



**US Army Corps  
of Engineers**  
St Paul District

**SPONSOR:** Workman Investments  
LLC

# Public Notice

**ISSUED:** April 15, 2025  
**EXPIRES:** May 15, 2025

**REFER TO:** MVP-2025-00321-ANM

**SECTION:404 - Clean Water Act**

1. WETLAND COMPENSATORY MITIGATION BANK PROPOSAL
2. SPECIFIC INFORMATION

**SPONSOR'S ADDRESS:** Austin and Brady Workman  
Workman Investments LLC  
PO Box 510722  
New Berlin, WI 53151

**SPONSOR'S AGENT** Sarah Kraszewski  
Heartland Ecological Group, Inc.  
506 Springdale Street  
Mount Horeb, WI 53572

**PROJECT LOCATION:** The project site is in Section 30, Township 6 North, Range 20 East, Waukesha County, Wisconsin (Figure 1). The approximate center point UTM coordinates are N 404548.553776, and E 4756474.669865; Latitude 42.954935, Longitude -88.170203.

**BANK SERVICE AREA:** The proposed bank service area is the Upper Illinois BSA in Wisconsin (Figure 3).

**DESCRIPTION OF PROJECT:** The sponsor is proposing to develop the Mill Creek Wetland Mitigation Bank. The proposed bank site is approximately 68.17 acres in size, including upland buffer areas.

**NEED AND OBJECTIVE OF PROJECT:** The proposed bank is located within an ecological landscape that has been degraded predominately by drainage and conversion to agricultural land use. Based on historic aerial imagery, the site has been cleared of most trees, was ditched, and cropped for agricultural land use before 1941. Farming ceased by 1990 in the southwest and northeast corners of the site and hardwood swamp wetland communities began to establish. Some of the fields were used for sod farming. The site was utilized as a tree plantation prior to 2005 with large portions of the site planted with stands of various coniferous and deciduous trees. After 2017, active maintenance of the fields and tree plantation rows ceased, and vegetation was left to grow naturally. The objectives of the project are to restore wetland hydrology to areas that were historically drained by ditches and tiles for agricultural purposes and to establish native plant communities that are appropriate for the post-restoration hydrologic conditions. The project proposes to restore wetland communities by re-establishing 34.87 acres of fresh wet meadow, rehabilitating 5.14 acres of fresh wet meadow, enhancing 24.29 acres of existing fresh wet meadow and hardwood swamp, and restoring 3.68 acres of upland buffer to mesic prairie (Table 1 below).

**Table 1. Mill Creek Wetland Mitigation Bank Potential Credits**

Compensation Type	Plant Community	Area (acres)*	Credit Ratio	Projected Credits
Restoration via Re-establishment	Wet Meadow	34.87	1:1	34.87
Restoration via Rehabilitation	Wet Meadow	5.14	0.75:1	3.86
Enhancement	Wet Meadow	18.42	0.33:1	6.08
	Hardwood Swamp	5.87	0.33:1	1.94
Upland Buffer	Prairie	3.68	0.25:1	0.92
<b>Total</b>		<b>67.98</b>	<b>N/A</b>	<b>47.66</b>

\*There is approx. 0.25 acre of rounding error within the Site.

**ESTABLISHMENT, OPERATION AND MANAGEMENT:** A mapped intermittent stream, Mill Creek, flows east to west within the southern portion of the site (Figure 8). Five interior ditches within the site run north-south and discharge into Mill Creek (Figure 8). Heartland Ecological Group, Inc. (Heartland) mapped the location of 13 tile outlets within Mill Creek (Figure 10), and a formal drain tile investigation will be conducted to map the approximate locations of existing tile to understand how the tiles are functioning. The sponsor proposes to restore hydrology by disabling all drain tiles within the site and completely filling the five interior north-south running ditches that drain to Mill Creek. These actions are anticipated to raise the water table and allow surface water to be distributed and infiltrate on site rather than running off in channelized flows through the existing ditch system. The sponsor would restore native plant communities at the site that match proposed hydrologic regimes and the understanding of historic wetland plant communities in the surrounding landscape. Vegetation restoration would require removal of trees that were planted for tree plantation/farm purposes, as well as removal of existing invasive species in the herb, shrub, and tree layers. Existing hardwood swamp communities and wet meadow communities would be enhanced by removal of invasive species and the installation of a native wetland seed mix.

**OWNERSHIP AND LONG-TERM MANAGEMENT:** The established bank site would be owned and managed by the sponsor through the monitoring period. The sponsor would be responsible for periodic inspections and long-term management. Long-term management would primarily consist of invasive species control and general maintenance to sustain the functional value gains of the project in the long-term. The sponsor proposes to place a conservation easement on the site to permanently protect and preserve the site and is committed to maintaining the land in accordance with the conservation easement.

**TECHNICAL FEASIBILITY AND QUALIFICATIONS:** The design concept for the site entails drain tile and interior ditch disablement, removal of spoil piles and creation of shallow scrapes for microtopographic relief, removal of existing invasive vegetation, planting native vegetation for expected post-restoration hydrology, and management of the site to encourage establishment of native plant communities. The development of a successful mitigation bank is feasible at the site due to existing hydric and very poorly drained soils, drain tiles and interior ditches located within hydric soils, and flat topography within a low area of the overall landscape. The sponsor, Workman Investments LLC, has been in business for 14 years and has been involved in a vast array of municipal projects from trails, parks, bioswales with native plant establishments, and streambank restoration, in addition to other grading and excavating projects. Workman is equipped to conduct much of the site preparation, implementation, and maintenance tasks needed for the wetland mitigation bank site including removal of undesirable woody vegetation, grading to remove spoil piles and create microtopographic depressions, ditch disablement, and maintenance mowing. Workman

would be working with Heartland to develop the site plan. Heartland is an environmental consulting and ecological restoration company that states it specializes in the assessment, mapping, restoration, and application of regulatory policies related to wetlands, streams, and other natural resources. Workman would contract with an engineering firm to conduct hydrology modeling and restoration design. This firm would be responsible for providing predictive modeling of the expected post-restoration hydrology and analysis of potential off-site water-related impacts.

**ECOLOGICAL SUITABILITY:** The Wisconsin Land Economic Inventory Maps (the Bordner Survey) prepared for Waukesha County in 1937 depicts the site as part of a large grass marsh that was surrounded by cleared cropland (Figure 12). According to USDA NRCS soil survey data (Figure 4), approximately 67 acres of the site consists of hydric or predominantly hydric soil units. Houghton muck and Ogden muck comprise over 90% of the mapped soils at the site and are considered 100% hydric. The site topography is generally flat with some gentle rolling hills (Figure 7) with a topographic low near the tile outlet in the central portion of the southern boundary (Figure 8). The sponsors anticipate that the wetlands would be re-established through a combination of tile and ditch disablement, removal of spoil piles, creation of shallow scrapes to create microtopography, and removal of plants trees and undesirable vegetation. In addition, the sponsor anticipates wetland would be rehabilitated through ditch filling, disablement of drain tile, and removal of planted trees and invasives species.

**HYDROLOGY:** The five interior north-south running ditches that discharge to Mill Creek are proposed to be filled (Figure 10). Ditches north of the site would remain functional and engineering plans would be created for the site to continue to accept water from these off-site ditches and disperse the flows onto the site after ditch disablement. Perimeter ditches and Mill Creek would be left intact to convey flows so adjacent properties are not impacted. All drain tile within the site are proposed to be disabled. Any proposed ditch and drain tile disablement within the site would be evaluated to ensure that adjacent landowners are not adversely impacted.

**CURRENT LAND USES:** The site as been left to grown naturally since 2017, when maintenance of the hay fields and the tree plantation rows ceased. The site was utilized as a tree plantation/farm prior to 2005 with large portions of the site planted with stands of various coniferous and deciduous trees. Remaining fields appeared to be largely utilized for hay. Heartland completed a wetland delineation at the site on July 26, 2024, and completed another site visit on August 23, 2024 to collect additional baseline data for preliminary mitigation feasibility purposes. Wetlands consist primarily of degraded wet meadow plant communities with hardwood swamp present in the southwest and northeast portions of the site. Wetland vegetation is generally low-quality, and wetlands are degraded by weedy and invasive species including reed canary grass, stinging nettle, giant ragweed, and common reed in the herbaceous layer and common buckthorn and box elder samplings in the shrub layer. Dominant canopy trees in the hardwood swamp communities include willow, eastern cottonwood, and box elder. A small, private airstrip is located approximately 2.04 miles to the northeast of the site (Figure 2).

**COORDINATION WITH RESOURCE AGENCIES:** The Corps is coordinating this proposal with the following members of the Interagency Review Team (IRT) and other resource agencies: the Wisconsin Department of Natural Resources and the U.S. Environmental Protection Agency.

### 3. FEDERALLY-LISTED THREATENED OR ENDANGERED WILDLIFE OR PLANTS OR THEIR CRITICAL HABITAT

None were identified by the bank sponsor or are known to exist in the action area. However, Waukesha County is within the known historic range for the following Federally-listed species:

Northern Long-Eared Bat	Hibernates in caves and mines – swarming in surrounding wooded areas in autumn. Roosts and forages in upland forests during spring and summer.
Eastern Prairie Fringed Orchid	Occurs in a wide variety of habitats, from mesic prairie to wetlands such as sedge meadows, marsh edges, and bogs. Requires full sun for optimum growth and flowering and grass habitat with little or no woody encroachment.

The Corps is coordinating this notice with the U.S. Fish and Wildlife Service. The Corps will consider any comments it may have concerning Federally-listed threatened or endangered wildlife or plants or their critical habitat in our final assessment of the described work.

#### 4. JURISDICTION

The Corps is reviewing this proposal in accordance with the practices for documenting Corps jurisdiction under Sections 9 & 10 of the Rivers and Harbors Act of 1899 and Section 404 of the Clean Water Act.

#### 5. HISTORICAL/ARCHAEOLOGICAL

The Corps will review information on known cultural resources and/or historic properties within and adjacent to the project area. The Corps will also consider the potential effects of the project on any unidentified properties. The Corps will coordinate its determination on identification of historic properties and any effect findings with the State Historic Preservation Officer and other consulting parties as appropriate independent of this public notice. The Corps will resolve any adverse effects on historic properties in coordination with consulting parties prior to the Corps' authorization of the work in connection with this project.

#### 6. PUBLIC HEARING REQUESTS

Any person may request, in writing, within the comment period specified in this notice, that the Corps hold a public hearing to consider this proposal. Requests for public hearings shall state, in detail, the reasons for holding a public hearing. The Corps may deny public hearing request(s) if substantive reasons for holding a hearing are not provided or if there is otherwise no valid interest to be served.

#### 7. REPLIES/COMMENTS

Interested parties are invited to submit to this office written facts, arguments, or objections by the expiration date above. These statements should bear upon the suitability of the location and the adequacy of the project and should, if appropriate, suggest any changes believed to be desirable. The Corps will forward comments received to the sponsor and consider all comments during our evaluation. Interested parties can find a copy of the full prospectus in the RIBITS Cyber Repository at the following link:

[https://ribits.ops.usace.army.mil/ords/f?p=107:10:19535697556742::::P10\\_BANK\\_ID:7170](https://ribits.ops.usace.army.mil/ords/f?p=107:10:19535697556742::::P10_BANK_ID:7170)



Regulatory (File No. MVP-2025-00321-ANM)

Comments can be electronically submitted to [April.n.marcangeli@usace.army.mil](mailto:April.n.marcangeli@usace.army.mil). If electronic submittal is not available, commenters should address replies to:

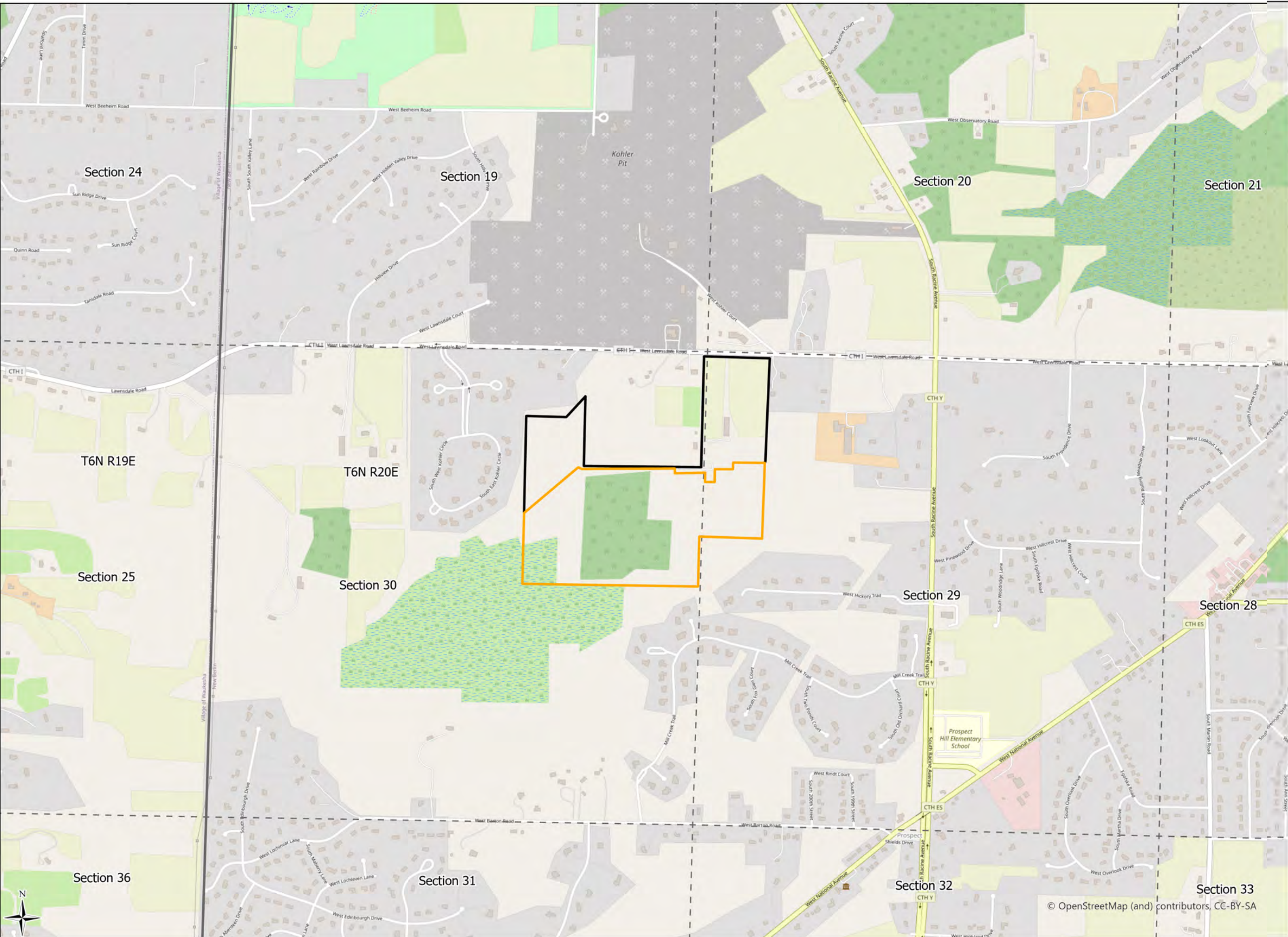
Regulatory Division  
St. Paul District Corps of Engineers  
332 Minnesota Street, Suite E1500  
St. Paul, MN 55101

IF YOU HAVE QUESTIONS ABOUT THE PROJECT, call April Marcangeli at the Brookfield field office, telephone number 651-290-5731.

To receive Public Notice notifications, go to: <https://www.mvp.usace.army.mil/Contact/RSS/> and subscribe to the RSS Feed for which you would like to receive Public Notices.

Enclosure(s)  
PN Figures 1-12





- Property Boundary (102.64 ac)
- Mitigation Site Limits (68.17 ac)
- Township
- Section



**Heartland**  
ECOLOGICAL GROUP INC

Figure 1. Project Location  
Mill Creek Mitigation Bank  
Project #20241185  
T6N, R20E, S29 & 30  
C New Berlin, Waukesha Co

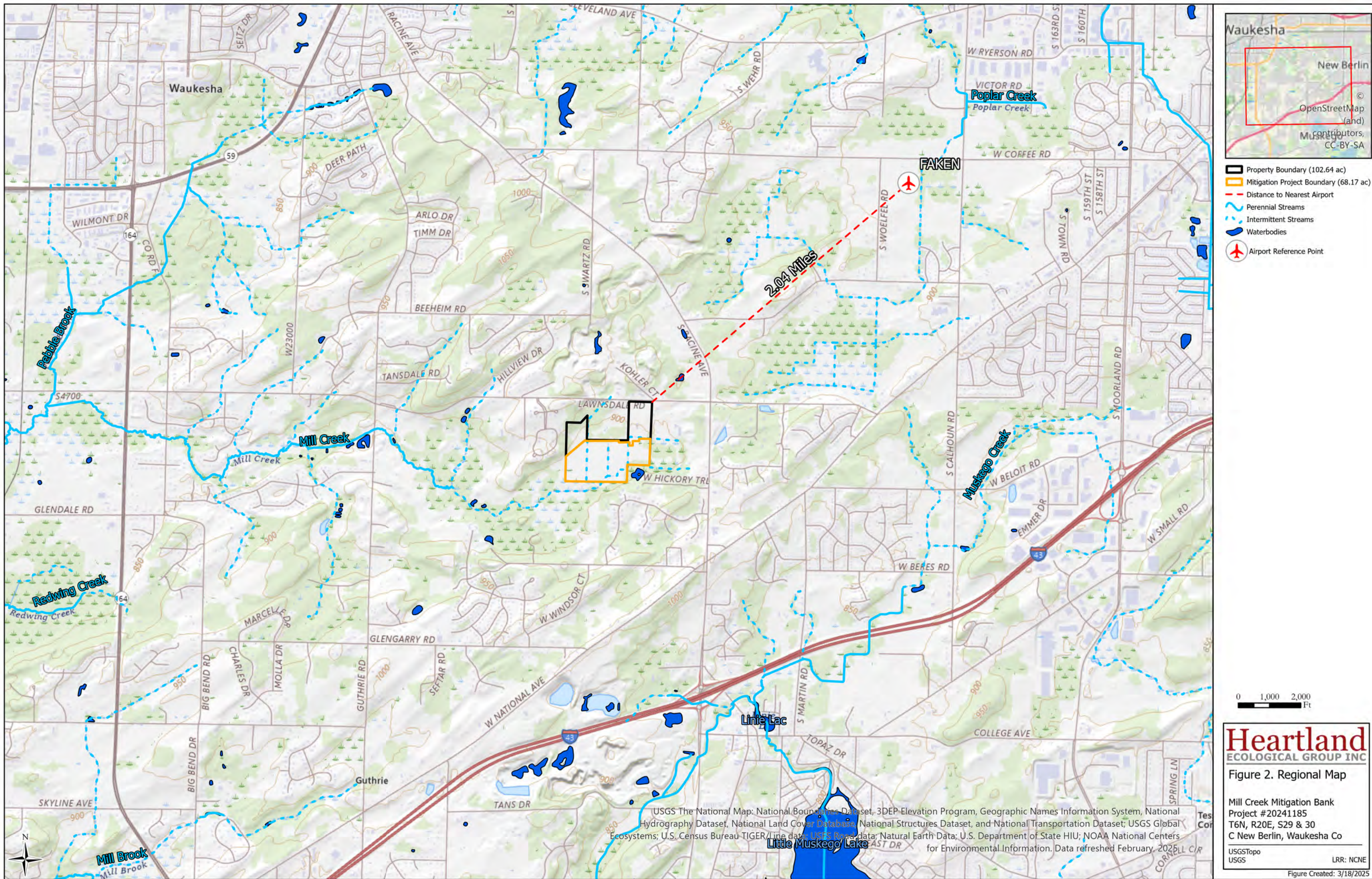
OpenStreetMap  
ESRI

LRR: NCNE

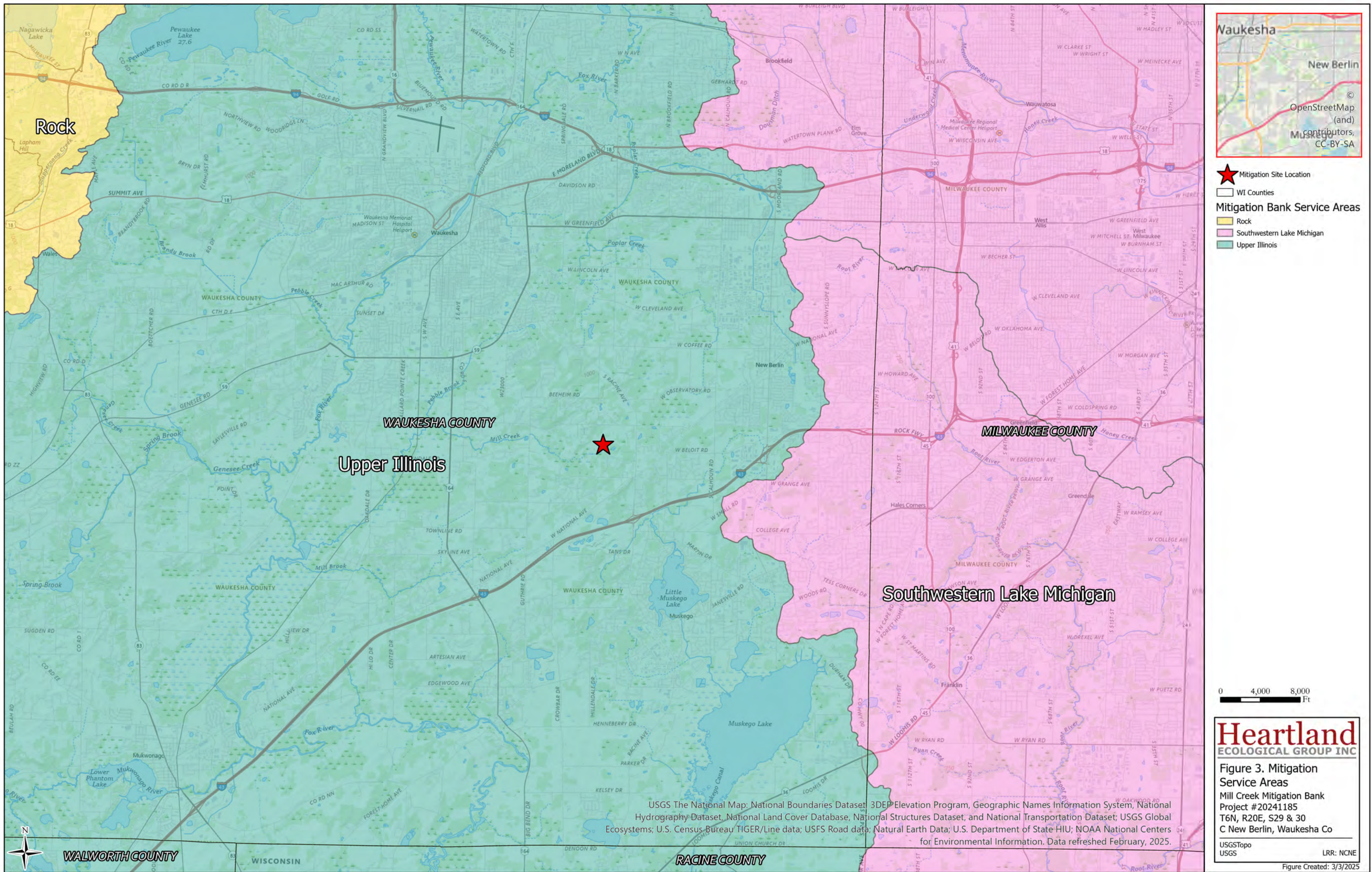
Figure Created: 3/18/2025

© OpenStreetMap (and) contributors, CC-BY-SA

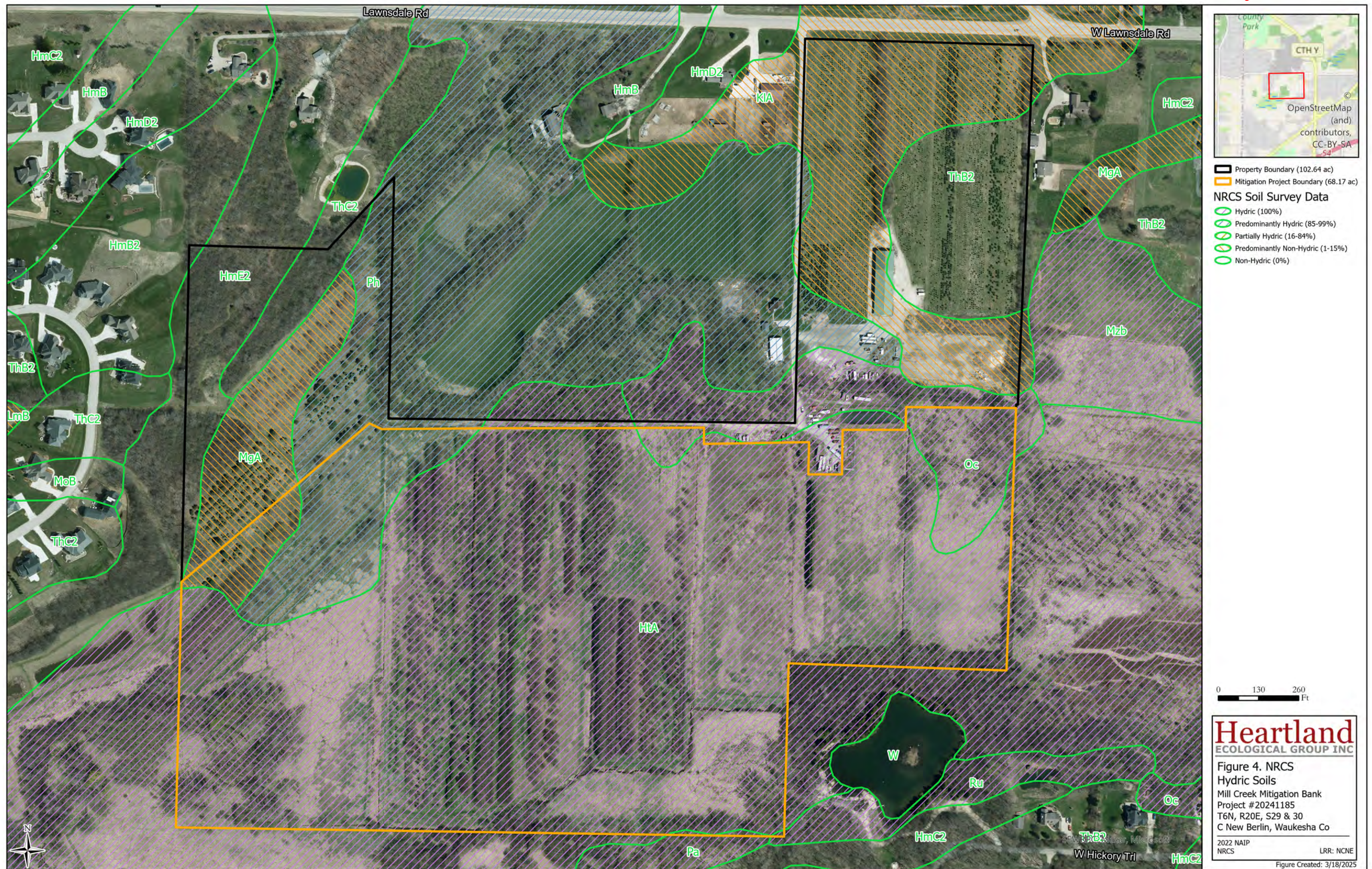




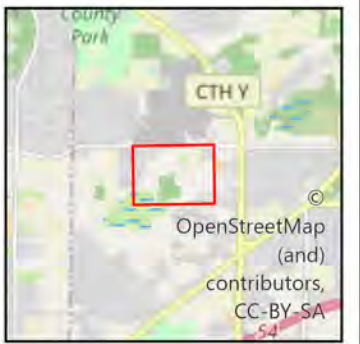
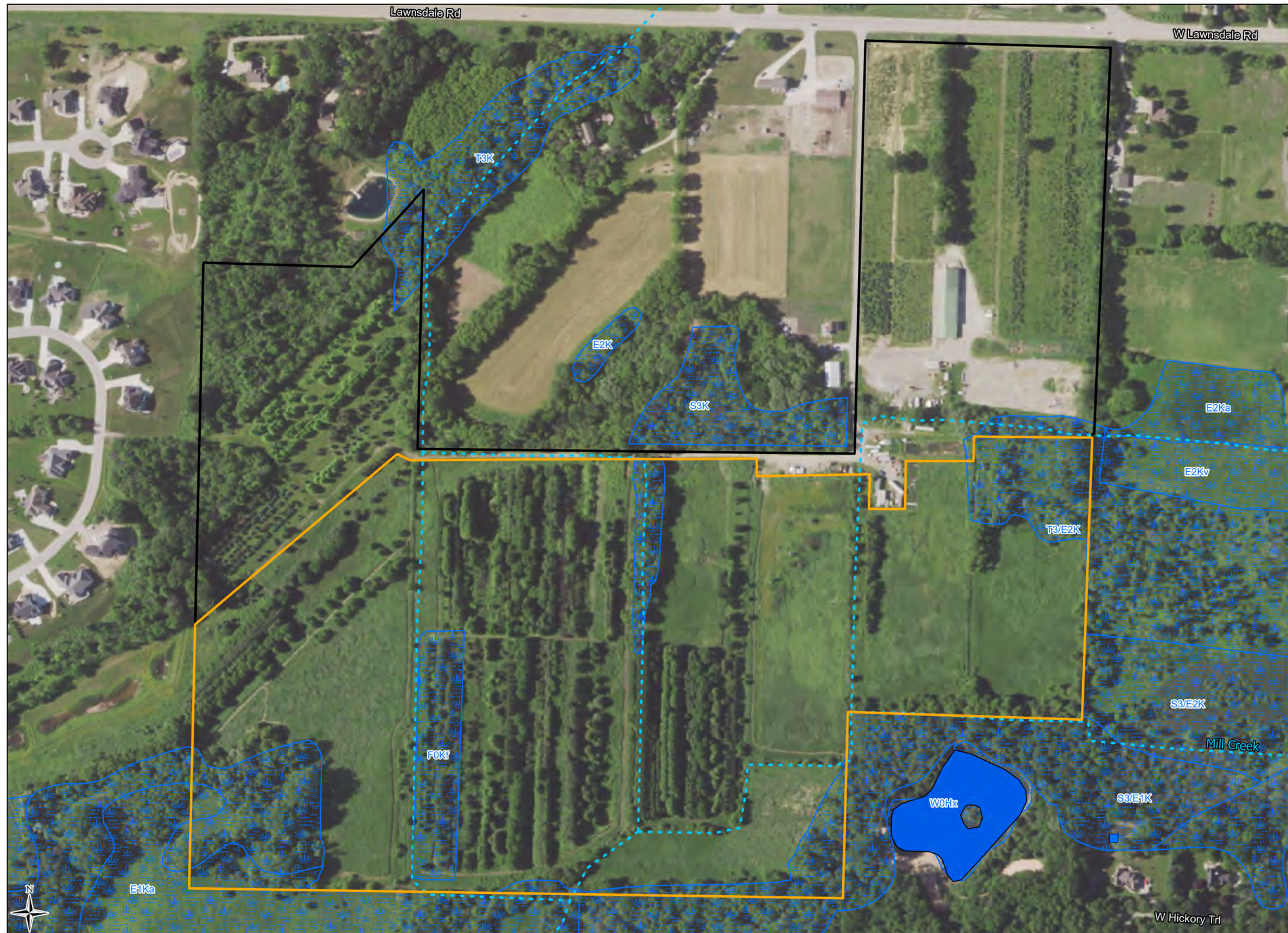












- Property Boundary (102.64 ac)
- Mitigation Project Boundary (68.17 ac)
- WWI Points
- WWI Polygons
- Perennial Streams (None in Map Extent)
- Intermittent Streams
- Waterbodies

0 130 260  
Ft

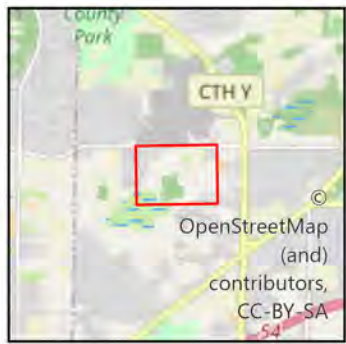
**Heartland**  
ECOLOGICAL GROUP INC

Figure 5. Wisconsin  
Wetland Inventory  
Mill Creek Mitigation Bank  
Project #20241185  
T6N, R20E, S29 & 30  
C New Berlin, Waukesha Co

2022 NAIP  
WDNR, USGS LRR: NCNE

Figure Created: 3/18/2025





- Property Boundary (102.64 ac)
- Mitigation Project Boundary (68.17 ac)
- DNR Potentially Restorable Wetlands

0 130 260  
Ft

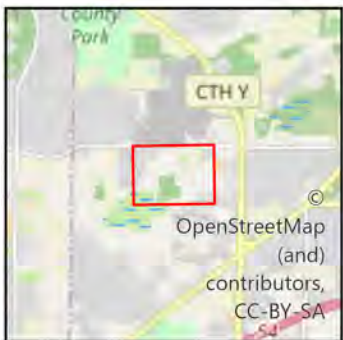
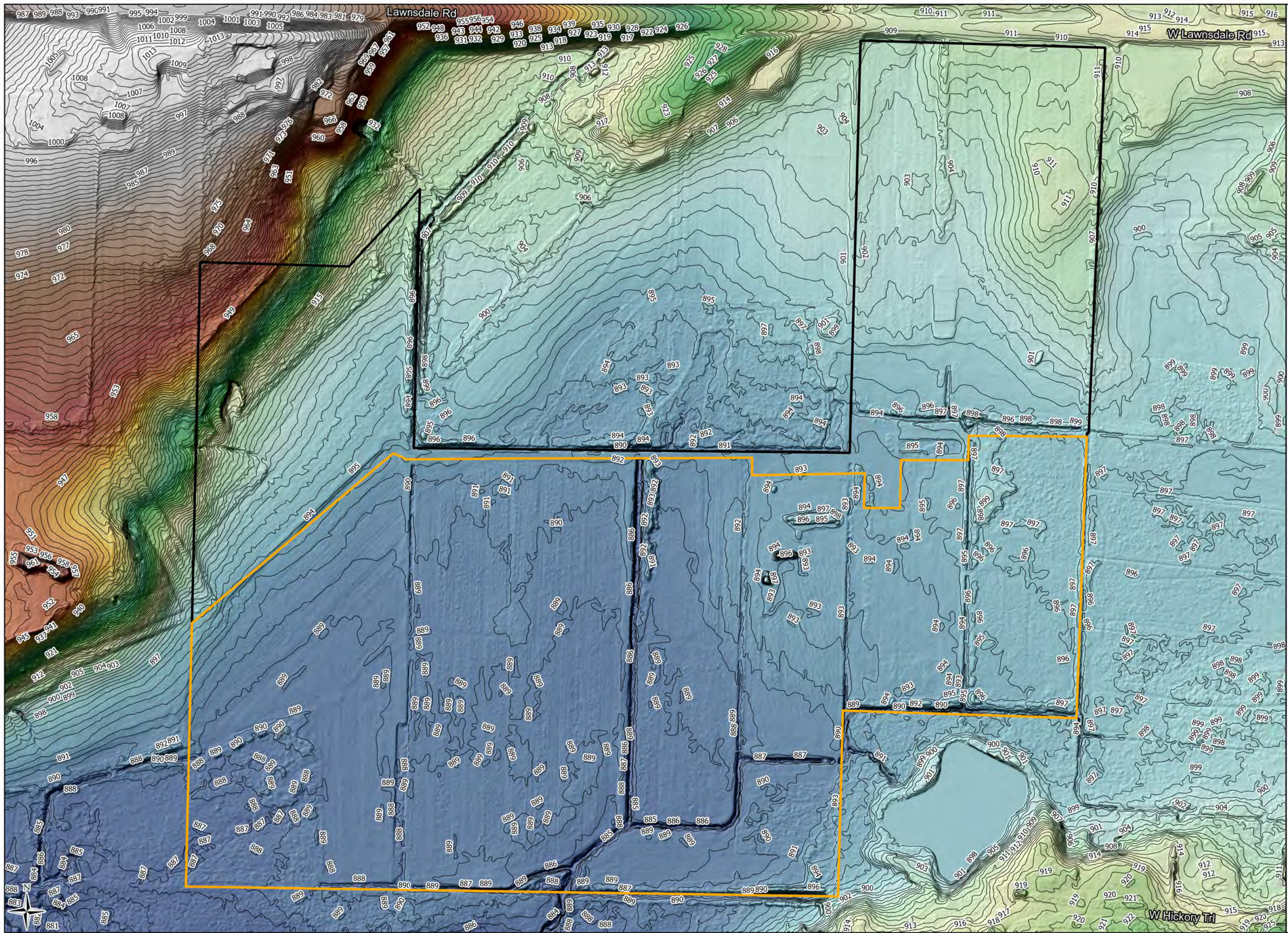
**Heartland**  
ECOLOGICAL GROUP INC

Figure 6. Potentially Restorable Wetlands  
Mill Creek Mitigation Bank  
Project #20241185  
T6N, R20E, S29 & 30  
C New Berlin, Waukesha Co

2022 NAIP  
WDNR, USGS  
LRR: NCNE

Figure Created: 3/18/2025





- Property Boundary (102.64 ac)
- Mitigation Project Boundary (68.17 ac)
- Waukesha Co 1ft Contours

0 130 260  
Ft

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Figure 7. Contours and  
DEM Map  
Mill Creek Mitigation Bank  
Project #20241185  
T6N, R20E, S29 & 30  
C New Berlin, Waukesha Co

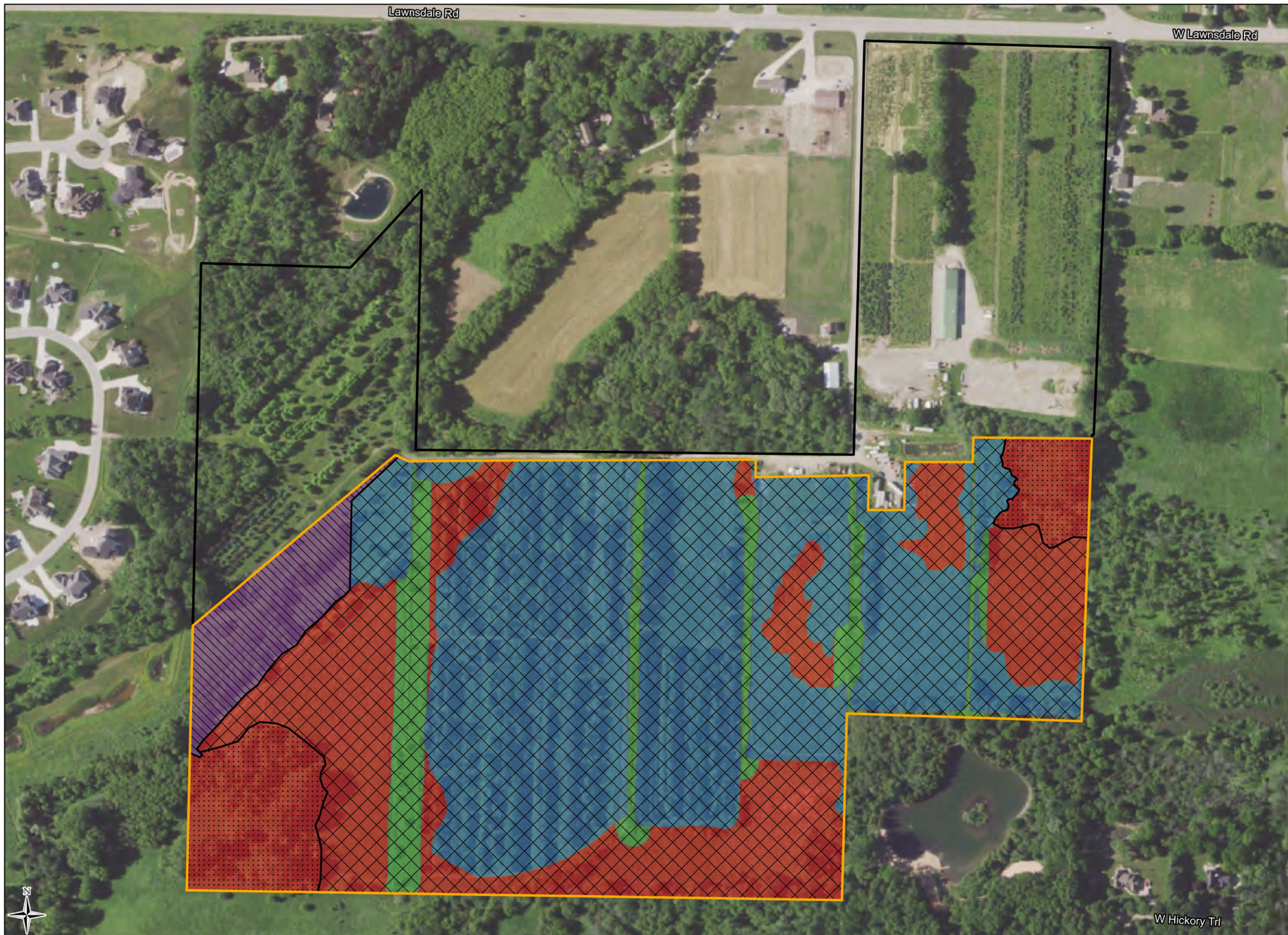
DNR Lidar Service  
Waukesha Co., WDNR LRR: NCNE

Figure Created: 3/18/2025









- Property Boundary (102.64 ac)
- Mitigation Project Boundary (68.17 ac)

#### Proposed Vegetation Community

- Hardwood Swamp (5.87 ac)
- Mesic Prairie (3.68 ac)
- Wet Meadow (58.61 ac)

#### Compensation Types & Credit Ratios

- Enhancement (0.33:1) (24.29 ac)
- Re-Establishment (1:1) (34.87 ac)
- Rehabilitation (0.75:1) (5.14 ac)
- Upland Buffer (0.25:1) (3.68 ac)

0 130 260  
Ft

**Heartland**  
ECOLOGICAL GROUP INC

Figure 9. Compensation Types & Credit Ratios  
Mill Creek Mitigation Bank  
Project #20241185  
T6N, R20E, S29 & 30  
C New Berlin, Waukesha Co

2022 NAIP  
Dane Co, HEG  
LRR: NCNE

Figure Created: 3/18/2025





**Heartland**  
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2022 NAIP  
Dane Co, HEG LRR: NCNE

Figure Created: 3/18/2025





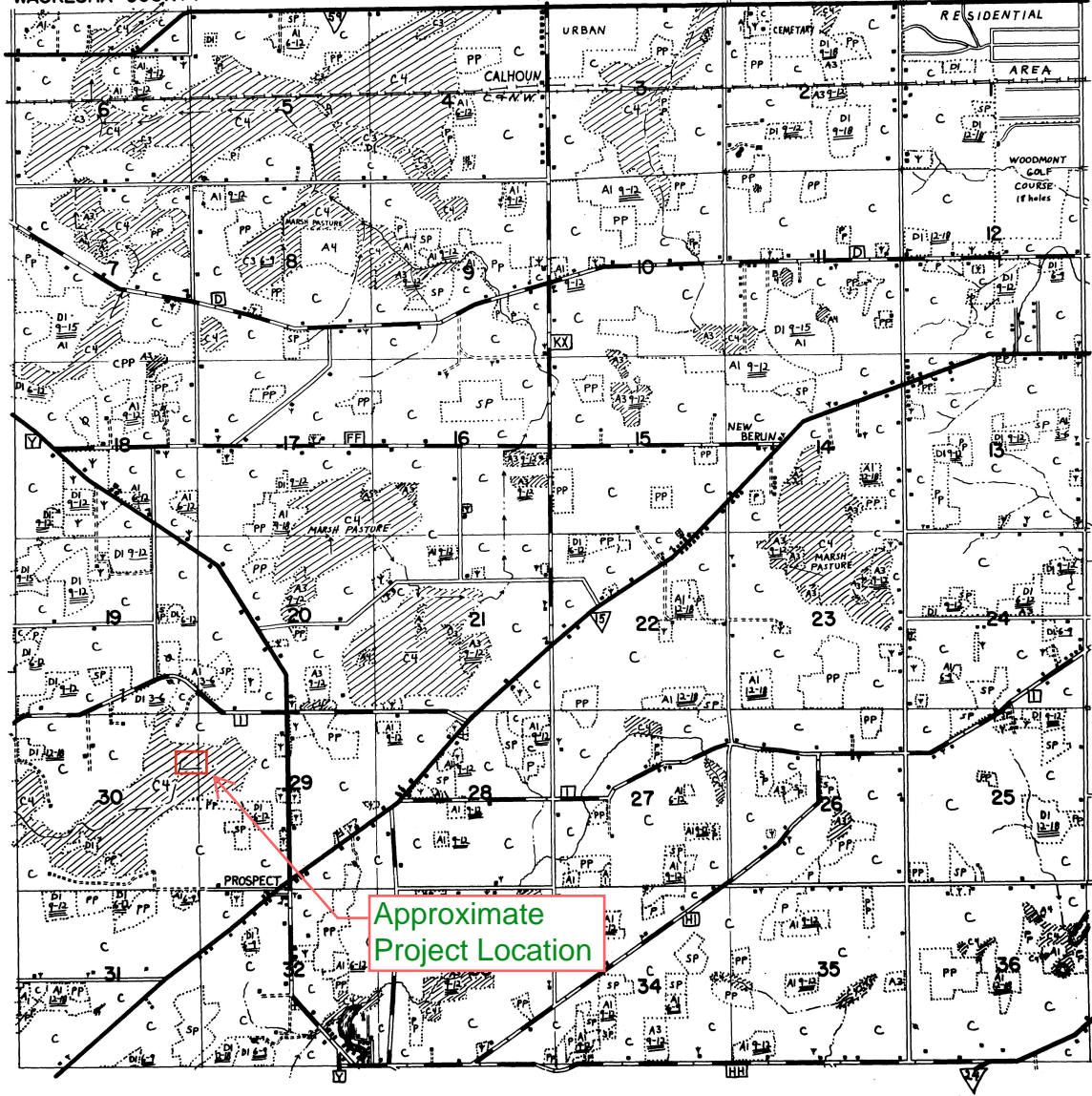


WISCONSIN LAND INVENTORY  
LAND COVER MAP  
T6N,R.20E.

MVP-2025-00321-ANM Figure 12 of 12

WAUKESHA COUNTY

TOWN OF NEW BERLIN



LEGEND

UPLAND FOREST NUMERALS 1-2	LOWLAND FOREST ALL NUMERALS 3	NON-TILLABLE A-PP-CPP-SP-ED-A4-C4-E4-A	INFERIOR FOREST POORLY STOCKED WOODLAND B1-C1-D1-D5	OPEN SWAMP ALL NUMERALS 4	TILLABLE LAND C-CS-P	ALL SWAMP LAND NUMERALS 3-5
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FOREST PLANTING RECOMMENDED

LAND COVER

ROADS

IMPROVEMENTS

<b>COVER BOUNDARY</b> A ABANDONED A1 UPLAND HARDWOODS A2 HEMLOCK WITH HARDWOOD A3 SWAMP HARDWOODS A4 TAGALDER, WILLOW, DOGWOOD ETC. B BIRCH B1 HARDWOOD WITH CONIFERS B1 INFERIOR B1 B2 WHITE PINE B3 WHITE CEDAR B4 CAT TAIL MARSH  <b>MISCELLANEOUS SYMBOLS</b> Q QUARRY G GRAVEL PIT S SPRING F FUR FARM D DRAINAGE DITCH  <b>C</b> CLEARED CROP LAND <b>C1</b> POPLAR WITH WHITE BIRCH <b>C2</b> INFERIOR C1 <b>C2</b> NORWAY PINE <b>C2</b> TAMARACK <b>C4</b> GRASS MARSH <b>C2</b> SEDGE MARSH <b>PP</b> FOREST PLANTATION <b>CPP</b> POOR LAND PREVIOUSLY CROPPED <b>D</b> SCRUB OAK <b>D1</b> OAK-HICKORY <b>D2</b> JACK PINE <b>D3</b> BLACK SPRUCE  <b>D5</b> BALSAM <b>D4</b> LEATHER LEAF <b>D5</b> RECENT BURN <b>D5</b> DEAD TIMBER <b>E1</b> PIN CHERRY <b>E4</b> WEEDY PEAT <b>F4</b> CRANBERRY MARSH <b>PP</b> PASTURE <b>P</b> OPEN <b>PP</b> PERMANENT PASTURE <b>RC</b> RED CEDAR <b>SP</b> STUMP PASTURE <b>TG</b> TRUCK GARDEN  <b>GC</b> GOLF COURSE <b>BD</b> BEAVER DAM <b>PD</b> PUBLIC DUMP <b>Y</b> ORCHARD  <b>CIVIL TOWN BOUNDARY</b>  <b>CEMETERY</b> <b>E</b> EROSION <b>A</b> FIRE TOWER <b>I</b> INTERMITTENT STREAM	<b>IMPROVEMENTS</b> O OCCUPIED HOUSE V VACANT HOUSE S SUMMER HOME O OCCUPIED SCHOOL V VACANT SCHOOL C CHURCH T TOWN HALL F CHEESE FACTORY C CREAMERY F FILLING STATION OR GARAGE S STORE T TAVERN H HOTEL S SAW MILL G GRIST MILL F FARM BLDG. LESS THAN 100 FT. FROM CENTER OF ROAD. L LOGGING CAMP  INDICATES NO. OF HOUSES IN A GROUP 50 INDICATES THE NUMBER OF FEET BUILDING IS LOCATED FROM CENTER OF ROAD.  ONE MILE STATE CAPITOL - MADISON WISCONSIN
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