

CWEPA Minutes  
February 20<sup>th</sup>, 2018  
In Service, Hotel Elegante, Colorado Springs

**Board Members Present:** Mike Swaro, Matt Martinez, Todd Cozad, Adrian Archuleta, Matt Yamashita, Sean Shepherd, Brandon Dye, Justin Krall

**Call to Order:** 1808 pm

**Membership Present:** A large number of membership was present.

No corrections to last meeting minutes/approved

**Treasurer Report: (Matt Martinez)**

UBS: \$196,637.79

US Bank main account: \$10,734.75  
US Bank scholarship account: \$9,709.11

Credit Union of Colorado:  
Savings: \$505.26  
Checking (scholarship account): \$5076.77

Money Management: \$3438.23  
12 month CD: \$4962.64

Jan 2018:  
Awards (Swaro) \$146.63  
Rivale, R \$500  
Gillham, B \$500

Feb 2018:  
NAWOWEA dues \$750  
Creative Casting / Awards \$340.34  
Glasses (Shepherd) \$1056.20

New members:  
Dylan Edwardson

**New/Old Business:**

**CWEPA Board vacancy/position discussion:**

Cody Wigner was approved by the board to fill the Southeast region vacancy. The current positions on the board were voted to stay the same, with Sean Shepherd being nominated to the secretary position.

## 2017 NAWEOA Conference in Ontario Presentation by Jeremy Huntington

- Jeremy covered some of the training opportunities offered
- The Torch run dedicated to fallen officers
- Game Warden games
- The opportunity for family involvement and networking

Membership is encouraged to attend the next conference in Wyoming this year.

### **The Director's Message**

Mr. Broscheid spoke about the Future Generations Bill currently going through the legislature. He thanked CWEPA for their letter of support. He said the Bill has made it out of the first committee so far and will be moving to the appropriation committee next. He stressed the importance for all 866 CPW employees to help spread the message.

He spoke about some of the current financial challenges such as the severance tax cratering and cuts to the Federal budget. Most funds are going to BLM and National Parks with less going to USFWS. Landowner Conservation Fund cuts. There is a push to use offshore oil monies to help fund T&E and nongame species. He said law enforcement would be included in that funding, but it must go through congress.

He said the state is doing pretty well with license sales and other revenue. He said CPW is moving toward a more customer service oriented process.

The leadership team and Human Resources is working on equity adjustments across all job classes . There are 15 different classes and the cost to fix would be \$2 million. He said the leadership team has been pushing hard the last 5-6 months to fund the \$2 million without the fee bill. He said part of the Future Generations Bill addresses recruitment and retention of good employees.

The Governor has approved a 3% increase in pay, but 2% will go toward benefits leaving only 1% for actual pay. CPI is 1.5-1.75% per year. He said CPW is losing employees to the Feds due to pay issues.

Heather Dugan said that they are revisiting the pay directive and looking at things such as housing premiums and laterals.

Swaro asked about the potential for amendments to the Future Generations Bill. Broscheid said that last year there were 30 amendments and that so far this year there has been one. He said the Senate would like CPW to find alternate funding sources.

Matt Martinez asked if CWEPA could do anything more to help support the Bill. Broscheid said that the folks on the ground and out in the field in their respective areas know who the influential players are. The idea is to have discussions with them and talk about the funding issues.

Swaro asked what will be put out for the compensation issue come July 1. He asked if it would be black and white. Broscheid said it would be black and white.

Romatski said that the issue is complex. He said the leadership team is developing a pay model. He said that employee retention and recruitment is a top priority. He said the 8 year outlook is a \$30 million dollar deficit that would come into play and that is why they are trying to get it done now before that happens. The bottom line is that the fee bill needs to pass.

Swaro asked if there is any potential for health plan improvements. Broscheid said we are stuck with increasing costs. There are also some concerns about PERA, he said there is a bill coming up that is supposed to address those concerns.

Broscheid said that Heather Dugan is on the AFWA board. Said it is a good opportunity to stay up with what is going on in law enforcement. Broscheid encourages staff to go to conferences for networking, professional development, and getting CPW out there on the National level.

Bob Thompson said that Colorado is a very respected agency at the conferences.

Patt Dorsey added that there are \$2 million dollars freed up for funding projects on SWA properties this year.

Broscheid talked about Pittman/Roberts funding. He said recreational shooting is getting 71% and hunters funding is going down. He said that is the reason folks are seeing more funding going toward shooting sports/ranges.

### **Meeting Adjourn 1915**

The CWEPA board would like to again recognize all award recipients at the 2018 in-service.

Casey Westbrook and Kris Middledorf were acknowledged for their past contributions to the CWEPA board. Casey and Kris were instrumental in obtaining the PORAC legal defense fund coverage for CWEPA members.

CWEPA presented life saving awards to five members. Pepper Canterbury, Adam Gerstenberger, Cody Purcell, Jordon DePriest, and Rick Gardner all were nominated and received the award for their exceptional actions in the field.

The 2018 Cliff Coghill Career Achievement award was presented to Larry Rogstad. Larry has a nearly 40 year career with Wildlife. He is well regarded for his years of hard work and leadership as a District Wildlife Manager and Area Wildlife Manager. Larry Rogstad is dedicated to the wildlife resource and he serves with distinction and integrity.