plant or to favor in partial harvests.

Most stands observed were properly stocked to slightly over-stocked; overstocked stands are prioritized during timber sale planning. Relatively few trees were observed affected by insects or diseases. In partial harvests trees with the lowest vigor or signs of forest health issues were removed, except those needed to provide habitat (den trees and snags or snag recruitment).

Oak wilt, gypsy moth, Jack Pine insects, hemlock wooly adelgid, pine root rot, and emerald ash borer are current key concerns, with measures in place to deal with each of these and other forest pests. These measures include monitoring and pest impact evaluation, preventative actions (sanitation cuttings), limited spraying for gypsy moth, and salvage work. For conventional forest management goals, rotations are set short enough to prevent many pest problems (for example Jack Pine rotations of 50 years or Aspen rotations between 40 and 50 years).

The WIDNR website has a section on damaging agents that includes silvicultural guidelines.

2.4.3 *Participation in, and support of, fire and pest prevention and control programs.*

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The DNR works with other agencies to educate the public about pest prevention and continually conducts pest surveys. WI Dept. Ag, USDA Aphis and Forest Service, County park and forest programs and extension programs.

The Department has an exemplary program across Bureaus to manage, control and eradicate invasive species.

The DNR has a full-service fire prevention program including wildfire equipment and trained personnel. It also works with local fire departments as cooperators.

The DNR issues prescribed burning permits throughout the state.

The Department has an exemplary program for prescribed fire and fire control.

Performance Measure 2.5

Program Participants that deploy improved planting stock, including varietal seedlings, shall use best scientific methods. Indicator:

2.5.1 *Program for appropriate research, testing, evaluation and deployment of improved planting stock, including varietal seedlings.*

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: WIDNR has a seed orchard that uses improved planting stock and doesn't use varietal seedlings; only local species are grown. Information was provided by the County Forestry Specialist:

"The Wisconsin Department of Natural Resources, Division of Forestry operates a Tree Improvement Program in partnership with the University of Wisconsin, Madison to develop genetically improvement material for use and distribution through its State Nursery Program. Material is tested for adaptability prior to use in seed orchards. Seed collected from seed orchards is then sown in the State Nursery Program to produce seedlings and distributed."

Reviewed <https://dnr.wi.gov/topic/TreePlanting/treelImprovement.html> "The Wisconsin forest tree improvement program" and the program's 2017 Nursery Report. The 2015 and 2016 reports were also provided.

Objective 3 *Protection and Maintenance of Water Resources*

To protect the water quality of rivers, streams, lakes, *wetlands* and other water bodies through meeting or exceeding *best management practices*.

Performance Measure 3.1

Program Participants shall meet or exceed all applicable federal, provincial, state and local water quality laws, and meet or exceed *best management practices* developed under Canadian or U.S. Environmental Protection Agency–approved water quality *programs*.

Indicators:

3.1.1 *Program* to implement federal, state or provincial water quality *best management practices* during all phases of management activities.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The state’s hydrologist is available to consult with field foresters as needed in the planning of timber harvests and roads. In many cases foresters are seeking access across a stream or wetland and want to minimize impacts or avoid filling wetlands.

The Division of Forestry maintains a BMPs for Water Quality program, which includes training and monitoring. A variety of forms and systems are used to manage the harvesting process from planning through final inspection and sale closeout, including pre-harvest contractor meetings and interim inspection forms. BMPs are covered within many of these documents and are required by the logging contract. All jobs are planned and supervised by licensed foresters and operated by trained loggers.

3.1.2 Contract provisions that specify conformance to *best management practices*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Clause 18 g sub-clause 1 in the timber sale contract specifies the use of Water quality BMPs. Sub-clause 1 states “The Purchaser shall comply with all recommended BMPs for Water Quality guidelines as described in “*Wisconsin’s Forestry Best Management Practices for Water Quality*” published by the Wisconsin Department of Natural Resources, publication Pub-FR-093”. These clauses that specify conformance to best management practices were found in the timber sale contracts reviewed.

3.1.3 Monitoring of overall *best management practices* implementation.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: BMP implementation monitoring in 2018 is covering state and county lands. Past monitoring showed that the greatest challenges involved road-related BMPs, including inappropriate use of roads intended to be closed or seasonally-closed, and rutting based on frequent use. Sale administrators participate in the reviews of sites selected by the BMP monitoring team for field review. Property managers have primary responsibility for maintenance of forest roads.

The Division of Forestry maintains a BMPs for Water Quality program, which includes training and monitoring. Timber sale contracts contain provisions for conformance to BMPs.

Major CAR: Upgraded Minor CAR 2017.1. On some of the harvest sites visited, contract loggers had incomplete spill kits. Specifically, the absorbent material described in the Wisconsin BMP manual (FR0093) was not available onsite (see page 116). During review of pre-harvest inspection forms, one from 2014 stated that the logger “will have one onsite” indicating that its presence was not verified. Furthermore, the logger for the sale had changed in 2018 and stated in an interview with the SCS auditor that he had no absorbent material onsite, but was aware of the requirement from SFI trainings.

In the event of a hazardous material spill, at the White River Fishery Area in Bayfield County, the FME did not immediately contain the material and engage qualified personnel to perform the appropriate removal and remediation on site, as required by applicable law and regulations.

The hydraulic spill observed was roughly eight-square-feet in size and, per interviews with the BMP forester, the affected material should have been removed and disposed of at a specialized waste facility. Several staff interviewed did not recognize the presence of the spill.

Performance Measure 3.2

Program Participants shall implement water, wetland and riparian protection measures based on soil type, terrain, vegetation, ecological function, harvesting system, state *best management practices (BMPs)*, provincial guidelines and other applicable factors. Indicators:

3.2.1 *Program* addressing management and protection of rivers, streams, lakes, wetlands, other water bodies and riparian areas during all phases of management, including the layout and construction of roads and skid trails to maintain water reach, flow and quality.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The Division of Forestry maintains a program for implementing BMPs for Water Quality that includes training and monitoring. Confirmed that this program continues to operate effectively by reviews of completed and partially completed timber harvests and road and trail improvement efforts. Water quality considerations including lakes or rivers potentially affected by the harvest are documented for each proposed harvest on a Form 2460-001 "Timber Sale Notice and Cutting Report" and this information is reflected in the harvesting requirements within the timber sale contracts. Sale and/or harvest unit boundaries are designed to avoid or buffer wetlands, stream, lakes, and other water bodies. Riparian buffers associated with harvests are shown on maps and marked on the ground.

Site visits did not identify any water quality issues.

3.2.2 Mapping of rivers, streams, lakes, wetlands and other water bodies as specified in state or provincial *best management practices* and, where appropriate, identification on the ground.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Streams, lakes and other water bodies and riparian zones are mapped in the GIS in separate layers and are marked on the ground (red paint on trees) near harvests as appropriate.

3.2.3 Document and implement plans to manage and protect rivers, streams, lakes, wetlands, other water bodies and riparian areas.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Pre-planning and ongoing harvest inspections and documentation were reviewed. The Timber Sale and Cutting Report has water quality and ecological considerations.

3.2.4 Plans that address wet-weather events in order to maintain water quality (e.g., forest inventory systems, wet-weather tracts, definitions of acceptable operating conditions).

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Sensitive soils and wet weather restrictions are addressed in timber sale planning, contracting, and sale administration. Sale administration notes for several ongoing or completed harvests documented instances when the harvest was suspended by the sale administrator or the logging operator voluntarily shut down operations.

Objective 4 Conservation of Biological Diversity

To manage the quality and distribution of *wildlife habitats* and contribute to the *conservation of biological diversity* by developing and implementing *stand-* and *landscape-level* measures that promote a diversity of types of *habitat* and successional stages, and the *conservation* of forest plants and animals, including *aquatic species*, *as well as threatened and endangered species*, *Forests with Exceptional Conservation Value*, *old-growth forests* and ecologically important sites.

Performance Measure 4.1

Program Participants shall conserve biological diversity. Indicators:

4.1.1 Program to incorporate the *conservation of native biological diversity*, including species, *wildlife habitats* and ecological community types at *stand* and *landscape* levels.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: DNR maintains a comprehensive program to conserve native biological diversity that includes an inventory of stand and landscape level biodiversity features by trained professionals, biodiversity-related research by staff and in collaboration with academic institutions and other partners, a statewide Wildlife Action Plan that includes plans to manage species of greatest conservation need, and conservation of important areas of biological diversity through a system of parks, state forests, and natural areas.

Planning is now organized by landscapes, since the June 2017 approval by the Natural Resources Board to conduct regional master planning based on Wisconsin's 16 Ecological Landscapes, which are ecoregions with similar ecology and management opportunities.

The program uses "The Ecological Landscapes of Wisconsin" as a key resource to ensure that management is consistent with a landscape level understanding of the bio-physical environment. For example, Chapter 17 - Northwest Sands Ecological Landscape provides descriptions of the Physical Environment, the Biotic Environment, Management Opportunities for Important Ecological Features of the Northwest Sands, History of Human Settlement and Resource Use, Resource Characterization and Use, Current Socioeconomic Conditions, and Integrated Opportunities for Management. Appendix 17.E. Species of Greatest Conservation Need (SGCN) is found in the Northwest Sands Ecological Landscape.

Discussed process for adding element occurrences to the database, called "Biotics" and mapping them. New element occurrences may take 4 to 6 weeks to be entered. The foresters use the NHI portal.

Heritage's Management Program's Central office staff consists of 3: an ecologist, a mapping/records specialist (part time), and an acquisition/legal/administrative specialist. There is an advisory group: Natural Areas Preservation Council. The program employs a Forestry Liaison, Bureau of Natural Heritage Conservation to assist in the work of the Division of Forestry to implement forest management consistent with rare, threatened, or endangered species or communities. There are also 8 district ecologists who are the NHC's representatives in the field; each district ecologist covers multiple counties; handle all aspects of rare and endangered species as well as management of State Natural Areas.

Larger state forests in the north have opportunities for larger landscape blocks.

The Department has an exemplary program across Bureaus to maintain and improve native biological diversity including barrens habitat establishment and management.

4.1.2 Development of criteria and implementation of practices, as guided by regionally based *best scientific information*, to retain *stand-level wildlife habitat* elements such as snags, stumps, mast trees, down woody debris, den trees and nest trees.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: Retention of stand-level wildlife habitat elements is guided by several documents that include specific criteria and practices for foresters to follow. WDNR's Silviculture and Forest Aesthetics Handbook also includes specific criteria for conserving stand-level wildlife elements. The Public Forest Lands Handbook includes guidelines for implementing the Forest Wildlife Habitat Improvement Program, which includes specific stand-level projects such as identification, selection, and management of snag, den, nest, or rendezvous sites. As a final example, the WDNR's Old-growth and Old Forests Handbook contains criteria and implementation practices for retaining wildlife habitat elements specifically associated with late successional and old growth forests. All of these documents are prepared by WDNR professionals with input from academic experts and professionals from partnering organizations. Criteria and implementation practices are kept current and represent the best available scientific information for the region. Foresters, biologists, and ecologists collaborate closely and demonstrate

familiarity with these documents and field sites document adherence to the criteria and practices that they contain.

4.1.3 Document diversity of *forest cover types* and age or size classes at the individual ownership or forest tenure level, and where credible data are available, at the *landscape* scale. Working individually or collaboratively to support diversity of *native forest cover types* and age or size classes that enhance *biological diversity* at the *landscape* scale.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The main timber inventory is done through forest compartment reconnaissance (recon). Recon is a stand level assessment used to populate the Wisconsin Forest Inventory Reporting System (WisFIRS). Plots include measurements of species, volume (merchantable log tally and basal area reading), stocking, site index, timber quality, and general forest conditions. Recon is done on an as needed basis depending on several triggers (timber sale establishment, closeout, land acquisition, etc.) but no longer than every 20 years on state land.

DNR's Ecosystem Management Planning Team developed *The Ecological Landscapes of Wisconsin: An Assessment of Ecological Resources and a Guide to Planning Sustainable Management* that documents the diversity of forest types and natural communities at the regional level. The state has been divided into 16 ecological landscapes, or ecoregions, with similar ecology and management opportunities. It contains an assessment of conditions for the entire state, and for each ecoregion, broken down by dominant natural community type. In addition, the document includes an assessment of trends in ecological conditions, including those related to anticipated trends associated with climate change.

Property Master Plans include site-specific information regarding natural communities and specific forest management plans describe stand-level size and age class characteristics. During development, Master Plans use information from *The Ecological Landscapes of Wisconsin*. Using the information contained in these and other documents, WDNR develops specific plans for conserving the full range of age and size classes for the forest types and natural communities that are native to Wisconsin. In addition, specific programs have been developed for retaining late successional and old growth stands as well as maintaining a component of the landscape in an early successional condition.

Site visits observed several instances of the WDNR working to maintain/improve biodiversity through harvest planning to develop young forest or open landscape habitats such as barrens, oak savannah, or young Jack Pine stands developed with gaps to provide Kirtland's Warbler habitat.

4.1.4 *Program Participants* shall participate in or incorporate the results of state, provincial, or regional *conservation* planning and priority-setting efforts to conserve biological diversity and consider these efforts in forest management planning. Examples of credible priority-setting efforts include state *wildlife* action plans, state forest action plans, relevant *habitat conservation* plans or provincial *wildlife* recovery plans.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Wisconsin DNR has developed *The Ecological Landscapes of Wisconsin, Wildlife Action Plan 2015-2025*, a ten-year Statewide Forest Action Plan 2010 (with a 2015 update), a Habitat Conservation Plan for the Karner Blue Butterfly, a conservation plan for sharp-tail grouse, the Fish, Wildlife and Habitat Management Plan 2015-2025. Master plans are developed for State forests and include forest management planning for conserving biological diversity.

4.1.5 *Program* to address *conservation* of known sites with viable occurrences of significant species of concern.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Primary sites (which form the core of native community management areas) are identified by the Natural Heritage Staff in the biotic inventory and are mapped and in a report for each property. Some areas surrounding these primary sites that were managed to support the primary sites have been reclassified from native community to forest production. Integrated planning meetings are held to review proposed timber management; district ecologists participate in these meetings along with foresters, NHC, and wildlife.

"Appendix 17.E. Species of Greatest Conservation Need (SGCN) found in the Northwest Sands Ecological Landscape" lists the following types as having "Major opportunity - Relatively abundant, represented by multiple significant occurrences, or ecological landscape is appropriate for major restoration activities":

Northern Dry Forest; Northern Dry-mesic Forest; Northern Wet Forest (Black Spruce Swamp; Tamarack Swamp); Pine Barrens; Oak Barrens; Northern Sedge Meadow; Surrogate Grasslands; Open Bog; Emergent Marsh;

Emergent Marsh - Wild Rice; Submergent Marsh; Inland Beach; Cold Water Stream; Cool Water Stream; Inland Lake; Spring Pond; Warmwater River. Auditors visited restoration or reserved area examples of many of these types.

“Wisconsin’s Comprehensive *Wildlife Action Plan* (2015c) identifies 28 vertebrate Species of Greatest Conservation Need (declining in Wisconsin and or throughout their range) as moderately or significantly associated with pine barrens.” Source: Northwest Barrens Properties – Master Plan. Burnett, Douglas, & Washburn Co, Wisconsin. Many field sites confirmed a comprehensive and widespread program to manage to retain, conserve, and expand barrens habitat where appropriate. Listed objectives support this indicator:

Objectives

- Maintain, restore, and enhance the ecological function of the Northwest Sands barrens community by providing a core of early successional barrens habitat.
- Manage barrens as a shifting mosaic of habitat by following the principles and general framework described in the Northwest Sands Habitat Corridor Plan (Reetz et. al, 2013).
- Protect, maintain, and increase barrens ground layer vegetation with specific emphasis on rare plants.
- Protect and maintain wildlife associated with barrens habitat, with specific emphasis on rare birds, herptiles and invertebrates.
- Allow large savanna legacy trees in rare circumstances (oak and pine), to provide savanna structure, mast crops and seed trees.
- Maintain, restore, and enhance the ecological function of the Northwest Sands barrens community by providing a core of early successional barrens habitat.
- Manage barrens as a shifting mosaic of habitat by following the principles and general framework described in the Northwest Sands Habitat Corridor Plan (Reetz et. al, 2013).
- Protect, maintain, and increase barrens ground layer vegetation with specific emphasis on rare plants.
- Protect and maintain wildlife associated with barrens habitat, with specific emphasis on rare birds, herptiles and invertebrates.
- Allow large savanna legacy trees in rare circumstances (oak and pine), to provide savanna structure, mast crops and seed trees.

The Department has an exemplary program for habitat creation and maintenance for Kirtland’s warbler and for the creation of barrens and oak/pine savannah.

4.1.6 Identification and *protection of non-forested wetlands*, including bogs, fens and marshes, and *vernal pools* of ecological significance.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Non-forested wetlands are excluded from harvest areas, with equipment exclusion and protection ensured by painted trees along edges and BMPs recommending not placing slash or tops in these areas. Auditors confirmed these protection measures on the many harvest sites that were inspected where these features were present.

During the Master Plan development process, non-forested wetlands are considered as a forest cover type.

Non-forested wetlands such as bogs, fens, and marshes are addressed as part of the Natural Heritage Inventory and State Natural Areas Program. These features are identified by trained ecologists during statewide, regional (i.e., landscape), property, and stand-level inventories and are protected as natural areas or special management areas. DNR manages an extensive array of natural areas that, among other things, include ecologically significant wetlands, bogs, fens, and marshes. In addition, The Ecological Landscapes of Wisconsin addresses these features. At the property and stand level, ecologists, biologists, and foresters identify and protect smaller wetlands and vernal (ephemeral) pools, as evidenced during site visits. DNR is developing a reference wetland project to identify high quality wetlands, of which some are already set aside in SNAs.

4.1.7 Participation in *programs* and demonstration of activities as appropriate to limit the introduction, spread and impact of *invasive exotic plants and animals* that directly threaten or are likely to threaten *native* plant and animal communities.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Ryan Magana, Northwest Region’s Forest Ecologist hired an LTE this summer to support management of Scientific Natural Areas; this work includes invasive control.

Clause 18 g sub-clause 2 in the timber sale contract species the use of invasive control BMPs. Sub-clause 2 states “

The Purchaser shall make every attempt to comply with Forestry BMPs for Invasive Species as described in "Wisconsin's Forestry Best Management Practices for Invasive Species" published by the Wisconsin Department of Natural Resources, publication Pub-FR-444-09 unless specifically provided otherwise below. In particular, the Purchaser agrees to work cooperatively with the administering forester and any subcontractors to address the considerations in BMPs 4.4, 4.5, 4.6, 5.1, 5.2, 5.3, 5.5 and 9.1. A copy of this publication is available upon request to the Seller if not possessed by the Purchaser. The publication can also be found at the Council on Forestry website at: <http://www.wisconsinforestry.org/initiatives/other/invasive-species-bmps/forestry-bmps>

DNR has a comprehensive program for identifying, controlling, and monitoring the occurrence of invasive exotic plants and animals that threaten the ecological integrity of the state's ecosystems. See, for example, the Wisconsin Invasive Species Program Reports. The WDNR Silviculture and Forest Aesthetics Handbook specifically addresses upland invasive species and field foresters, biologists, and ecologists demonstrated expert knowledge of invasive exotic species management. Many of the field sites, for example, included some element of invasive exotic plants and WDNR staff identified the species and explained how control had been included in the management plan through harvest modification, mechanical or chemical treatment, or requiring pressure-washing logging equipment. The WDNR website contains current information for the public to promote the control of aquatic, terrestrial, and wetland invasive species and the Department maintains a staff of qualified professionals who focus exclusively on invasive species management.

4.1.8 Consider the role of natural disturbances, including the use of prescribed or natural fire where appropriate, and *forest health* threats in relation to *biological diversity* when developing forest management plans.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: WDNR employs a fire ecology scientist.

WDNR considers the role of natural disturbance regimes in its statewide, landscape, property, and stand management plans and strives to maintain a natural distribution of stand types, age and size classes, and natural communities. Prescribed fire is an active part of the Department's management program and is used to improve wildlife habitat, control invasive species, restore and maintain native plant communities, and reduce wildfire potential. Examples of such efforts include: creating and maintaining barrens, stimulating prairie grass growth and improving habitat for upland game and waterfowl; maintaining pockets of open water for waterfowl by using draw-downs (e.g., at Crex Meadows); improving habitat for upland nesting birds; and helping to preserve grassland and savanna natural communities that were previously dependent on natural fires prior to European settlement. Prescribed burn plans are developed by trained professionals with multi-disciplinary input from ecologists, biologists, and foresters.

As an example, the Master Plan for the Namekagon Wildlife Area features Barrens native community management. The property has been managed using prescribed burning on a 4 to 12-year cycle since the 1940s. Another example reviewed was the site of a recent fire prescribed to maintain oak savanna habitat type on the Brule River State Forest.

Performance Measure 4.2

Program Participants shall protect threatened and endangered species, Forests with Exceptional Conservation Values (FECV) and old-growth forests. Indicators:

4.2.1 Program to protect threatened and endangered species.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The Department has an exemplary program across Bureaus to maintain and improve native biological diversity including prairie and grassland establishment and management.

DNR maintains a comprehensive program to conserve native biological diversity that includes inventory of stand and landscape level biodiversity features by trained professionals, biodiversity-related research by staff and in collaboration with academic institutions and other partners, a statewide Wildlife Action Plan that includes plans to manage species of greatest conservation need, and conservation of important areas of biological diversity through a system of parks, state forests, and natural areas.

4.2.2 Program to locate and protect known sites flora and fauna associated with viable occurrences of *critically imperiled* and *imperiled* species and communities also known as *Forests with Exceptional Conservation Value*. Plans for *protection* may be developed independently or collaboratively, and may include *Program Participant* management, cooperation with other stakeholders, or use of easements, *conservation* land sales, exchanges, or other *conservation* strategies.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Surveys are regularly conducted for Rare, Threatened or Endangered (RTE) species, including:
 Rare butterfly and moth surveys are conducted, including Poweshiek skipperling, Karner blue butterfly, Regal fritillary, Ottoo skipper and other species; bat surveys ; Bald eagle nest surveys; Kirtland’s warbler surveys; state-threatened and -endangered species of terns; Eastern Massasauga rattlesnake population surveys; monitoring for wood turtles took place at Black River and NHAL State Forests, as well as on state lands near Menard Island, on the Upper Wolf River Fisheries Area, and on the Pine River hear Spread Eagle Barrens SNA. There are also 21 ongoing Citizen Based Monitoring projects dealing with rare, threatened, and endangered species on state lands throughout Wisconsin, involving many partner programs and individuals.
 Taxa-specific and ecology field surveys are conducted where likely habitat or potentially high-quality natural communities are present on all state lands prior to development of master (management) plans, and findings are taken into consideration in the development of plans and in the implementation of management. Sites designated as “Primary sites” are then mapped and placed into WisFIRS.
 Native community management designations are flagged in WisFIRS, indicating a higher priority for moving forest vegetation more towards natural communities.

4.2.3 Support of and participation in plans or *programs* for the *conservation* of *old-growth forests* in the region of ownership or forest tenure.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Relict old growth stands (Type 1) are typed as reserved - no management. On any managed old-growth stand – any forest management is conducted primarily to maintain or enhance old growth characteristics.
 Programs have been developed for retaining late successional and old growth stands as well as maintaining a component of the landscape in an early successional condition. All of WDNR’s programs include partnerships with academic institutions as well as collaboration with partnering organizations, such as The Nature Conservancy.

Performance Measure 4.3

Program Participants shall manage ecologically important sites in a manner that takes into account their unique qualities. Indicators:

4.3.1 Use of information such as existing natural heritage data or expert advice in identifying or selecting ecologically important sites for *protection*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Auditors confirmed records showing the results of database searches for timber harvest sites.
 Ecologically-important sites are identified by WDNR staff (e.g., NHI), often with collaboration with academic experts and experts from regional conservation organizations and members of the public. The NHI maintains a comprehensive database documenting the occurrence of ecologically important sites and this information is available to WDNR ecologists, biologists, and foresters, who receive training in use of the software system.

4.3.2 Appropriate mapping, cataloging and management of identified ecologically important sites.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: 318,828 acres are identified as FECV. FECV are not mapped with this particular designation, but are classified as state natural areas, native community areas, wild resource areas and wild wilderness lakes. Each site classified under these FHCV categories visited during the audit was observed to be protected from harvest when appropriate or harvested in a manner consistent with biological requirements. These sites are on maps within the core planning tool WisFIRS.

Ecologically important sites are mapped (using GPS) and cataloged (in a GIS) by staff with quality control and assurance by NHI staff at the regional and Madison levels. This information is used to develop management and conservation programs at the statewide, regional (i.e., landscape), property, and stand levels. Planning documents are developed through interdisciplinary programs and transparent public processes. Coordination between ecologists, biologists, and foresters is enhanced by the work of 8 regionally-based ecologists.

Performance Measure 4.4

Program Participants shall apply knowledge gained through research, science, technology and field experience to manage *wildlife habitat* and contribute to the *conservation of biological diversity*. Indicators:

4.4.1 Collection of information on *Forests with Exceptional Conservation Value* and other *biodiversity*-related data through *forest inventory* processes, mapping or participation in external *programs*, such as NatureServe, state or provincial heritage *programs*, or other credible systems. Such participation may include providing non-proprietary scientific information, time and assistance by staff, or in-kind or direct financial support.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: WDNR is home to the Natural Heritage Inventory (NHI) Program and the State Natural Areas Program, both of which oversee the collection of information on Forests with Exceptional Conservation Value and other sites with notable biodiversity values. NHI collaborates with NatureServe, The Nature Conservancy, other conservation organizations, and academic institutions regarding the identification and mapping of sites with notable biodiversity values. The WDNR also has an active research program, which includes collaboration with other conservation and academic institutions that generates information related to the identification and conservation of Forests with Exceptional Conservation Value.

4.4.2 A methodology to incorporate research results and field applications of *biodiversity* and ecosystem research into forest management decisions.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: WDNR The DNR has an active research program (i.e., Wildlife and Forestry Research Section), which often functions through collaboration with non-governmental, governmental, and academic institutions, that contributes research results and field applications into forest management decision-making processes. During fiscal years 2013-2014, for example, WDNR research included work on: white-tailed deer population monitoring; fish, wildlife, and plant genetics; forest trees; the Driftless Area; upland game species; long-term monitoring and foundational science; fire suppression and management; resource valuation and ecosystem services; fish and wildlife contaminants; restoration ecology; and landscape dynamics. WDNR staff and collaborators are located at 5 research stations, including the Science Operations Center in Madison, Northern Forest Research Unit (Rhineland), UW-Madison, UW-Stevens Point, and the University of Minnesota. Research information is disseminated throughout WDNR, and to the public, through research publications, popular articles, and training sessions. Research staff also contribute to forest management planning processes through the WDNR's interdisciplinary planning program.

Objective 5 Management of Visual Quality and Recreational Benefits

To manage the visual impact of forest operations and provide recreational opportunities for the public.

Performance Measure 5.1

Program Participants shall manage the impact of harvesting on *visual quality*. Indicators:

5.1.1 Program to address visual quality management.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The DNR has developed its own aesthetics guidelines as part of the Silviculture and Forest Aesthetics Handbook. It involves assigning class codes to all timber sales as guidance to the foresters. The cutting notice has an aesthetics section.

Areas with special visual qualities can be protected through master and interim planning utilizing a land classification of "Scenic Resource Management Area" (NR44.06 (9)). In this zone, timber and other property management is required to be designed, to the extent possible, to minimize visual impacts. All foresters, as part of new forester training, are trained in visual quality management; see the department's Silviculture and Forest Aesthetics Handbook. Department staff, both property managers and foresters meet with affected neighboring land owners and affected publics to discuss the mitigation of negative visual impacts on a case by case basis. Areas with special visual qualities are identified in property master plans and in the WisFIRS forest reconnaissance system.

5.1.2 Incorporation of aesthetic considerations in harvesting, road, landing design and management, and other management activities where visual impacts are a concern.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: See 5.1.1. Site visits did not identify any aesthetic issues.

Performance Measure 5.2

Program Participants shall manage the size, shape and placement of clearcut harvests. Indicators:

5.2.1 Average size of clearcut harvest areas does not exceed 120 acres (50 hectares), except when necessary to meet regulatory requirements, achieve ecological *objectives* or to respond to *forest health* emergencies or other natural catastrophes.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Confirmed by field observations that most clearcuts are small; record review indicates average clearcut size for 2017 was 13.64 acres.

5.2.2 Documentation through internal records of clearcut size and the process for calculating average size.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Documentation is maintained in WisFIRS; which also calculates the average annual clearcut size.

Performance Measure 5.3

Program Participants shall adopt a *green-up requirement* or alternative methods that provide for *visual quality*. Indicators:

5.3.1 Program implementing the *green-up requirement* or alternative methods.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: WIDNR has an exemplary visual quality process. Green-requirements are not an issue because most of the hardwood cuts are intermediate and the aspen generally meets the height requirement within 1 year.

5.3.2 Harvest area tracking system to demonstrate conformance with the *green-up requirement* or alternative methods.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: WisFIRS, sale maps and GIS; review of adjacent stands during sale set up.

5.3.3 Trees in clearcut harvest areas are at least 3 years old or 5 feet (1.5 meters) high at the desired level of stocking before adjacent areas are clearcut, or as appropriate to address operational and economic considerations, alternative methods to reach the *performance measure* are utilized by the *Program Participant*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Green-requirements are not an issue because most of the hardwood cuts are intermediate and the aspen generally meets the height requirement within 1 year.

Performance Measure 5.4

Program Participants shall support and promote recreational opportunities for the public. Indicator:

5.4.1 Provide recreational opportunities for the public, where consistent with forest management *objectives*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Recreation opportunities are implicit to DNR’s mission. State Parks, Wildlife Areas, State Forests, fisheries properties and many other types of state-owned forest lands are developed for a variety of developed and primitive recreation experiences. The Natural Resources Board has emphasized opening lands suitable for motorized access and the department is updating its road and trail inventory to identify additional opportunities for motorized public access. Site visits confirmed abundant recreational opportunities.

Recreation opportunities are at the core of DNR’s mission. State Parks, Wildlife Areas, State Forests, fisheries properties and many other types of state-owned forest lands are developed for a variety of developed and primitive recreation experiences. The Natural Resources Board has emphasized opening lands suitable for motorized access and the department is updating its road and trail inventory to identify additional opportunities for motorized public access. The Department has completed the Public Access Lands Atlas and its companion mapping application that is now available online (Public Access Lands Maps - Wisconsin DNR). The atlas highlights the significant increase in public access to Wisconsin lands made possible through the Knowles-Nelson Stewardship Program, as well as other lands open to the public for outdoor recreation. The Public Access Lands mapping application is a map-based system that allows you to locate and obtain information on public access properties. The department has developed a number of tools to enable the public to find state lands for specific recreation uses including: collaborated with Pocket Ranger to develop a mobile app, DNR managed lands mobile viewer (in development), dove field locations, mobile apps for fishing regulations, mobile apps for state parks and forests, social media, and parking area identification and signing.

The Department provides an exceptional level of recreational opportunities for the public. Including hunting, trails of many types, campgrounds, boating access ramps, picnic areas and swimming areas.

Objective 6 *Protection of Special Sites*

To manage lands that are geologically or *culturally important* in a manner that takes into account their unique qualities.

Performance Measure 6.1

Program Participants shall identify *special sites* and manage them in a manner appropriate for their unique features. Indicators:

6.1.1 Use of information such as existing natural heritage data, expert advice or stakeholder consultation in identifying or selecting *special sites* for *protection*.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: NHI and archaeological sites are identified and systems are in place for protection. The NHI portal was confirmed. Staff use the portal to access existing information during planning to ensure that sites are protected or management is appropriate.

The Wisconsin Historical Society maintains the inventory of recorded archaeological and historic sites. Foresters have access to this information using a portal that provides information at a course scale. When there are “potential hits” the forester contacts the archeologist for a review of the actual project boundary, and any actual hits are described with protection measures. For some sites the exact location is kept confidential; this is more common with special sites that have cultural significance.

<https://www.wisconsinhistory.org/Records/Article/CS15284> web page provides links to State Historic Preservation Officer Review process and review forms.

6.1.2 Appropriate mapping, cataloging and management of identified *special sites*.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: **2018:** The State Natural Areas program includes protection of “areas with highly significant geological or archaeological features”.

Section 23.27 (1) defines natural areas as “reserves for native biotic communities... habitat[s] for endangered, threatened, or critical species...or areas with highly significant geological or archaeological features”. Section 23.28(1) provides authority to designate natural areas as SNAs, and Section 23.29 provides authority to legally dedicate and protect SNAs in perpetuity. Source: Brule River State Forest Management Plan.

A system is in place for staff or the public to report new locations of T/E species to NHI. This information is reviewed by specialists. If confirmed the sites are added to the database and GIS mapping system.

The NHI portal was confirmed. Staff use the portal to access existing information during planning to ensure that sites are protected or management is appropriate. For some sites the exact location is kept confidential; this is more common with special sites that have cultural significance.

Timber harvest files reviewed included documentation of reviews made of NHI information during planning.

Interviews, review of plans (for example the IRMP for Amnicon Falls State Park) and site visits (again, Amnicon Falls State Park) showed that appropriate management practices are employed to protect special sites.

<https://dnr.wi.gov/topic/Lands/CulturalRes/arch.html>

Objective 7 Efficient Use of Fiber Resources

To *minimize* waste and ensure the efficient use of fiber resources.

Performance Measure 7.1

Program Participants shall employ appropriate forest harvesting technology and in-woods manufacturing processes and practices to *minimize* waste and ensure efficient utilization of harvested trees, where consistent with other *SFI Standard objectives*. Indicator:

7.1.1 *Program* or monitoring system to ensure efficient utilization, which may include provisions to ensure:

- a. management of harvest residue (e.g., slash, limbs, tops) considers economic, social and environmental factors (e.g., organic and nutrient value to future forests and the potential of increased fuels build-up) and other utilization needs;
- b. training or incentives to encourage loggers to enhance utilization;
- c. exploration of markets for underutilized species and low-grade wood and alternative markets (e.g., bioenergy markets); or
- d. periodic inspections and reports noting utilization and product separation.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Utilization standards are specified in contracts, and utilization is documented during timber sale administration. Observations of completed and ongoing timber harvests showed that in most cases cut trees are used to a 3- or 4-inch tip diameter.

Clause 10 is the location of sale-specific utilization standards is sale contracts.

Clause 18 g sub-clause 3 in the timber sale contract covers biomass harvesting. Sub-clause 3 states

“The purchaser shall comply with all General Guidelines as described in “*Wisconsin’s Forestland Woody Biomass Harvesting Guidelines*” published by the Wisconsin Department of Natural Resources, publication Pub- FR-435-09, unless specifically provided otherwise below. A copy of this publication is available upon request to the Seller if not possessed by the Purchaser. The publication can also be found at the Council on Forestry website at: <http://www.wisconsinforestry.org/initiatives/other/woody-biomass>”.

Timber sale administration notes document utilization.

The state has attempted to set up and sell permits for harvesting young, small diameter (1 to 5-inch diameter stems) white birch or Aspen for the decorative market, with limited success. The demand for such small white birch has been strong enough to cause some timber theft; there may be interest in small Aspen.

There is a forest products utilization team charged with helping expand demand and utilization by supporting expansion of existing mills or the development of new mills.

Objective 8 Recognize and Respect *Indigenous Peoples'* Rights

To recognize and respect *Indigenous Peoples'* rights and traditional knowledge.

Performance Measure 8.1

Program Participants shall recognize and respect Indigenous Peoples' rights. Indicator:

8.1.1 *Program Participants* will provide a written *policy* acknowledging a commitment to recognize and respect the rights of *Indigenous Peoples*.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: Executive Order #39 directs all state agencies to recognize and consult with Indian Tribes located in Wisconsin on a government to government basis.

Policy signed in 2005 was established by the DNR directing staff on consultation with Wisconsin's Indian Tribes. This policy recognizes the unique relationship between both governments and is meant to respect each government.

Performance Measure 8.2

Program Participants with forest management responsibilities on public lands shall confer with affected *Indigenous Peoples* with respect to sustainable forest management practices. Indicator:

8.2.1 *Program* that includes communicating with affected *Indigenous Peoples* to enable *Program Participants* to:

- a. understand and respect traditional forest-related knowledge;
- b. identify and protect spiritually, historically, or culturally important sites;
- c. address the use of non-timber forest products of value to Indigenous Peoples in areas where Program Participants have management responsibilities on public lands; and
- d. respond to Indigenous Peoples' inquiries and concerns received.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: DNR has 11 tribes with interests (non-forest products and hunting and fishing) in State Lands and has created the Tribal Liaison position in Madison and has assigned local foresters to each tribe.

In early 2016, DNR developed a policy of notifying tribes about pending new IFMPs and master plans in order to give them the opportunity to comment. Confirmed by review of the following tribal notifications:

- Letter to Lewis Taylor, Chairman St. Croix Band of Lake Superior Chippewa dated November 3, 2017 requesting comments on the IFMP for the State Ice Age Trail Area, Polk County;
- Email to President St. Germaine regarding an invitation to participate on the WLWA master planning team.

Performance Measure 8.3

Program Participants are encouraged to communicate with and shall respond to local *Indigenous Peoples* with respect to sustainable forest management practices on their private lands. Indicators:

8.3.1 *Program Participants* are aware of *traditional forest-related knowledge*, such as known cultural heritage sites, the use of wood in traditional buildings and crafts, and flora that may be used in cultural practices for food, ceremonies or medicine.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The department also has a system of individual forestry division tribal liaisons to develop strong communication channels and discuss issues related to forest management including traditional knowledge, important sites, gathering rights and non-timber forest products on state lands and to respond to tribal inquiries and concerns.

TRIBE	Forestry LIAISON	CONTACT
St. Croix Chippewa Indians of Wisconsin	Steve Runstrom Area Forestry Staff Specialist	Cumberland (715) 822-3164
Lac du Flambeau Band of Lake Superior Chippewa	Joe Schwantes Woodruff Area Forestry Leader	Wausau (715) 571-6587
Red Cliff Band of Lake Superior Chippewa	Nichol Martin Area Forestry Staff Specialist	Brule (715) 372-8539 Ext: 108
Bad River Band of Lake Superior Chippewa	Nichol Martin Area Forestry Staff Specialist	Brule (715) 372-8539 Ext: 108
Lac Courte Oreilles Band of Lake Superior Chippewa	Jim Kujala Forester	Hayward (715) 634-7426
Sokaogan Band of Lake Superior Chippewa	Craig Williams Antigo Team Leader	Crandon (715) 478-4575
Forest County Potawatomi	Craig Williams Antigo Team Leader	Crandon (715) 478-4575
Ho-Chunk Nation	Erik Zenz Black River Falls Team Leader	Black River Falls (715) 284-1407
Menominee Tribe of Wisconsin	Ryan Severson (temporary until Oconto Falls Team Leader is filled)	Oconto Falls (920) 846-0462
Stockbridge-Munsee Band of Mohicans	Jerry Crow (temporary until Oconto Falls Team Leader is filled)	Rhineland (715) 453-2188 ext. 1260
Oneida Nation	Lucas Schmidt Green Bay Team Leader	Waupaca (715) 258-4784

8.3.2 Respond to *Indigenous Peoples'* inquiries and concerns received.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: The agency tribal liaisons also have consistent and continual communication established between the tribal leadership and the department.

Confirmed by email requests from Michelle Allness to lwawronowicz@ldftribe.com and Gilbert, Jonathan dated 8/18/2016 and Naomi Tillison dated 1/17/2018.

Objective 9 Legal and Regulatory Compliance

To comply with applicable federal, provincial, state and local laws and regulations.

Performance Measure 9.1

Program Participants shall comply with applicable federal, provincial, state and local *forestry* and related social and environmental laws and regulations. Indicators:

9.1.1 Access to relevant laws and regulations in appropriate locations.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Interviews and visual observations confirm staff has access to relevant laws, including state statutes and administrative codes using the internet.

The Department maintains an intranet that houses manual codes and handbooks for all Department programs.

9.1.2 System to achieve compliance with applicable federal, provincial, state, or local laws and regulations.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Wisconsin DNR employs an attorney to review key aspects of all programs and major actions.

Professional foresters plan all projects, often with review by specialists from other disciplines. Regulations and laws are part of the professional training of these planners/reviewers.

Experienced foresters employed by WDNR review and approve most projects, and legal/regulatory compliance is part of these reviews.

All harvests are planned and supervised by trained foresters and operated by trained loggers.

OFI: Inspection of the shop on the Brule State Forest confirmed the MSDS sheets weren't present.

9.1.3 Demonstration of commitment to legal compliance through *available regulatory action information*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Interviews confirm senior managers for the Division of Lands and for the Division of Forestry report no regulatory compliance issues over the past several years.

In 2015 a new department manual code, MC1755.1, was developed to help assure that DNR projects utilize the same application, review, and approval process as external projects for actions requiring self-permitting.

Performance Measure 9.2

Program Participants shall take appropriate steps to comply with all applicable social laws at the federal, provincial, state and local levels in the country in which the *Program Participant* operates. Indicators:

9.2.1 Written *policy* demonstrating commitment to comply with social laws, such as those covering civil rights, equal employment opportunities, anti-discrimination and anti-harassment measures, workers' compensation, *Indigenous Peoples'* rights, workers' and communities' right to know, prevailing wages, workers' right to organize, and occupational health and safety.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Confirmed by review of the employee webpage that DNR is committed.

9.2.2 *Forestry enterprises* will respect the rights of workers and labor representatives in a manner that encompasses the intent of the International Labor Organization (ILO) core conventions.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: State of Wisconsin labor laws respect the intent of the International Labor Organization (ILO) core conventions (see Office of State Employee Relations). No ILO-related complaints received by state lands.

Objective 10 Forestry Research, Science and Technology

To invest in *forestry* research, science and technology, upon which sustainable forest management decisions are based and broaden the awareness of *climate change* impacts on forests, *wildlife* and *biological diversity*.

Performance Measure 10.1

Program Participants shall individually and/or through cooperative efforts involving *SFI Implementation Committees*, associations or other partners provide in-kind support or funding for forest research to improve *forest health*, *productivity* and sustainable management of forest resources, and the environmental benefits and performance of forest products. Indicators:

10.1.1 Financial or in-kind support of research to address questions of relevance in the region of operations. Examples could include, but are not limited to, areas of forest *productivity*, water quality, biodiversity, community issues, or similar areas which build broader understanding of the benefits and impacts of forest management.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: DNR funds research (internal and external) on a broad range of issues: forest health, chemical efficiency, water quality, wildlife management, conservation, social issues, energy efficiency, forest operations, etc. The Department develops a forestry research agenda with the Wisconsin Council on Forestry and partners.

Confirmed by review of the Division of Forestry – FY18 Annual Review Service Support Functions (SSF) – DRAFT.

10.1.2 Research on genetically engineered trees via *forest tree biotechnology* shall adhere to all applicable federal, state, and provincial regulations and international protocols ratified by the United States and/or Canada depending on jurisdiction of management.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Interview confirms one being done directly by Wisconsin DNR.

Performance Measure 10.2

Program Participants shall individually and/or through cooperative efforts involving *SFI Implementation Committees*, associations or other partners develop or use state, provincial or regional analyses in support of their *sustainable forestry programs*. Indicator:

10.2.1 Participation, individually and/or through cooperative efforts involving *SFI Implementation Committees* and/or associations at the national, state, provincial or regional level, in the development or use of some of the following:

- a. regeneration assessments;
- b. growth and drain assessments;
- c. *best management practices* implementation and conformance;
- d. *biodiversity conservation* information for family forest owners; and
- e. social, cultural or economic benefit assessments.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes:

- The WDNR Forest Certification Coordinator is an SFI SIC representative.
- The department has a forest inventory analyst responsible for Forest Inventory Analysis based growth and drain in cooperation with the USDA forest service. The department also collaborates with USFS on an urban forest inventory.
- The department maintains a CFI system for state forests.
- The department leads periodic BMP monitoring in collaboration with many SFI SIC members.
- The department collaborates with the development of biodiversity conservation information for all Landowners and various social, cultural and economic assessment

Performance Measure 10.3

Program Participants shall individually and/or through cooperative efforts involving *SFI Implementation Committees*, associations or other partners broaden the awareness of *climate change* impacts on forests, *wildlife* and *biological diversity*. Indicators:

10.3.1 Where available, monitor information generated from regional climate models on *long-term forest health, productivity* and *economic viability*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Participation in WICCI and distribution of working group reports.
Climate change impacts consideration in the master planning process.
Development of adaptation strategies including brook trout management impacts.
Natural Heritage Conservation climate change and plant community work groups.
Confirmed by review of the Division of Forestry – FY18 Annual Review Service Support Functions (SSF) - DRAFT

10.3.2 *Program Participants* are knowledgeable about *climate change* impacts on *wildlife, wildlife habitats* and *conservation of biological diversity* through international, national, regional or local *programs*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: See 10.3.2



Objective 11 Training and Education

To improve the implementation of *sustainable forestry* practices through appropriate training and education *programs*.

Performance Measure 11.1

Program Participants shall require appropriate training of personnel and contractors so that they are competent to fulfill their responsibilities under the *SFI 2015-2019 Forest Management Standard*. Indicators:

11.1.1 Written statement of commitment to the *SFI 2015-2019 Forest Management Standard* communicated throughout the organization, particularly to facility and woodland managers, and field foresters.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Confirmed by review of email to employees dated 8/7/2015 from Mark Heyde. The commitment is also present in the Public Forest Lands Handbook CN 320/10.

11.1.2 Assignment and understanding of roles and responsibilities for achieving *SFI 2015-2019 Forest Management Standard objectives*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: An ICIT team composed of members of both Forestry and Lands Divisions, with representatives of all of the bureaus involved, helps ensure that roles are understood. Each state employee involved in the audit clearly understood their certification responsibilities.

11.1.3 Staff education and training sufficient to their roles and responsibilities.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Lead auditor requested evidence of the education and training for selected WDNR personnel across the range of agencies who were involved in the audit. Training records indicated that employees obtain varied training, ranging from agency-provided meetings up to major conferences and even college-level courses. Interviews with professional staff showed most had 4-year degrees and many have advanced degrees in relevant natural resources fields.

Confirmed by interview with Becky H. Gray that pesticide use training was conducted Jan. 17, Jan. 18 and Jan. 30, 2018.

11.1.4 Contractor education and training sufficient to their roles and responsibilities.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: For harvest operations, interviews with timber sale administrators indicate they expect a trained person with on-site responsibility. Training status is checked on-line and confirmed during the pre-harvest meeting with the logger.

WDNR requires pesticide applicators to be a WI Commercial Certified pesticide Applicator.

Site Prep contractors are given site specific guidance by DNR personnel.

11.1.5 *Program Participants* shall have written agreements for the use of *qualified logging professionals* and/or *certified logging professionals* (where available) and/or *wood producers* that have completed training *programs* and are recognized as *qualified logging professionals*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: WDNR supports the Master logger program and the SFI SIC FISTA program.

Review of Timber Sale Contracts signed in the past 2 years for sites visited confirm they contain a trained logger clause.

Performance Measure 11.2

Program Participants shall work individually and/or with *SFI Implementation Committees*, logging or forestry associations, or appropriate agencies or others in the *forestry* community to foster improvement in the professionalism of *wood producers*.

Indicators:

11.2.1 Participation in or support of *SFI Implementation Committees* to establish criteria and identify delivery mechanisms for *wood producer* training courses and periodic continuing education that address:

- a. awareness of sustainable forestry principles and the SFI program;
- b. best management practices, including streamside management and road construction, maintenance and retirement;
- c. reforestation, invasive exotic plants and animals, forest resource conservation, aesthetics and special sites;
- d. awareness of responsibilities under the U.S. Endangered Species Act, the Canadian Species at Risk Act, and other measures to protect wildlife habitat (e.g., Forests with Exceptional Conservation Value);
- e. awareness of rare forested natural communities as identified by provincial or state agencies, or by credible organizations such as NatureServe, The Nature Conservancy, etc.
- f. logging safety;
- g. U.S. Occupational Safety and Health Administration (OSHA) and Canadian Centre for Occupational Health and Safety (CCOHS) regulations, wage and hour rules, and other provincial, state and local employment laws;
- h. transportation issues;
- i. business management;
- j. public policy and outreach; and
- k. awareness of emerging technologies.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Confirmed considerable involvement in the Wisconsin SFI Implementation Committee and by Mark's participation in the WI SIC. WIDNR foresters also instruct FISTA training programs.

Confirmed WNDR attended all of the meetings since the last audit.

11.2.2 The *SIC-approved wood producer training programs* shall have a continuing education component with coursework that supports the current training *programs*, safety and the *principles of sustainable forestry*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Review of the website confirms the FISTA training has a 4-hour annual training requirement.

11.2.3 Participation in or support of *SFI Implementation Committees* to establish criteria for recognition of logger certification *programs*, where they exist, that include:

- a. completion of *SFI Implementation Committee* recognized logger training *programs* and meeting continuing education requirements of the training *program*;
- b. independent in-the-forest verification of conformance with the logger certification *program* standards;
- c. compliance with all applicable laws and regulations including responsibilities under the U.S. Endangered Species Act, the Canadian Species at Risk Act and other measures to protect *wildlife habitat*;
- d. use of *best management practices* to protect water quality;
- e. logging safety;
- f. compliance with acceptable *silviculture* and utilization standards;
- g. aesthetic management techniques employed where applicable; and
- h. adherence to a management or harvest plan that is site specific and agreed to by the forest landowner.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: WI has a Master Logger program that is supported by the SIC.

Objective 12 Community Involvement and Landowner Outreach

To broaden the practice of *sustainable forestry* through public outreach, education, and involvement, and to support the efforts of *SFI Implementation Committees*.

Performance Measure 12.1

Program Participants shall support and promote efforts by consulting foresters, state, provincial and federal agencies, state or local groups, professional societies, *conservation* organizations, *Indigenous Peoples* and governments, community groups, sporting organizations, labor, universities, extension agencies, the *American Tree Farm System*® and/or other landowner cooperative *programs* to apply *principles* of sustainable forest management. Indicators:

12.1.1 Support, including financial, for efforts of *SFI Implementation Committees*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Confirmed considerable involvement in the Wisconsin SFI Implementation Committee, including DNR researchers conducting research on biomass harvesting to develop a visual handbook, a grant for the Master Logger program in July 2014 and by Mark's participation in the WI SIC. WIDNR foresters also instruct FISTA training programs.

Confirmed WNDR attended all of the meetings since the last audit.

12.1.2 Support, individually or collaboratively, education and outreach to forest landowners describing the importance and providing implementation guidance on:

- a. best management practices;
- b. reforestation and afforestation;
- c. visual quality management;
- d. conservation objectives, such as critical wildlife habitat elements, biodiversity, threatened and endangered species, and Forests with Exceptional Conservation Value;
- e. management of harvest residue (e.g., slash, limbs, tops) considers economic, social, environmental factors (e.g., organic and nutrient value to future forests) and other utilization needs;
- f. control of invasive exotic plants and animals;
- g. characteristics of *special sites*; and
- h. reduction of wildfire risk.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Participation in the SIC.

WDNR recently hired a new Private Forestry Outreach Specialist approved a Private Landowner Education and Outreach strategy that was approved June 4, 2018 that contains annual goals for staff landowner visits, a Landowner Engagement blueprint, including implementation stages and an advertising campaign

12.1.3 Participation in efforts to support or promote *conservation* of managed forests through voluntary market-based incentive *programs* such as current-use taxation *programs*, *Forest Legacy Program* or *conservation* easements.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Wisconsin DNR has an active program to purchase conservation easements on working forests and riparian zones, or to buy fee forestland to support working forestry.

There is a position in the Forestry Program for easement acquisition, but limited funding for new easements. There are over 300,000 acres in easements that DNR manages.

Wisconsin DNR Managed Forest Law Program (MFL) is certified under American Tree Farm; which provides current use tax breaks including 2,666,000 acres under certification.

The Department provides an exceptional level of support for market-based incentive programs and conversation easement program.

Performance Measure 12.2

Program Participants shall support and promote, at the state, provincial or other appropriate levels, mechanisms for public outreach, education and involvement related to sustainable forest management. Indicator:

12.2.1 Periodic educational opportunities promoting *sustainable forestry*, such as

- a. field tours, seminars, websites, webinars or workshops;
- b. educational trips;
- c. self-guided forest management trails;
- d. publication of articles, educational pamphlets or newsletters; or
- e. support for state, provincial, and local *forestry* organizations and soil and water *conservation* districts.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Wisconsin DNR has an extensive program of outreach and landowner education. Confirmed by reviewing the various web pages that provide information and which promote workshops, conferences, etc.

The field offices have extensive educational materials available to the public and provide land management assistance at no charge.

The Department has regular public outreach efforts including local venues, service clubs, publications, news articles, features, the Natural Resources Magazine.

The Department also has public outreach for wildlife management goals, property master plans, Natural Resources Foundation field tours, etc.

Regional education outreach with other Lake States and the US Forest Service.

The Department provides an exceptional level of educational opportunities for the public. Including its website, self-guided forest management trails and information kiosks.

Performance Measure 12.3

Program Participants shall establish, at the state, provincial, or other appropriate levels, procedures to address concerns raised by loggers, consulting foresters, employees, unions, the public or other *Program Participants* regarding practices that appear inconsistent with the *SFI Standard principles* and *objectives*. Indicators:

12.3.1 Support for *SFI Implementation Committees* (e.g., toll-free numbers and other efforts) to address concerns about apparent nonconforming practices.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: This requirement is satisfied by its participation in the WI SIC.

12.3.2 Process to receive and respond to public inquiries. *SFI Implementation Committees* shall submit data annually to *SFI Inc.* regarding concerns received and responses.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Confirmed by review of the 2017 WI SIC Annual Progress Report.

Objective 13 Public Land Management Responsibilities

To participate and implement sustainable forest management on *public lands*.

Performance Measure 13.1

Program Participants with forest management responsibilities on *public lands* shall participate in the development of *public land* planning and management processes. Indicators:

13.1.1 Involvement in *public land* planning and management activities with appropriate governmental entities and the public.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Public input opportunities during master planning are superb including: Local outreach to stakeholders and the community level: annual stakeholder meetings, listening sessions, newsletters, integrated property management meetings; outreach is scaled to the public's level of interest and relative risk.

Web information is listed by property.

Interim forest management plan (IFMP) development is offered for public review.

The Department provides an exceptional level of opportunities for the public to provide input into the planning process.

13.1.2 Appropriate contact with local stakeholders over forest management issues through state, provincial, federal or independent collaboration.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: See 13.1.1 above. Local stakeholders are asked to comment on Master and Interim Forest plans, all internal guidance formulated by WIDNR and contacts with local governments and landowners.

Objective 14 Communications and Public Reporting

To increase transparency and to annually report progress on conformance with the *SFI Forest Management Standard*.

Performance Measure 14.1

A *Program Participant* shall provide a summary audit report, prepared by the *certification body*, to *SFI Inc.* after the successful completion of a certification, recertification or surveillance audit to the *SFI 2015-2019 Forest Management Standard*. Indicator:

14.1.1 The summary audit report submitted by the *Program Participant* (one copy must be in English), shall include, at a minimum,

- a. a description of the audit process, *objectives* and scope;
- b. a description of substitute *indicators*, if any, used in the audit and a rationale for each;
- c. the name of *Program Participant* that was audited, including its *SFI* representative;
- d. a general description of the *Program Participant's* forestland included in the audit;
- e. the name of the *certification body* and *lead auditor* (names of the *audit team* members, including *technical experts* may be included at the discretion of the *audit team* and *Program Participant*);
- f. the dates the audit was conducted and completed;
- g. a summary of the findings, including general descriptions of evidence of conformity and any nonconformities and corrective action plans to address them, opportunities for improvement, and exceptional practices; and
- h. the certification decision.

The summary audit report will be posted on the *SFI Inc.* website (www.sfiprogram.org) for public review.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Confirmed by review of the SFI Inc. website that the 2017 report is present.

Performance Measure 14.2

Program Participants shall report annually to SFI Inc. on their conformance with the SFI 2015-2019 Forest Management Standard. Indicators:

14.2.1 Prompt response to the *SFI* annual progress report survey.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Confirmed by review of "last Updated" field that that the report was submitted March 30, 2017.

14.2.2 Record keeping for all the categories of information needed for *SFI* annual progress report surveys.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: WisFIRs system tracks all harvests; other systems are used to track contributions, etc.

The review of documents associated with selected field sites helped audit team assess recordkeeping. All records requested were provided quickly.

Confirmed by review of 2017 APR.

14.2.3 Maintenance of copies of past survey reports to document progress and improvements to demonstrate conformance to the *SFI 2015-2019 Forest Management Standard*.

N/A Conforms Exceeds O.F.I. Minor NC Major NC

Audit Notes: Interview confirms hard copies of past reports maintained by Mark Heyde.

Objective 15 Management Review and Continual Improvement

To promote continual improvement in the practice of *sustainable forestry* by conducting a management review and monitoring performance.

Performance Measure 15.1

Program Participants shall establish a management review system to examine findings and progress in implementing the *SFI 2015-2019 Forest Management Standard*, to make appropriate improvements in *programs*, and to inform their employees of changes.

Indicators:

15.1.1 System to review commitments, *programs* and procedures to evaluate effectiveness.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: The department maintains an Integrated Certification Implementation Team (ICIT).

A primary role of ICIT is the review of commitments, programs and procedures to evaluate the effectiveness of SFI standards implementation and reporting to management.

The results of the department's response to CAR requests as well as the result of internal monitoring are discussed with senior management at the annual review.

The DNR's Integrated Certification Implementation Team (ICIT) includes a representative from each DNR program. The team meets regularly.

Team leaders and Area Foresters and other supervisors work closely with field personnel to ensure that actions meet program guidance, manual codes, scientific principles, and legal requirements, all of which are consistent with the SFI requirements. Most projects require review and sign-off by at least one such supervisory personnel. Interviews confirmed that such managers conduct regular field reviews as well.

Minor NC: The FME is not consistently completing its monitoring protocol for documenting the degree to which the objectives stated in the Master Plans are being fulfilled, as well as significant deviations from these plans. Per review of publicly available monitoring reports, several are years behind (<https://dnr.wi.gov/topic/lands/masterplanning/MPReports.html>). For years during which Master Plans were under revision, for some state forests and natural areas, the webpage states "N/A" or "In active master planning process". For other years, there is a blank space for monitoring reports. Monitoring reports are currently published annually. Per interviews with FME staff, monitoring protocols are under revision and being consolidated.

15.1.2 System for collecting, reviewing, and reporting information to management regarding progress in achieving *SFI 2015-2019 Forest Management Standard objectives and performance measures*.

N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: The system includes regular meetings of the ICIT, periodic BMP monitoring on state, county and private lands, a rigorous internal audit of pesticide use, the use of WisFIRS to tract harvest and regeneration and a process to gather information for completing the APR.

The ICIT Team conducts annual internal monitoring and has a meeting to discuss the results. Confirmed by review of the meeting agenda dated July 11, 2018. The meeting included a discussion of the following:

- 1) ICIT reviewed the status of management systems changes with regard to alignment implementation.
- 2) Master plan progress summary – Warwick/Brusoe – under development.
- 3) Pesticide use records review – Heyde/Anderson.

The Bureau of Parks and Recreation had two instances of FSC HHP pesticides used by staff or volunteers. In one instance a volunteer was directed to not use a particular material and they used it anyway. The second instance was a forester on the Kettle Moraine State Forester using a formulation of Roundup™ that contains Diquat. The Bureau of Wildlife staff at the Mead Wildlife Area used an aquatic herbicide that has restricted components. More information is being gathered as to the root cause and the development of a response plan for these uses. The Department Pesticide Use Team held 3 trainings in January 2018 for a total of 205 staff that apply or supervise the application of pesticides. An internal CAR will be issued related to HHP pesticide use will be issued.

iii. Forest management monitoring, C8.2 – Prichard/Brown

Prichard will provide a summary of timber management accomplishment data to be incorporated into the FSC Annual Data Update and Annual Information Summary.

- iv. HCVF, RSA, Gap analysis update – Heyde and Sample met earlier and discussed a plan to revise the analysis and documentation for HCV identification/selection and RSAs, etc. After consulting with Kyle Meister, SCS Global, this work will be deferred because FSC US is revising the guidance for HCVFs. The work will be taken up after the revised guidance is issued.
- b. DNR alignment impacts on continued conformance to forest certification – all

Cunningham raised the concern that the responsibility for monitoring and maintaining infrastructure (roads, parking lots, trails, public water supplies, etc.) has not been clearly communicated within the Division of Fish, Wildlife, and Parks. Uncertainty exists at the field level as to who is responsible for these tasks. It was noted the FWP Division has a working group that is focused on these issues. ICIT discussed that this uncertainty may impact field operations in the NW area of the state where the audit is scheduled.

15.1.3 Annual review of progress by management and determination of changes and improvements necessary to continually improve conformance to the *SFI 2015-2019 Forest Management Standard*.

- N/A
 Conforms
 Exceeds
 O.F.I.
 Minor NC
 Major NC

Audit Notes: Agenda and memo for DNR’s annual senior management review, August 1, 2018 and the supporting documentation for this management review were the key evidence of conformance with this requirement. The review was structured to focus on issues related to the third-party audit findings from the 2017 audit as well as the 2018 internal audit findings and the following major program changes, initiatives and highlights as it relates to forest certification: agency level, internal services division, fish, wildlife and parks division and the forestry division.

(End SFI Forest Management Checklist)



WDNR 2018 SFI/FSC Recertification Audit Field Notes

20 August 2018	
FMU/ location/ sites visited	Activities/ notes
Program-wide Opening Meeting 8:00 am – 10:00 am All Auditors (Hayward, WI)	Introductions, client update, review scope of evaluation, audit plan, intro/update to FSC and SCS standards, confidentiality and public summary, conformance evaluation methods and review of open CARs/OBS, emergency and security procedures for evaluation team, reviewed audit itinerary. See Appendix 4 for DNR attendees.
Site 1: Chippewa Flowage Management Unit All Auditors DNR Staff: Teague Prichard, Doug Brown, Mark Heyde, Steve Runstrom, Matt Blaylock, Dan Yankowiak, Jim Kujala, Pat Zimmer	Features of Interest: Overview of unit's forest and land management programs. Discussed the joint agency co-operative agreement between WDNR, the U.S. Forest Service, and the Lac Courte Oreilles Band of Lake Superior Chippewa (LCO) tribe to preserve as much undeveloped shoreline as possible, as well as create partnership for the long-term management and uniform regulation of the Flowage. Observed vista, beach, and protection of shoreline. Discussed habitat drawdowns to support improved habitat and invasive eradication.
Site 2: Tract 07-15, TS 43635, Fawn Trail Sale, Stand 11 All Auditors	Feature(s) of Interest: Set up oak shelterwood prescription with large 100 foot no harvest buffer (covenant boundary). Confirmed NHI was reviewed prior to sale set up; one hit was for Bald Eagle but no active nest sites in the sale area. Forester is observing the oak trees and waiting for a good oak seed crop, then will have the site scarified before allowing the harvest to occur.
Site 3: Tract 07-15, TS 43635, Fawn Trail Sale, Stand 10 All Auditors	Feature(s) of Interest: Set up intermediate thinning of a natural pine stand with a hardwood component. Remove Maple and Aspen to prepare for future shelterwood harvest.
Site 4: CC North Prescribed Burn Ferrucci and Schulte DNR Staff: Jim Kujala, Matt Blaylock	Feature(s) of Interest: 33-acre site burned in the spring of 2018 following the "5818 CC Oak 17 Prescribed Burn Plan". Site had been harvested in the fall of 2013 with a regeneration harvest retaining pine and oak which comprised a heavy shelterwood/seed tree. Forester observed that oak regeneration was overtopped mostly by Aspen and prescribed fire, which has effectively killed the Aspen to the ground. Some Aspen sprout clumps have re-sprouted, but with far fewer stems. Forester plans to survey regeneration in the dormant season and determine next step, which could include another prescribed burn. Some adjacent areas were not burned, allowing for comparisons of effects.
Site 5: Chippewa Flowage Walking Trail Ferrucci and Schulte	Feature(s) of Interest: Mowed, well-signed hunter walking trail. Forester intends to install interpretive signs to describe management goals, treatments, and effects. As an example of how departments work together on the property, Department of Recreation is responsible for trail maintenance.
Site 6: H01-17 Airport Sale Ferrucci and Schulte	Feature(s) of Interest: A sale that is set up but will not be sold and operated until after a good mast year for oak, followed by site scarification in the red pine thinning and shelterwood prescription areas. There are three prescriptions, all with the same harvest instructions but different preparation and marking.
Site 7: Tract 3-16, Werner Road Sale Ferrucci and Schulte	Feature(s) of Interest: Auditors reviewed documentation of this completed sale including pre-harvest meeting form, harvest inspections, cutting line agreements, logger training records, contract, harvest close out form, and chain of custody documents. There was no access available at the time of the audit. The forester had obtained permission from the neighbor for harvest access. Sale contract included all relevant clauses.
Site 8: Hay Creek Boat Launch Ferrucci and Schulte	Feature(s) of Interest: Recreation site off County Highway B. There is an information kiosk with many informational and regulatory posters, a boat ramp, and a small dock. A logger who has purchased a nearby informal direct sale has agreed to also harvest and



	remove several Aspen to help reduce tree hazards under a “Miscellaneous Forest Products Permit”.
Site 9: CC North Boat Launch Ferrucci and Schulte	Feature(s) of Interest: A large, high-quality sign on Highway CC directs users to the access road. There is a boat launch and a fishing pier designed for access for fishing via wheel chair. The pier is about 2 years old and in excellent condition.
Site 10: Tract 01-18, Moss Creek Sale Boatwright and Meister DNR Staff: Dan Yankowiak, Pat Zimmer, Doug Brown	Feature(s) of Interest: Marked clearcut harvest of 62 acres with retention of pine and oak > 2” diameter and white birch < 6”. Adjacent to several small, private lake front properties. Access will have to be secured prior to harvest and property boundaries more clearly marked. Survey markers observed in the field. Discussion on property boundary maintenance and interview with stakeholder.
Site 11: Tract 05-16, Hay Creek Pine Sale Boatwright and Meister	Feature(s) of Interest: Marked red pine shelterwood of 41 acres. Mostly red pine and white pine selected as crop/seed trees with retention of aspen, oak, hemlock, spruce, and any marked trees. Prescribed burn conducted in 2016 and pre-harvest scarification conducted in 2018. Red pine regeneration just being established. Post-harvest prescribed fire is reserved as an option if there is regeneration failure.
21 August 2018	
FMU / location / sites visited	Activities / notes
Flambeau State Forest: Team Meister	
Site 1: Myers Farm	Feature(s) of Interest: Elk reintroduction site. Inspection of holding pen used to quarantine elk relocated from other regions in Wisconsin and Kentucky in which to first monitor genetics and disease of populations prior to release on the landscape. Area is closed off to public with 100 ft. buffer when occupied. Release of elk imported from Kentucky was done well after Wisconsin elk were released. Both populations started breeding with each other in 2017 per tracking and genetic information collected. Project funded via private and public sources.
Site 2: Myers Farm	Feature(s) of Interest: 4-acre oak restoration site. Site made use of an enclosure built in 2014 to acclimate elk. Site was repurposed for oak restoration to make use of the existing fence and gate to avoid elk and deer browse on planted oaks; thus, cost of enclosure not required to seek funds for oak replanting. Project funded via private and public sources. Approximately 25,000 bur and northern red oaks planted. Site treated with herbicide in 2017 and mowed in 2018 prior to planting. Oaks may receive spot herbicide treatment to control herbaceous competition or prescribed burns.
Site 3: Tract 14-16, West Lane S&P 2 Sale	Feature(s) of Interest: Red pine thinning, white spruce thinning and clearcut, and aspen coppice (retention of confers and oaks). Leave-trees designated by species or green marked. All take-trees designated by size, species or marked with orange paint. Painting system standardized over state forest system. Clearcut spruce area due to spruce budworm outbreak. Thinned spruce area has healthier individuals; scattered white spruce evident in adjacent unharvested and red pine thinning areas. Temporary stream crossing permit done with corduroy and mats over winter. Slash pulled into skid trail to control access and sediment. Discussion on landscape-level objectives; integrated meetings, review of master plans by staff, and review of site-level plans by upper level managers prior to harvest is done,
Site 4: Tract 16-16, West Lane East Sale	Feature(s) of Interest: aspen clearcut (retention of confers and oaks), single-tree selection of northern hardwood, group selection of northern hardwood to be preceded by scarification on some sites to establish regeneration, and red pine and white spruce thinning. Discussion on trespass issue and options available to resolve (e.g., land swap, purchase followed by public review, etc.). Discussion on contractor system for marking and cruising, and markets for low grade materials.



Site 5: Tract 12-17, RP x PR Sale)	Feature(s) of Interest: Interview with subcontracted logger in single-tree selection portion of a harvest that includes an aspen/red maple clearcut, plantation thinning, white pine overstory removal and select cut, and tamarack strip cuts. Inspection of logging equipment and truck. Incomplete spill kit (no absorbent material), but bucket and shovel available. No cell phone signal or radio available. Logger FISTA trained, insured, and has first aid kit and fire extinguisher onsite.
Site 6: Tract 6-14, Tree Stand Sale	Feature(s) of Interest: Interview with logging contractor and inspection of logging equipment. Fire extinguisher and first aid kit on logging machine. Incomplete spill kit (no absorbent material). Logger is insured, FISTA trained, and attends SFI courses. Both logging machines onsite have radios. Pre-harvest checklist completed in 2014 and states that contractor "will have spill kit onsite."
Site 7: Tract 24-16, Gill Lane Sale 2	Feature(s) of Interest: Northern hardwood selection (single and group), aspen clearcut (retention of conifers and oaks), preparation clearcut (understocked aspen identified pre-harvest for possible red pine conversion if post-harvest regeneration does not meet stocking), and spruce thinning. Red pine conversion identified as an option since it is not common in the area and would offer other conifer cover.
Site 8: Tract 3-17, Revenant Aspen Sale	Feature(s) of Interest: Northern hardwood selection and aspen/red maple clearcut (retention of conifers and oaks). Some smaller areas of black ash removal, overstory removal to release maple regeneration, and tamarack seed tree. Larger area to be harvested; was started, but abandoned due to weather and may be winter-harvested. Discussion on common timber sale bidding practices.
Site 9: Tract 15-16, Purple Rain Sale	Feature(s) of Interest: Northern hardwood selection harvest, aspen/red maple clearcut (retention of conifers and oaks). Inspection of selection area to observe evidence of felling and extraction techniques (chainsaw-felled; smaller, wider-tired forwarder used), and wetland buffer (15 ft., no biomass removal within buffer, and at least 50 BA maintained; minimum BMPs for wetland type exceeded). Discussion of BMP requirements and monitoring.
Site 10: Tract 19-15, Big Ox Sale	Feature(s) of Interest: Selection harvest and aspen coppice near Flambeau River Scenic Area. Riparian and visual buffers used to maintain aesthetics and recreation values. Discussion on encroachment and options, and property boundary maintenance. Discussion on white pine pathogens and strategy, and human resources and training issues within DNR.
Amnicon State Park and Brule River State Forest: Team Ferrucci DNR Staff: Doug Brown, Kevin Feind, Colleen Matula, Dave Kafura, Terry Asleson	
Amnicon State Park	Overview of FMUs forest and land management programs; final site selection.
Site 1: Office Building	Feature(s) of Interest: New building and grounds; 24-hour public access to lobby for camping registration and to use the flush toilets.
Site 2: Garage/Maintenance Shop	Feature(s) of Interest: Locked chemical storage cabinet containing fuel and oil. MSDS sheets confirmed for above and for cleaning supplies used.
Site 3: Amnicon Campground	Feature(s) of Interest: Campground loop, 32 well-designed and maintained campsites, discussed EAB find and program to manage trees in recreation areas
Site 4: Snowshoe Trail	Feature(s) of Interest: Walking trail also used for non-motorized winter sports.
Site 5: Picnic Area	Feature(s) of Interest: Day Use Picnic Area with paved parking lot, bathroom with sinks and pit toilets, water fountain, play area and large picnic shelter.
Site 6: Restoration site along Amnicon River	Feature(s) of Interest: A significant flood event on June 17, 2018 impacted the part. Major two-lane bridge was not harmed, but one site along river required restoration including grading, 3-inch rock, topsoil, see, and stabilization fabric.

Site 7: Horten Bridge Road	Feature(s) of Interest: Post-flood road repair on main road to waterfalls.
Site 8: Waterfalls and associated recreation site	Feature(s) of Interest: Upper and lower falls, covered bridge, CCC bridge, trail network, interpretive signs, parking, benches, picnic tables, outhouses.
Site 9: Tract #1-07, Sale 1640	Feature(s) of Interest: Regeneration harvest in winter 2011-2012. Most areas fully stocked with 10 to 18-foot tall Aspen coppice. Landing site not stocked with trees, but has rich, diverse cover of herbaceous plants, grass, and sedge and showing signs of significant use by deer.
Brule River State Forest	Overview of FMUs forest and land management programs; review of training, COC, and pesticide use records; final site selection.
Site 10: After Hours Ski Trail	Feature(s) of Interest: Parking lot and ski chalet for 17-mile ski trail. Chalet built in 2016 with WDNR funds supplemented by donations and support from local ski club. Facility interior is very attractive, with bright woodwork and good quality furniture. Discussed recreation facilities and trails.
Site 11: Highline West Timber Sale #620, Tract 14-17	Feature(s) of Interest: Uncut 10-acre, 67-year old, declining Aspen stand. Observed field conditions support the regeneration prescription. Reviewed planning and sale documentation.
Site 12: Miller Malarkey Timber Sale #599, Tract 3-15	Feature(s) of Interest: Completed second thinning in the largest block of a 54-acre timber sale. The red pine trees were planted in 1965 and are tall and full-crowned but with many dead limbs. No rutting observed; guidelines discussed. Good utilization to 4" tip.
Site 13: Miller Malarkey Timber Sale #599, Tract 3-15	Feature(s) of Interest: Completed clearcut of a stand of black spruce stand. Plans for regeneration include disk-trenching in two directions and then aerial seeding with mixture of jack and white pine, white cedar, and tamarack. This low, wet site was protected by location of two landings and skid trails to avoid wettest ground. Some small areas with 2 to 3-inch ruts not leading to soil movement. Tracking pad installed by logger for "back in" landings.
Site 14: Checkers Timber Sale #592, Tract 4-15	Feature(s) of Interest: Completed 82-acre Aspen regeneration harvest with retention of snags, conifers, and 1 cut tree per acre (to provide drumming logs for Ruffed grouse). Confirmed that 2 loggers had FISTA training and contract included required clauses.
Site 15 Fun Fir Timber Sale #622, Tract 11-17	Feature(s) of Interest: Sold, uncut 80-acre regeneration harvest of an Aspen-fir-hardwood dominated stand. Confirmed the presence of species designated for retention: white pine, white spruce, white cedar, and yellow birch. Harvest layout buffered headed of drainages. Confirmed field review by the WDNR Regional Ecologist, who did not request any changes in proposed approach.
Site 16 Old Fence Timber Sale #617, Tract 11-15	Feature(s) of Interest: 54-acre regeneration treatment in several blocks. Active harvest by FISTA-trained loggers; whole-tree operation. Reviewed merchandizing "sorts" including chipping small balsam fir for energy or pellet chips, Aspen pulpwood and excelsior, and birch-maple pulpwood. Reviewed sale contract which included required clauses. Observed blue painted trees on private boundary lines and red painted internal sale boundaries.
Site 17 Secret Spot Timber Sale #615, Tract 9-15	Feature(s) of Interest: The regeneration prescription portion of a 55-acre sale which has not yet had any logging. Reviewed marking and layout. There is a stream along the southern boundary of the main, northernmost block that may meet the definitions in the BMP guide of navigable. It clearly has a defined bed and banks with a width of more than 3 feet. The sale layout did not include retention of sufficient trees in the 100-foot RMZ to meet the stocking requirement (60-80 square feet of basal area per acre, described as selection harvests to promote long-lived species), and there is no documentation of an exception. The June 17, 2018 storm appears to have created a wider channel, which the



	planning forester considered to be a drainage-way. There is an Opportunity for Improvement in the design of the sale to better document the BMP.
Site 18 Secret Spot Timber Sale #615, Tract 9-15	Feature(s) of Interest: Marked selection harvest in a small portion of the larger sale described in the previous site.
Crex Meadows Wildlife Area and Governor Knowles State Forest: Team Schulte DNR Staff: Mark Heyde, Sarah Herrick, Jim Ulmaniec, Luke Krueger, Kyle Anderson, Jay Riewestahl, Mike Wallis, Mack Glasby	
Site 1: Phantom flowage	Feature(s) of Interest: There was a drawdown this spring to encourage establishment of desired emergent vegetation species. Wild rice is harvested by tribal members and the general public. Staff consult with tribal representatives on management of water levels for wild rice. Wide variety of bird species observed. Visitors come from all over the world to see up to 7,000 sandhill cranes per day during migration.
Site 2: Tribal firewood harvest	Feature(s) of Interest: After prescribed fires for habitat creation/maintenance the large oak trees left from the harvest die off and the partially burned trees create a hazard. Staff worked with tribal members from the St. Croix Chippewa Indians of Wisconsin to identify areas where these trees could be harvested to provide a supply of firewood for the tribe and to enhance safety for future burning areas.
Site 3: Crex Sand Prairie SNA	Feature(s) of Interest: This State Natural Area (SNA) is 80 acres and was established in 1958. The area has been used to study the effects of prescribed burns from the SNA's inception in the 1950s.
Site 4: Sale CM3-18	Feature(s) of Interest: Sold, not harvested. Oak stand was harvested in 2014. An island of reserve was left at the time. The area was scheduled for a burn to create open brush prairie (barrens) but there was concern about the residual trees being unsafe for the burn. A sale was developed to remove the reserve trees to allow for a safe burn.
Site 5: Sale CM2-18	Feature(s) of Interest: Sold, not harvested. 62-acre oak stand is part of a larger stand identified for conversion to barrens. Other portions had previously been harvested. This is the last remaining section to be converted. Red pine and white pine under 8 inches will be retained in the 28-acre jack pine/white pine stand north of the road. That unit will not be burned.
Site 6: Sale CM 0780216	Feature(s) of Interest: Completed sale. Small direct sale of three acres. Oak reserve island left during a previous harvest prior to shift in management approach. Sold to contractor conducting a thinning nearby.
Site 7: Sale CM 780-217	Feature(s) of Interest: Completed sale. The area was formerly County property. The red pine stand is slated to be converted to contribute to the "rolling barrens" which will create connectivity for sharp tailed grouse and other species requiring landscape level large open barrens. Until the area is ready to be converted the stand will be managed for red pine. There is some small amount of salvage from 2011 windstorm.
Site 8: Plantation CM 3-18	Feature(s) of Interest: Chemical application. Stand harvested in 2016 and sprayed in 2017 planted spring on 2018. Will do survival check and bud cap in the fall. Reviewed contract with applicator, Pesticide Use Approval application, prescription, and map.
Site 9: Tract GK 0780-116	Feature(s) of Interest: Over mature jack pine stand. Active harvest sale but contractor had moved to another sale and was not on-site during audit. Whole tree harvest for biomass. The sale was set up by a consulting forester. Access to sale areas is difficult because there is a wetland on one side and private landowner on the other. Worked with landowner to develop road access. A portion of the stand was scarified and jack pine sprouts were observed.
Site 10: Tract GK 50-18	Feature(s) of Interest: Sold, not harvested. Oak, aspen, and jack pine stand. Stand improvement. Leave white pine. Installed culvert in drainage ditch to allow access and pushed in new road. RMZ indicated on map but not flagged in the field yet. Stream

	crossing to be installed for operations. Permits obtained in conjunction with the hydrologist.
Bayfield County State Natural Areas: Team Boatwright	
Bayfield County State Natural Areas	WDNR Staff attending: Matt Blaylock - Park Falls Area Forestry Leader, Ryan Magana – Ecologist Spooner Office, Eric Serrine Barnes Team Leader T8
Site 1: Port Wing SNA Timber Sale: 02-16	<p>Feature(s) of Interest: Port Wing Boreal Forest encompasses two areas of northern dry-mesic forest on sand spits inland from the present Lake Superior shoreline. The forest has distinct boreal characteristics. Large white and red pines (to 30” diameter) form a canopy over white spruce, balsam fir, red maple, white birch, mountain maple, yellow birch, and white cedar. Recent wind events have blown down some of the largest trees, which were salvaged to reduce the threat of fire.</p> <p>The decision to make a salvage sale was done after consultation with various staff and the adjoining property owners. Sale area included approximately 18 acres and involved removing wind- blown material. Sale area included a 100-foot strip on both sides of a portion of Lakeview and Big Pete Roads.</p>
Site 2: Port Wing SNA 2017 Planting Project	<p>Feature(s) of Interest: Approximately 10 acres of the sale area described above was hand planted with white and red pine, white spruce and white cedar in small gaps and beneath the sparse pine canopy. Planting mix mirrors the existing stand except for balsam fir and white birch.</p>
Site 3: Port Wing SNA 2017 Statewide Natural Area Fuels Reduction Project <i>Unscheduled</i>	<p>Feature(s) of Interest: Forest fire fuels reduction project originally scheduled for 3 residences and, once work began, 2 additional residences signed up. WDNR coordinated this fuel reduction project on behalf of the landowners. The work was paid for by the WUI/Lake Superior Basin funding. Work involved contracting with a logger to do the following:</p> <ul style="list-style-type: none"> • Within 30 feet of each building – Cut and remove all live and dead balsam, brush, dead tree material and any overstory trees identified by the landowner; <p>Within 100 feet of each building – Clear and remove all brush and slash and remove all live and dead balsam and birch</p>
Site 4: Port Wing SNA Timber Sale: 01-15 <i>Unscheduled</i>	<p>Feature(s) of Interest: 2015 fire salvage sale on about 1 acre which was planted in with white and red pine, white spruce and white cedar. WDNR foresters and ecologists met to discuss the salvage. The decision was made to move forward due to the danger the dead large very tall trees presented to the adjoining landowners.</p>
Site 5: Port Wing SNA Active Eagle Nest <i>Unscheduled</i>	<p>Feature(s) of Interest: Observed nest in a large white pine near the edge of Lake Superior. WDNR conducts an annual eagle nest survey to determine which nests are active.</p>
Site 6: Port Wing SNA Public Parking Area <i>Unscheduled</i>	<p>Feature(s) of Interest: Parking Area providing access to the Lake Superior shore constructed by WDNR.</p>
Site 7: Lost Creek Bog SNA Planting Project	<p>Feature(s) of Interest: Part of the Bad River Watershed Association’s proposal “Growing the Next Generation of Forest and Steward”. The plan is to convert short-lived aspen forest to longer-lived coniferous tree species through planting target species. The conversion is in line with the landscape management goals to moderate the flow of water in streams throughout the Lake Superior watershed and will contribute to a diverse land cover including a mix of deciduous and coniferous forests.</p> <p>Under planting included white and red pine and white spruce</p>
Site 8: Lost Creek Bog SNA Timber Sale: 01-16	<p>Feature(s) of Interest: Unsold red pine plantation 1st thin marked by consultant. Trees marked in green paint are to be retained. Marking effort appeared to be reasonable</p>



	leaving a target of about 80 sq. ft. basal area/acre. Consultant also marked a skid trail through a wet area. Sale limited to dry or frozen ground conditions.
Site 9: Bark Bay Slough SNA recent acquisition <i>Unscheduled</i>	Feature(s) of Interest: 2015 acquisition using an EPA grant called the Great Lakes Acquisition Initiative including 37 acres.
Site 10: Bark Bay Slough SNA Parking Area and Boat Ramp <i>Unscheduled</i>	Feature(s) of Interest: Built and maintained by WDNR on Bark Bay.
22 August 2018	
FMU / location / sites visited	Activities / notes
Spring Creek Wildlife Area (W.A.), Kimberley Clark W.A., and Hay Creek Hoffman Lake W.A (HC-HL W.A.): Team Meister DNR Staff: Teague Prichard, Chris Bender, Heidi Brunkow, Maggie Lorenz, Nolan Kriegel, Pat Zimmer, Laine Stowell	
Site 1: Tract 1-18, Spring Creek W.A.	Feature(s) of Interest: Aspen and mixed hardwood sale, sold and unharvested. Retention of oak, hawthorn (<i>Craetagus</i> spp.) and conifers. Discussion of local timber markets and pre-sale checklist, which is completed onsite prior to equipment entering. There may be follow-up during regular harvest inspections. Inspection of stream crossing to be repaired in cooperation with local recreation-user group. Adjacent to flowage managed for wildlife, water supply, and wild rice cultivation. Flowage has four main points of water level control; lowering of reservoirs done over multi-year rotations to allow for wild rice to seed in more heavily every four years, thus allowing impacts to the resource to be controlled. Areas heavy to lily pad often die off during lowering and become floating beds of wild rice, which serves as a mobile seedbank.
Site 2: Tract 1-18, Spring Creek W.A.	Feature(s) of Interest: Harvest site is adjacent to flowage managed for wildlife, water supply, and wild rice cultivation. Flowage has four main points of water level control; lowering of reservoirs done over multi-year rotations to allow for wild rice to seed in more heavily every four years, thus allowing impacts to the resource to be controlled. Areas heavy to lily pad often die off during lowering and become floating beds of wild rice, which serves as a mobile seedbank.
Site 3: Tract 1-17, Kimberley Clark W.A.	Feature(s) of Interest: Selection harvest of Northern hardwood stand; oaks, conifers (hemlock, white pine, cedar) to be retained. Inspection and discussion of road access and upgrades. Observation of canopy gap areas to be widened to release established sugar maple regeneration. Observation of retained hemlock-pine area that is protected by wetlands and vernal pools on all three sides. Discussion of continuing education training opportunities for forestry and wildlife staff through DNR and via outside training providers; and human resources issues.
Site 4: Tour of Kimberley Clark W.A. special management features	Feature(s) of Interest: Observation of prescribed burn areas, which are rotated to promote staggering of age classes for grouse species forage; more wild rice areas managed through strategic lowering over multiple years; gravel pit; elk food plots planted with clover and timothy grass; orchard planted with American plum and ornamental crabapple for grey fox and grouse forage; and multiple-age classes of aspen managed through fire or sheering for grouse and elk habitat.
Site 5: Tract 5-17, Rifle Range (HC-HL W.A. for remaining sites)	Feature(s) of Interest: Aspen clearcut and northern hardwood selection harvest to be harvested during dry and/or winter frozen leaf-off conditions. Upgrades to rifle range to be done in conjunction with harvest via cooperation with recreation-user group.
Site 6: Tract 1-17, Snake Skin	Feature(s) of Interest: Completed aspen coppice (17-acre) with retention of aspen snags for cavities used by small birds and mammals. Some mature aspen retained at edges. Logged during dry, spring conditions. All balsam cut, but still present at unit edges.



Site 7: Tract 2-16, Wool Pants	Feature(s) of Interest: Active aspen-red maple clearcut with northern hardwood selection unit; retention of cherry, oak, and conifer (except balsam firs) within aspen area and retention of oak within selection. Inspection of logging equipment and interview with contractor. All trainings (e.g., FISTA) and insurance up-to-date; complete spill kit onsite and verified. Logger has cell phone and radios, as observed in equipment.
Site 8: Tract 2-17, Dark balsam	Feature(s) of Interest: Active clearcut of aspen-spruce-balsam stand to regenerate aspen. Retention of mature aspen and conifers at unit edges; unit is bound by wetlands, so there is no risk of losing since there will be no harvest in wetlands. Interview with logging contractor's employee; spill kit is complete, but has no radio or cell signal.
Site 9: Tract 2-18, Syrup shack	Feature(s) of Interest: marked and sold northern hardwood selection harvest, including larger openings (60-80 ft. in diameter) to release established saplings and understory regeneration. Adjacent to several private landowners; property boundary marked with blue paint as observed onsite. Notification letters sent to all adjacent landowners and no comments received. Discussion on training and advancement opportunities.
Brule River State Forest: Team Ferrucci DNR Staff: Mark Heyde, Dan Kephart, Dave Schulz, Terry Asleson, Zak Neitzel	
Site 19: Brule River State Forest Shops and Maintenance Buildings	Feature(s) of Interest: Recently upgraded and expanded shops and garages. Equipment for property maintenance and fire-fighting, facilities for maintenance and sign building. Storage areas for oil and fuel. MSDS Binder was empty, and MSDS sheets were not immediately available.
Site 20: Ski Trail Sale #609, Tract 22-15	Feature(s) of Interest: Aspen portions of a 125-acre regeneration harvest in the vicinity of a heavily-used cross country ski trail system. The harvest occurred in the fall of 2017 using 2 processors and 2 forwarders that ran with tracks over wheels. Confirmed uncut buffer protecting 1-2-foot-wide intermittent stream, use of logging slash to minimize ground impacts, and limited rutting despite an unusually wet period. Sale design effectively managed visual impacts on ski trail.
Site 21: Ski Trail Sale #609, Tract 22-15	Feature(s) of Interest: Hardwood-aspen-fir portions of regeneration harvest. An interior non-forested wetland and adjacent ski trails were not impacted.
Site 22: Road Spur and Hunter Access Walking Trail near Sale #608	Feature(s) of Interest: Impacts on hunter walking access trail when used to access timber harvest. Following the harvest, a layer of gravel was placed on the first portion of road and crowned. A sloping, 150-foot section of this permanent, not yet gated road has some minor surface erosion. Discussed maintenance procedures, agency responsibilities between Recreation and Forestry, and budgets.
Site 23: Castle Salvage Sale #607 Tract 18-16	Feature(s) of Interest: This hilly, sloping stand had significant wind storm damage in July 2016. A 42-acre regeneration and salvage harvest completed May 2017 resulted in a dense stocking of Aspen suckers with scattered and clumped green tree retention.
Site 24: Killer Jack Pine Regeneration Treatments	Feature(s) of Interest: This site is being managed to provide habitat for the Kirtland's warbler. The 2012 jack pine harvest, which intentionally left Red Pine and considerable dead and down wood, did not result in successful natural regeneration. The 2016 follow up whole-tree harvest removed remaining trees to facilitate site preparation and planting. As part of equipment operator training numerous fire plow dozers created large plow furrows at 6-7 foot spacing. By design, patches were skipped. Jack pine was planted closely in the spring of 2017; these trees are already 1.5 to 2 feet tall, with high survival percentage. The northern 1/3 of the site was also seeded aurally.
Site 25: Kurt's Deep Depression Scientific Natural Area (SNA)	Feature(s) of Interest: SNA observed from vehicle; no harvesting or activity was observed in this vegetated kettle-hole depression.

<p>Site: 26: Rush Lake SNA</p>	<p>Feature(s) of Interest: Lunch stop; discussed this SNA and its management and protection. Access is by foot only, and surrounding forest cover is not intensively managed.</p>
<p>Site 27: Motts Ravine SNA</p>	<p>Feature(s) of Interest: The 600-acre Motts Ravine SNA and surrounding Mott's Ravine Native Community Management Area were discussed and visited. The long-term goal is to develop a 200-400-acre core barrens through periodic burning and then maintain as a barren. The surrounding portions of the SNA and some of the larger management area are being converted to Jack pine for management on a 50-year cycle, rotating the younger managed Jack pine stands around the core area. The younger pine stands provide barrens-type structure for up to 10 years, contributing to a larger effective patch size that creates a "rolling barrens system".</p>
<p>Site 28: Mott's Ravine Sale #603, Tract T1-16</p>	<p>Feature(s) of Interest: 97-acre whole tree chip harvest to prepare for burn to support management for barrens habitat. The site will be added to the barren management fire plan.</p>
<p>Site 29: Burn Unit M152 Mott's North</p>	<p>Feature(s) of Interest: 65-acre burn was completed here on 8.06.18 to maintain and enhance barrens habitat. Burn objectives were met, with a hot burn that was at the upper limit of intended fire intensity. Observed nearly complete top kill of the target scrub oak. This is the third burn at five-year intervals; the fire manager is working towards shortening the burn interval to achieve more progress towards a greater portion of the habitat unit without woody vegetation. Adjacent burn unit on south side of road has some areas closer to long-term goal. Discussed attempting to burn at 3-year point as recent wet years have accumulated more fuel.</p>
<p>Site 30: Stones Sign Pine Sale #626, Tract 3-18</p>	<p>Feature(s) of Interest: Planned, sold final harvest of 71-year old, 14-acre red pine plantation that is located along public highways in narrow strips. Stand will be replanted with red pine and without site preparation, both due to visual concerns along highway.</p>
<p>Site 31: Snowmobile Trail south of Highway S</p>	<p>Feature(s) of Interest: Forest road and snowmobile trail located on very sandy soils, mostly flat or gently sloping. Road/trail is in good condition with no signs of significant erosion or puddling. The rapid percolation of water and the presence of grass in center and edges help overcome the somewhat limited provisions for drainage.</p>
<p>Site 32: Blow Me Down Sale #610, Tract 24-15</p>	<p>Feature(s) of Interest: This 28-acre salvage and regeneration harvest borders the North Country Trail. The goal is to regenerate a stand similar in composition to the cut stand (aspen, jack pine, fir, and scrub oak). To ensure adequate scarification the contract required whole-tree or pole skidding; the buyer employed chipping of tops of whole trees that were skidded. Observed retention of snags, down woody debris, and green trees consistent with WDNR policies.</p>
<p>Site 33: North Country Trail</p>	<p>Feature(s) of Interest: Portions of the long-distance hiking North Country Trail were walked, included a section benched into the upper slope of the Brule River valley and a section within the salvage harvest area described in Site 32. There is a stand of large red pine in the uncut area that had been flagged for possible harvest in WisFirs, but foresters decided not to harvest due to proximity to the trail and location on the steep slope.</p>
<p>Site 34: Stone's Bridge Canoe Landing</p>	<p>Feature(s) of Interest: Canoe landing, benched platform for staging, parking lot, toilet buildings, picnic tables, and information kiosk are all well-built and maintained.</p>
<p>Site 35: Case of the Vapas Timber Sale #595, Tract 17-15</p>	<p>Feature(s) of Interest: Completed second thinning in a high-quality red pine plantation. The harvest was done by a FISTA-trained logger in 2016. The 400-foot buffer from the Brule River was respected.</p>
<p>Site 36: Forest road used for Timber Sale #595</p>	<p>Feature(s) of Interest: This permanent, open road on flat to gently-sloping terrain has a grassy surface with limited signs of water movement.</p>

Site 37: Brule River	Feature(s) of Interest: Brule River, 400-foot no-harvest buffer containing portions of Brule Bog, and stands of White cedar and White spruce were inspected. The forests in the buffer are serving to protect water quality and provide older forest habitat of value.
Site 38: Ander Vapa Presale Scarification	Feature(s) of Interest: A sale will be set up to regenerate a mixed stand similar to existing stand. A heavy scarification treatment was recently completed to provide suitable seedbed conditions for pine, birch and oak germination.
Site 39: Brule River Picnic Area and Canoe Launch	Feature(s) of Interest: Recreation site that is well-designed and maintained. Observed people canoeing, walking, and enjoying the river.
Governor Knowles State Forest and Fish Lake Wildlife Area: Team Schulte DNR Staff: Doug Brown, Jim Ulmaniec, Luke Krueger, Kyle Anderson, Mike Wallis, Mack Glasby, Steve Runstrom, Paul Heimstead, Dave Kafura, Kyle Young	
Site 1: GK Kartarak Sale	Feature(s) of Interest: Archeological site. The forester was setting up the sale and ran the search on the archeological database. When he received a hit during the search he contacted the Department Archeologist to get guidance. The archeologist confirmed that there was a site on the sale and identified a point to buffer. Viewed no cut buffer on the ground.
Site 2: Tract DNR GK 20-18 Sale 287 Sunrise	Feature(s) of Interest: Sold, not harvested. Research site for buckthorn treatments. Stands of aspen and oak. Applying a variety of treatments including goats, mowing, blade scarification, basal herbicide, and broadcast spraying. Harvest prescriptions are clearcut and shelterwood. The project is tracking costs and results in order to inform buckthorn treatment moving forward. Large buffer on St. Croix River due to US Park Service ownership along river.
Site 3: Tract GK 10-17 Sale Goat Prairie Sterling Barrens SNA	Feature(s) of Interest: Sold, not harvested. The forester marked the sale with staff from Wildlife and NHC to identify wildlife trees. Because the sale is on the Sterling Barrens SNA there is a specific prescription for it in the Master Plan. Objective of oak savannah creation.
Site 4: Tract GK 10-16 Sale Horse Trade	Feature(s) of Interest: Marked and sold, not cut. Oak, aspen, white pine, and jack pine stands. Clearcut and white pine thinning. The Trade River runs through the sale. RMZ buffers marked in red paint observed on the ground. The blue paint property boundary identified on the map could not be located on the ground. Across Evergreen Avenue from the sale is a Horse Day Use area.
Site 5: Tract FL 1-18	Feature(s) of Interest: Marked and sold, not cut. Oak stand conversion to barrens. Part of the sale will be burned after harvest. Cultural site avoided. Adjacent to Fish Lake Meadows SNA.
Site 6: Logging Creek	Feature(s) of Interest: Ford installation in 2016 in preparation for red pine harvest. Forester worked with hydrologist to design, obtain permit, and install the ford. This was chosen as the best option because there will be repeated visits to the red pine stands in the future.
Site 7: Tract FL 719-116 Grettum Pine	Feature(s) of Interest: Marked and sold, not cut. White pine thin and release. Worked with wildlife to mark wildlife and den trees. Cemetery on north side of sale.
Bayfield County State Natural Areas: Team Boatwright	
Site 1: Inch Lake SNA Timber Sale: 01-18	Feature(s) of Interest: Inch Lake SNA features two undeveloped lakes surrounded by wetlands and rolling upland forest. The property abuts the Chequamegon-Nicolet National Forest to the south. Inch Lake is a 31-acre undeveloped, soft-water seepage lake containing largemouth bass, yellow perch, and panfish. The 41-foot deep lake is classified as a "wild lake", an increasingly uncommon feature as development pressure intensifies in northern Wisconsin. No motors are allowed and only artificial lures may be used. These

	<p>special regulations will provide important research opportunities related to fishing. Surrounding the southern portion of Inch Lake is a diverse northern mesic forest dominated by red pine, red oak, and aspen. Canopy associates include white spruce, white pine, and paper birch. The shrub layer contains abundant American hazelnut and sugar maple saplings. Understory species include Indian pipe, sweet fern, interrupted fern, and blueberries.</p> <p>The unsold and marked sale area consists of about 74 acres of northern dry-mesic forest dominated by large red pine and red oak with a diverse ground flora. Species include bracken fern, wood betony, big-leaved aster, thimbleberry, American starflower, and wild sarsaparilla. The site also features scattered wetland depressions vegetated with wool grass, leather leaf, and sphagnum moss. Objectives in the red pine stands are to thin from below and control stocking. Objective for the red oak stands is to conduct a shelterwood harvest to promote regen.</p>
<p>Site 2: White River Fishery Area Timber Sale: 01-15</p>	<p>Feature(s) of Interest: The White River System Fishery Area includes some of the choicest trout waters found anywhere in the State of Wisconsin. The streams on this system are renowned for their ability to provide quality trout angling year after year, and the fact that they are among the few trout streams in all of Wisconsin where a naturally reproducing population of rainbow trout exists.</p> <p>The completed and closed out portion of the sale visited consisted of an oak seed tree cut. Sale area contained good snag and single tree retention. The area was scarified prior to the sale and good oak regen was observed.</p> <p>The logging operation included a hot saw, skidder and loader and WDNR constructed water bars on the main skid trail along an 80-yard stretch with a 7% slope. The bars were incorrectly constructed as they were perpendicular to the water flow, has no outlet and the bars were not compacted (very sandy soil).</p> <p>In addition, an 8 sq. ft. hydraulic fluid stain was observed on the logging deck. The spill was not addressed at sale closeout.</p>
<p>Site 3: White River Fishery Area Timber Sale: 01-16</p>	<p>Feature(s) of Interest: 136-acre regen harvest of aspen, balsam and red maple that has reached full rotation age. Observed good single tree and snag retention and adequate width SMZs along riparian areas. Logging crew used harvester/forwarder.</p> <p>Documents reviewed for all completed timber sales included:</p> <ul style="list-style-type: none"> • Timber Sale Notice and Cutting Report • Timber Sale Contract • Timber Sale Pre-Harvest Checklist • Timber Sale Close-out Checklist <p>Harvest Inspection Reports</p>
<p>Site 4: White River Fishery Area Timber Sale: 01-17</p>	<p>Feature(s) of Interest: Unsold 130 acre regen harvest of aspen, balsam and red maple that has reached full rotation age. Observed adequate width SMZs along riparian areas. Sale is marked to use single tree and snag retention.</p>
<p>Site 5: Bibon Swamp SNA Timber Sale: 02-15</p>	<p>Feature(s) of Interest: Bibon Swamp, the largest wetland in Bayfield County, occupies the basin of an extinct glacial lake drained by the White River, a hard, cold water trout stream. The community types of this 15-square mile lowland are unusually varied for such a topographically uniform basin. Portions are forested with a rich wet-mesic conifer swamp of medium-sized white cedar, although trunk coring revealed that at least parts of the stand are in excess of 150 years old. Bunchberry, twinflower, small bishop's-cap and a number of orchid species are representative of the ground layer here. Resident birds include Nashville, parula, and Canada warblers, and winter wren. Bordering the cedar swamp is wet forest dominated by black ash, with a ground layer of speckled alder, sensitive fern, wood nettle and poison ivy. Black and white warbler, veery, and red-eyed vireo are common nesting birds.</p>

	<p>Area visited included a 73-acre active white birch regen harvest using seed tree retention. The area will be scarified when the sale is complete. All aspen was retained to minimize root suckering and reduce competition for white birch. Observed a portion of a mile-long woods road that connected the referenced sale to another stand. The area observed included an intermittent stream crossing that had used logs and mats and was cleaned out adequately. A 500-year rain event caused a portion of the roadside ditch to blow out, resulting in sand being deposited in the stream.</p>
<p>Site 6: Bibon Swamp SNA Timber Sale: 01-17</p>	<p>Feature(s) of Interest: Area visited included a 156-acre completed aspen regen cut with single tree and bunch retention. The management objective was to break up a very large stand of aspen and spread out the harvest across a longer time period. No issues were observed and the logger did a nice job of grading the main haul after harvest completion.</p>
<p>Bayfield County State Natural Areas: Boatwright</p>	<p>WDNR Staff attending: Matt Blaylock - Park Falls Area Forestry Leader, Ryan Magana – Ecologist Spooner Office, Sarah Herrick – Heritage Trust, Eric Sirrinc Barnes Team Leader T8, Jake Koonan – Forester and Sarah Stack – Forester.</p>
<p>Site 1: Inch Lake SNA Timber Sale: 01-18</p>	<p>Feature(s) of Interest: Inch Lake SNA features two undeveloped lakes surrounded by wetlands and rolling upland forest. The property abuts the Chequamegon-Nicolet National Forest to the south. Inch Lake is a 31-acre undeveloped, soft-water seepage lake containing largemouth bass, yellow perch, and panfish. The 41-foot deep lake is classified as a "wild lake", an increasingly uncommon feature as development pressure intensifies in northern Wisconsin. No motors are allowed and only artificial lures may be used. These special regulations will provide important research opportunities related to fishing. Surrounding the southern portion of Inch Lake is a diverse northern mesic forest dominated by red pine, red oak, and aspen. Canopy associates include white spruce, white pine, and paper birch. The shrub layer contains abundant American hazelnut and sugar maple saplings. Understory species include Indian pipe, sweet fern, interrupted fern, and blueberries.</p> <p>The unsold and marked sale area consists of about 74 acres of northern dry-mesic forest dominated by large red pine and red oak with a diverse ground flora. Species include bracken fern, wood betony, big-leaved aster, thimbleberry, American starflower, and wild sarsaparilla. The site also features scattered wetland depressions vegetated with wool grass, leather leaf, and sphagnum moss. Objectives in the red pine stands are too thin from below and control stocking. Objective for the red oak stands is to conduct a shelterwood harvest to promote regen.</p>
<p>Site 2: White River Fishery Area Timber Sale: 01-15</p>	<p>Feature(s) of Interest: The White River System Fishery Area includes some of the choicest trout waters found anywhere in the State of Wisconsin. The streams on this system are renowned for their ability to provide quality trout angling year after year, and the fact that they are among the few trout streams in all of Wisconsin where a naturally reproducing population of rainbow trout exists.</p> <p>The completed and closed out portion of the sale visited consisted of an oak seed tree cut. Sale area contained good snag and single tree retention. The area was scarified prior to the sale and good oak regen was observed.</p> <p>The logging operation included a hot saw, skidder and loader and WDNR constructed water bars on the main skid trail along an 80-yard stretch with a 7% slope. The bars were incorrectly constructed as they were perpendicular to the water flow, has no outlet and the bars were not compacted (very sandy soil).</p> <p>In addition, an 8 sq. ft. hydraulic fluid stain was observed on the logging deck. The spill was not addressed at sale closeout.</p>
<p>Site 3: White River Fishery Area Timber Sale: 01-16</p>	<p>Feature(s) of Interest: 136-acre regen harvest of aspen, balsam and red maple that has reached full rotation age. Observed good single tree and snag retention and adequate width SMZs along riparian areas. Logging crew used harvester/forwarder.</p> <p>Documents reviewed for all completed timber sales included:</p>



	<ul style="list-style-type: none"> • Timber Sale Notice and Cutting Report • Timber Sale Contract • Timber Sale Pre-Harvest Checklist • Timber Sale Close-out Checklist • Harvest Inspection Reports
Site 4: White River Fishery Area Timber Sale: 01-17	Feature(s) of Interest: Unsold 130 acre regen harvest of aspen, balsam and red maple that has reached full rotation age. Observed adequate width SMZs along riparian areas. Sale is marked to use single tree and snag retention.
Site 5: Bibon Swamp SNA Timber Sale: 02-15	<p>Feature(s) of Interest: Bibon Swamp, the largest wetland in Bayfield County, occupies the basin of an extinct glacial lake drained by the White River, a hard, cold water trout stream. The community types of this 15-square mile lowland are unusually varied for such a topographically uniform basin. Portions are forested with a rich wet-mesic conifer swamp of medium-sized white cedar, although trunk coring revealed that at least parts of the stand are in excess of 150 years old. Bunchberry, twinflower, small bishop's-cap and a number of orchid species are representative of the ground layer here. Resident birds include Nashville, parula, and Canada warblers, and winter wren. Bordering the cedar swamp is wet forest dominated by black ash, with a ground layer of speckled alder, sensitive fern, wood nettle and poison ivy. Black and white warbler, veery, and red-eyed vireo are common nesting birds.</p> <p>Area visited included a 73-acre active white birch regen harvest using seed tree retention. The area will be scarified when the sale is complete. All aspen was retained to minimize root suckering and reduce competition for white birch. Observed a portion of a mile-long woods road that connected the referenced sale to another stand. The area observed included an intermittent stream crossing that had used logs and mats and was cleaned out adequately. A 500-year rain event caused a portion of the roadside ditch to blow out, resulting in sand being deposited in the stream.</p>
Site 6: Bibon Swamp SNA Timber Sale: 01-17	Feature(s) of Interest: Area visited included a 156-acre completed aspen regen cut with single tree and bunch retention. The management objective was to break up a very large stand of aspen and spread out the harvest across a longer time period. No issues were observed and the logger did a nice job of grading the main haul after harvest completion.
23 August 2018	
FMU / location / sites visited	Activities / notes
Stakeholder interviews and document review: Team Meister	
Minong, Wisconsin Area: Team Ferrucci DNR Staff: Larry Glodoski, Heather Berklund, Kyle Young, Nancy Christel, Tobi Clark	
8:30 am: Arrive at Minong Ranger Station	Introductions, review audit, brief overview of audit process and progress, review daily itinerary.
Site 1: Minong Ranger Station garages	Feature(s) of Interest: Chemical storage cabinets and MSDS sheets, which includes observed chemicals, oils, and fuels.
Totogatic Wild River	Introductions; Overview of FMU; final site selection. Property manager and Forester
Site 2: Five Mile Furrows Sale #6610, Tract 6-15	Feature(s) of Interest:
Site 3: Namekagon Barrens Wildlife Area South Unit, Scenic Overlook	Overview of FMU with a focus on prescribed burning and vegetative responses of Burn Unit 35 within view, which is being prepared for a fall 2018 or spring 2019 burn. The property manager and the District Forestry Leader exchanged views on the benefits and

	challenges of spring season burns, which are more-challenging to staff. Burns are conducted at 4 to 12-year or longer intervals, with an attempt to vary season of burn.
Site 4: Sale #6615, Tract 1-16	Feature(s) of Interest: This 60-acre area was harvested to create young forest conditions to support habitat goals in the wildlife area. The site is too steep and poorly-located to include within the area of regular prescribed burns.
Site 5: Namekagon Barrens Wildlife Area North Unit, Burn Unit 31	Feature(s) of Interest: Discussed timing and vegetative responses following burns, and the next scheduled burn.
Site 6: Namekagon Barrens Wildlife Area North Unit, Burn Unit 23	Feature(s) of Interest: Discussed timing and vegetative responses following burns, and the next scheduled burn.
Site 7: Recent Timber Harvest	Feature(s) of Interest: Completed harvest in recently-acquired parcel. The goal was to remove the forest cover (leaving some isolated trees) to set up site for the first burn to create barrens habitat. Harvest goals were met.
Site 8: Mandatory: 42348, Tract 1-16, sale # 6615	Feature(s) of Interest: Active harvest suspended due to no market for the products available from the immature timber. Carlson Timber Products has an open, active timber harvest on the Namekagon Barrens Wildlife Area (Sale #6615, Tract 1-18) with about 100 cords of pine trees felled and bunched in the woods or on the landing that may soon exceed the 30-day limit for removal. There is a wood chipper on site. The main intended market for these small trees was to be one or more biomass facilities in Minnesota, but Excel Energy recently and unexpectedly closed the facilities. Carlson has no market for the volume of wood on the ground and the much larger volume remaining standing on the remaining sale area.
Beaver Brook Wildlife Area	<p>Overview of FMU: “Wildlife management and related non-motorized recreation are the primary goals and uses for the property. Many in-stream trout habitat improvements and surveys are conducted on the trout stream. Regular aspen, oak and pine management timber sales are conducted to improve wildlife habitat. Old fields are managed for grassland habitat by conducting periodic prescribed burns.</p> <p>State Natural Area designation was recommended for a 240-acre site contains the most botanically diverse site known in the Northwest Sands Ecological Landscape. The cranberry beds and associated flows have been restored to trout stream and wetlands.” Source: Beaver Brook Wildlife Area Program page accessed 8.23.18</p> <p>Planners are working on a master plan to include this wildlife area as part of planning mostly focused in the northwest sands. This “out of sequence” planning is driven by the need to resolve a long-standing dispute over the suitability of the parcel for a bike trail. An acceptable trail corridor has been identified for inclusion in the master plan, allowing the trail to be built after approval of plan and of trail design and funding.</p>
Site 9: Sale #6608, Tract 4-15,	Feature(s) of Interest: Completed improvement thinning in a 95-acre Red Oak stand and new section of logging access road spur were reviewed. Silviculture was reviewed; residual stand includes many large-crowned, well-formed and healthy red oaks, as well as some trees with form and structure (branches, multiple stems, decadent portions) which are desirable for wildlife habitat. New logging access spur has been graded and water bars installed. The water bars are spaced somewhat further than per BMP manual because there was no suitable location for them closer; some surface erosion is occurring, but the water bars are catching most sediment and moving the water to the nearby forest as per design.
Site 10: Accessible Hunter Walking Trail	Feature(s) of Interest: The road/trail here serves multiple purposes. It provided access for the completed Sale #6608, and was graded with water turnoffs on completion. It is also a gated hunter walking trail with combination of lock provided to hunters lacking the ability to walk who can drive it, and in winter it is a ski trail. The road is not graveled, and some portions are below grade. The road is not crowned, although some parts have side

	slope. Some surface erosion was noted. Discussed changing responsibilities due to the restricting.
Site 11: Sale #6617, Tract 3-17	Feature(s) of Interest: Partially completed improvement thinning in Red Oak stand and new section of logging access road were reviewed. About 20% of the timber in this sale has been removed. Deep frost prevented road building needed to access the remaining 80% of the timber. Protection for wetland areas was confirmed, including areas painted out with assistance from hydrologist. This site has extra harvest method and season provisions as part of the acquisition funding through “upland buffer credits” as part of DOT mitigation agreement.
Site 12: Sale #6617, Tract 3-17	Feature(s) of Interest: Aspen pocket that was regenerated.
Various management areas near Apple River, WI: Team Schulte DNR Staff: Teague Prichard, Brad Hutnik, Paul Heimstead, Jim Becker, Steve Runstrom	
Site 1: Apple River Timber Demonstration Forest Tract 3-17 Sale 215	Feature(s) of Interest: Demonstration forest established in 1946. Last harvest on this stand was in 1985. Some of the original plot centers still exist. Stand improvement on oak and white pine stand. This harvest is being conducted in conjunction with the adjacent County property. Widespread worm damage to soil.
Site 2: Loon Lake Wildlife Area Tract 3-16 Sale 174	Feature(s) of Interest: Oak regen partially harvested in 2017. Logger will return to finish in the fall. Scarified in conjunction with harvest. Hand cut and whole tree skidded. Field on access road seeded with warm season grasses.
Site 3: MacKenzie Creek Wildlife Area Tract 1-17 Sale 214	Feature(s) of Interest: Coppice harvest on aspen stand. Wetland marked out with leave tree reserves. Group associated with Ice Age Trail was informed since the trail is along the sale access road for a short distance.
Site 4: Ice Age Trail – Polk Tract 1-16 Sale 217	Feature(s) of Interest: Sold, not harvested. Red pine and northern hardwood thinning. Buffer along trail and RMZ. Sale was set up by a contract forester. The IFMP had to be renewed before the sale could proceed since there is no Master Plan in place for the property.
Site 5: Sand Creek Fishery Area Tract 1-17	Feature(s) of Interest: Marked, not sold. Oak hardwood thinning adjacent to Sand Creek. Marked for a very light thinning. Forester who set up the sale has since left so another forester will pick up administration when sold and active.
Site 6: Clam River Fishery Area Tract CR2-17 Sale 706-217	Feature(s) of Interest: Harvest completed. Three separate stands of oak, white pine, and aspen. Objective is to enhance wildlife habitat. Fisheries biologist requested relocation of skid trail and that marking be moved back from Clam River. Both requests were accommodated by the forester.
Site 7: Clam River Fishery Area Tract CR2-16 Sale 706-216	Feature(s) of Interest: Marked, not sold. Red oak and northern hardwood thinning to enhance wildlife habitat while protecting Clam River Fishery. Clam River is a trout bearing stream. Single tree selection. Aspen birch removal.
Totogatic Wildlife Area and Mosquito Brook Flowage: Team Boatwright	
WDNR Staff attending: Mark Heyde – Sustainable Forest Certification Coordinator, Matt Blaylock - Park Falls Area Forestry Leader, Fred Souba – Division Administrator, Jim Kujala - Forester Hayward T6. Pat Zimmer - Haywood Team Leader T8 and Mike Bulgrin – Wildlife Biologist	
Site 1: Totogatic Wildlife Area Timber Sale: 01-16	Feature(s) of Interest: Acquisition of Totogatic Wildlife Area began in 1941 and was completed in 1951 comprising a total of 2719 acres. This project was funded originally through the Pittman-Robertson Act as a waterfowl restoration area. A 600-foot dike and 70-foot dam were completed in 1953 which flooded approximately 1000 acres with about 400 acres of open water. Fifteen miles of roads were constructed on the property to improve access and provide fire breaks.

	<p>A 35-acre impoundment was created on the south edge of the property in 1956 to improve muskrat habitat and nesting islands were created here for waterfowl. Boat landings were built at both ends of the flowage to provide public access. Active timber management provides a diverse forest with a focus on quality wildlife habitat. The flowage is now used more heavily for fishing than waterfowl hunting and is a popular place in spring and fall for viewing migrating waterfowl. Osprey nesting platforms have been placed on the property.</p> <p>3 harvest prescriptions: 32-acre aspen regen harvest. 1) Stand contains aspen and red maple of different age classes. This harvest is complete with a wide SMZ along the flowage. No issues identified. 2) 22-acre northern hardwood stand improvement harvest that appears to be the first stand entry. Cut trees marked, except aspen. Observation of the marking effort and interviews indicate the harvest focused on removing high risk, low vigor trees while trying to release the natural regen in areas where it's established. 3) 50-acre swamp hardwood strip cuts with all trees to be harvested in each 100-foot strip with are 100-foot uncut strips between them. The objective of this harvest is to begin a multi-step harvest with the uncut strips being cut after the cut strips have successfully regenerated. This sale is frozen ground only.</p>
<p>Site 2: Totogatic Wildlife Area Timber Sale: 01-15</p>	<p>Feature(s) of Interest: 21-acre northern hardwood single tree selection stand improvement cut focused on removing high risk and low vigor trees with attention to leaving snag and cavity trees. This is a very nice stand with basswood, red and sugar maple and ash. Harvest was accomplished on frozen ground. The sale is in a remote, difficult to access area and the forester noticed that the adjoining stand had been marked and approached the logger about cutting the DNR stand. Excellent logging job with minimal damage to residuals.</p>
<p>Site 3: Totogatic Wildlife Area Crabapple and Plum Tree Planting Project</p>	<p>Feature(s) of Interest: The project supplements an established wildlife forage corridor along the north side of the flowage and will increase wildlife viewing opportunities. Planted trees were staked and fenced.</p>
<p>Site 4: Mosquito Brook Flowage Sale: 06-16</p>	<p>Feature(s) of Interest: Unsold 26-acre 2 step shelterwood harvest to promote red oak regen. Sale will coincide with a larger harvest on the adjacent Sawyer County Forest property. Observation of the marked leave trees confirms the sale will result in a 50% crown closure.</p>
<p>24 August 2018</p>	
<p>FMU/ location/ sites visited</p>	<p>Activities/ notes</p>
<p>DNR offices, Hayward, WI</p>	<p>Closing Meeting Preparation: Auditor(s) take time to consolidate notes and confirm evaluation findings. See Appendix 4 for the meeting attendees.</p>
	<p>Closing Meeting: Review preliminary findings (potential non-conformities and observations) and discuss next steps</p>



Appendix 4

Meeting Attendance



NSF Audit Attendance Sheet

Company Name WDNR State Lands Forest Recertification Audit
 Location Hayward DNR Center - Haywood, WI
 Type of Audit SFI and FSC FM Recertification
 Opening Meeting Date August 20, 2018 Closing Meeting Date August 24, 2018

Name	Position	Attended Opening Meeting?	Attended Closing Meeting?
Kyle Meister	NSF Lead Auditor	NB	NB
Kyle Meister	SCS Lead Auditor	KM	KM
Ruthann Schulte	Team Auditor	RMS	RMS
Mike Ferrucci	Team Auditor	MF	MF
Mark Heyde	Sustainable Forestry Cert. Coord	MH	MH
Patrick Zimmer	Hayward Team Leader w/DNR	X	X
Matt Blaylock	Park Fall Area Forestry w/DNR	X	X
Carmen Hardin	Applied Forestry Bureau Director	X	X
DOUG BROWN	CF of Public Lands Spec	X	X
TRENT MARTY	Director, Bureau of Forestry Field Operations	X	X
KARINA CARLSON	MARKETING, FSC	X	
Chris McLaren	Marketing, FSC	X	
FRED SOUBA	STATE FORESTER	X	X
DAVE SAMPLE	NHC - DNR	X	X
HEATHER BERLUND	DEP. Div. Admin		X
Kyle Meister			
Larry Glodostki	District Forestry Leader		X
Matt Blaylock			
Ben Bergy	Parks+Rec Bureau Dir.		X
Eric Sirkine	Barnes forestry Team ldr		X
Jim Warren			X
Mike Wanke			X

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