

CWEPA December 20, 2013
Denver

Board Attendance:

Matt Thorpe, Chris Mettenbrink, Casey Westbrook, Elissa Knox, Dan Cacho,

Member Attendance:

Kristin Canon, Gene Abram, Kris Middledorf, Jenny Campbell, John Hood, Bob Thompson, Lyle Sidener, Eric Harper, James Romero

Call to order : 9:05AM

Approval of Minutes:

September 2013 minutes previously approved via email

Treasurer Report:

Main Account \$17,519.57
Expenses –
 BCJL,
 Insurance,
 Tax Preparation Fees \$2000
 Retirements x2
 Naweo dues \$750
Scholarship fund account \$7,649
Credit union account \$8000
12 month cd \$4,916
Ubs account \$125,649
 Money market \$66,000

- Mettenbrink will be going over accounts with financial advisors in January for upcoming year planning

- ___Bob Thompson will provide contact for potentially cheaper Tax Preparation firm

New Members Applicants:

Aaron Berscheid, Jeff Goncalves, Philip Gurule, Nate Martinez, Ian Petkash, Cody Wigner
- motion to approve by Mettenbrink, seconded by Westbrook, Board approved

Retirements and Retirement Benefit:

Mike Middleton, Mark Cousins previously approved via email

Old business:

By-laws / Legal coverage:

- Continued discussion on by laws in part regarding legal coverage concerns from members regarding CWEPA definition of member in "Good Standing" and Board approval of discretionary legal funds

- Explanation of concern that there is a conflict with CWEPA providing discretionary funding for legal coverage when both supervisor and employee involved in a personnel action are both CWEPA members.
- Link to CWEPA by-laws: http://cwepa.org/index.php?option=com_content&view=article&id=7&Itemid=10 Section XIV is specific to legal coverage.
- CWEPA also has a policy regarding discretionary funding for “civil service or personnel board changes, merit rating appeals, or in those cases that the Board of directors feels that Association funds should be used in retaining defense counsel.” This can be found on the CWEPA web site (<http://cwepa.org/>), on the left hand side under Policy Documents as “Legal Assistance”
 - o It was noted that the current By-laws do provide legal coverage for ALL CWEPA members by means of the discretionary ability of the Board for the above stated needs.
- Group discussion regarding further defining “member in good standing”. After much discussion there is not a fair and reasonable way to further define this term than as it is now.
- The Board plans to meet with BCJL regarding how to address legal coverage issues in By-laws
 - o Discussion with BCCJL will include an employee who is terminated (by default resulting in not being a CWEPA member any long) but the legal process continues beyond the termination date.
 - o Discussion will also include a review of current legal coverage limits (\$10,000) in regard to today’s world of costs and risks
 - o Members with other legal questions are encouraged to get those questions to the Board for consideration as a topic of discussion with BCJL at the upcoming meeting.

Wangnild Memorial Fundraising

- Chuck Nichols beef donation
 - o CWEPA paying to process the beef with half being sent to the family
 - o Elissa will work with the RMEF in Grand Junction and possibly Meeker to sell raffle tickets for the remaining half beef. The hope is to conduct the drawing at the March 15th RMEF banquet
 - o There may be a need for CWEPA to arrange an account controlled by the Board in “trust” for the children
- Memorial T-shirts
 - o Elissa and A-6 have developed a design that will be sent to Carochi who will provide a sample shirt. If approved the shirts will be sold via CWEPA with profits going to the children.
- Sporting Clays Tournament
 - o Lyle and Chris Mettenbrink both contacted suitable facilities regarding the potential to put on a sporting clay shoot to raise funds. The facilities are in Brighton and near Minturn.
 - o Bob Thompson stated that Texas OGT uses sporting clay tournaments to raise funds each year with great success. He will seek advice from them as CWEPA pursues putting this together.
 - o This may be a substitute for the In-service gathering since combined In-service has been cancelled.

- o This will likely require more than just the board to put together and run the event. As a member please consider giving a helping hand in planning or operating the event once a specified date and location are determined.

CWEPA Supported Training

- Thorpe became aware of a seminar by Mark Collin dealing with ramifications of critical incidents and felt that CWEPA should contact Collin regarding trainings within each region of the State for CWEPA members. The Board agreed Thorpe should pursue this idea.
- Some discussion about available medical training (focused on severe bleeding /trauma) was mentioned and the potential to evaluate at least 2 different programs and their ability to be conducted across the state for members.
- The board was advised to be cautious with the idea of paying for training and ensuring that it did not become about benefiting a few members versus the greater membership majority.

New Director

- Thorpe will set up a meeting with the Board and the Director, with the intent to introduce CWEPA and secure the continued use of Division facilities and infra structure (like video conferencing), as well as note some of the on-going (long term) issues of importance to the membership

CWEPA Board Nominations

- Nominations are being solicited for the CWEPA Board in these Regions (Terms are 2 years with a maximum of 2 consecutive terms):
 - o South West to replace Rick Basagoitia
 - o North West to replace Elissa Knox in April/ May
 - o South East to replace vacancy left by Michael Seraphin (vacant since Summer of 2013)
 - o North East end of term 1 for Casey Westbrook
- Current Term Board Members are:
 - o South West – Matt Thorpe
 - o South East – Bob Carochi
 - o North East – Chris Mettenbrink
 - o North West- Dan Cacho
- Please notify the Board via email by Jan 31st 2014 if you would like to place a nomination for the upcoming elections in early February.

CWEPA Board Meeting Date 2014

- February 25, 2014 Colorado Springs, Carochi will set up a time and location

Member concerns/ reports:

- Office of Information Technology's loss of personal info. For 18,000 State employees. Can CWEPA help?
 - o Westbrook will look into any kind of group discount that may be available to CWEPA members from identity theft protection companies like Life Lock

- Gene Abram gave a report to the Board regarding his NAWEOA experience and provided the board and membership an outline of information he gained that he thought would benefit the membership (Please see attached).
- Lyle Sidener provided a copy of the UT Wildlife Officer Assoc. magazine for the Boards review and consideration as a funding opportunity for CWEPA
- Jenny Campbell suggested there is opportunity for CWEPA to increase recruitment outside the wildlife officer ranks and stated she is willing to promote CWEPA to other members of the agency including CSR's.
- A question was asked about the pay process for new hire DWM's as there has been a slight change so that the agency has consistency in pay for new hire law enforcement trainees. John Hood explained the following:
 - o Historically DWM Trainees were hired above range minimum, after POST they received an additional 10% pay increase, when they moved from DWM I to DWM II they got another 5%.
 - o Now DWM Trainees will be hired at 10% above range minimum, after POST they will receive nothing but when they move from DWM I to DWM II they will get 15%.
 - o Eventually there may be a compression issue for the 2013 class due to this change but overall the change was to bring about administrative consistency to the agency.
- This discussion lead to other pay related issues including position descriptions, compression, etc... and the need for Director / Leadership Team level support and continued effort to move all employees forward on the pay scale.
- Eric Harper noted that the incident at Arapahoe H.S. involved the response of 5 CPW employees and the new Director was appreciative and supportive of that law enforcement response.

Regional report:

- Thorpe mentioned that with the help of Patt Dorsey the CNG trucks swap working out well to minimize the recycling of vehicles that were not suited to duty. Most vehicles being traded involve "newer – used" vehicles.
- The CWEPA Memorial fund policy (available on CWEPA.org) caps donations. CWEPA will likely adjust this policy to allow Board discretion regarding the amount of donations for fallen CWEPA members.
- Other regional reports reflected that it appeared hunter numbers and harvest was generally down this year compared to years past.

DC Hunters down

CM flooding slow hunt down

EK harvest was low

Motion to adjourn :

Mettenbrink moved to adjourn Cacho second

Adjourned 12:03 pm

2013 NAWEOA Conference in **Boise Idaho**

Boise Idaho was the location for the 2013 North American Wildlife Enforcement Officers Association 32nd Annual Conference. This year's conference was filled with numerous activities for families and officers alike. Lyle Sidener has already given a presentation on the activities that took place at the conference so I would like to provide a look into a little of the training that took place for this year's conference. This year's presenters included topics of Technical Surveillance for the Game Warden, Beyond the License Checks, Man Tracking, Firearms Forensics Investigations, Wildlife Chemical Immobilization, Social Media Training, Wild Fur Harvest Trends and Enforcement Techniques. I was not able to attend all this course's but would like to tell you about a few that I was able to sit in on.

Tony Latham presented a class called Firearms Forensic Investigations. The class was a presentation that demonstrated how to examine bullets, wounds, cartridge casing and firearms using three relatively inexpensive pieces of equipment. With the use of a 10x eye piece, a set of calipers, and a chunk of modeling clay (or Silly Putty) officers learned to focus on, and examine, key pieces of evidence to tie those items to a particular suspect, or suspect's firearm, early in an investigation. Every firearm creates its own signature for the bullet and the casing which is ejected from that firearm. Having a set of calipers will enable an officer to measure bullets, entry and exit wounds, and lands and grooves on bullets. The use of a 10x eye piece will allow officers to closely inspect bullets, shell casings, bolts for worn/broken firing pins, extractors or other parts. The clay can be used to help and identify the twist of the barrel, as well as lands and grooves, which can help in the identification of a manufacturer for the firearm in question. These few items can help a field officer to identify, or dismiss, a potential suspect firearm in a timelier manner than by submitting the firearm to a lab. Obviously, verification is required by a forensics lab, but with a little practice, cases can be made and confessions obtained with these methods.

Another class that I was able attend was Technical Surveillance for the Game Warden. This class was put on by Sergeant Russ Mullins, Washington Department of Fish and Wildlife, and taught officers that electronic devices in wildlife law enforcement have come a long way. Officers have the ability to use relatively inexpensive off the shelf game cameras for certain situations which have proven to work well. There are however, certain cases that require a better system.

We were introduced to several camera's that that allow officers to monitor and control video from any internet location. Camera's can now zoom in, out and be turned to look at different situations. Camera's can also be installed in public utilities such as cable boxes on buildings, power lines, phone lines, light poles and electrical services. They can even be put in bird houses to obtain information on illegal wildlife cases. The class also discussed options for officers to utilize GPS trackers for locating suspects. These devices are smaller in size, have improved batteries and the ability to send locations to servers via internet applications. These GPS trackers

have the ability to send a covert fixed location, every fifteen seconds, to a server. These items have led to arrests and seizures that would not have been possible without the use of this advanced technology. Procurement of these devices was also discussed including use of grants and multi agency equipment.

Wisconsin Department of Natural Resources John Welke put on a class titled Wild Fur Harvest Trends and Enforcement Techniques. In this class officers were taught that the United States is one of the world's largest-volume producers of wild furs with approximately 150,000 licensed trappers. Across the United States fur harvest laws vary quite a bit and wildlife officers have a declining knowledge base of trapping. With this reduced knowledge the potential exists for fur harvesters to harvest and commercially market illegal furs undetected. Students learned that certain types of fur will look different based on time of year and location of where the animal was harvested. Large fur houses are also set up back east and not like anything in the Colorado area. Officers were shown photos of animals that had been snared and killed with body gripping traps and leg hold traps. Various states make these methods of take illegal and also vary with species that are legal for take.

In addition to the courses that are provided at NAWEOA, it is also a good place to meet with other officer and discuss various topics. We met with a Sergeant from New Mexico and began to talk about some of the issues his state was having with the survival of fingerling stocked fish. He told us that he felt that their survival of these fingerlings was very low to almost nonexistent. Lenny Young made the suggestion that some of our hatcheries had seen similar situations take place in Colorado and had adjusted the time that these fish get stocked. He suggested that trying to stock through the ice may be beneficial to the fingerlings as the predatory species may be less active due the colder water temperatures. The advice was well received and he said he would give it a try over the next few years.

NAWEOA provides the opportunity to meet folks from all over North America and allowed me to make some contacts that may be beneficial down the road. It is also very interesting to learn of the different aspects of conservation officers around the world. I learned that in New York conservation officers are responsible to for enforcement of illegal dumping of oil, fuels, and other vehicle fluids, for junk yards. Not the typical things we associate with our profession. They have a substantial amount of fishing that takes place on the rivers and piers in the state as well. I would like to thank the CWEP board for helping me to attend this year's conference and would like to see this opportunity continued for other officers in the future. Thank you,

Sincerely,

A handwritten signature in black ink, appearing to read 'Gene Abram', with a long horizontal flourish extending to the right.

Gene Abram
DWM Kremmling