

CWEPA Meeting Minutes
July 26, 2021
Google Hangout

Call to Order: 12:04 PM

Board Members Present: Eric Lowery, Cody Wigner, Kevin Mahan, Tony Bonaquista, Darren Chacon, Casey Westbrook, Brandon Dye, Evan Jones

Membership Present: Archuleta, Asnicar, Behnke, ByBee, Cerny, R. DeVergie, Dodd, Goldman, Huntington, Kaknes M. Martinez, McGee Miedema, Padia, , Slezak, Swaro

Reading/Corrections of Minutes from December meeting:

No corrections to last meeting minutes/approved

New members:

Hannah Posey

Retired member's approval:

Gurzick

Treasurer Report: (Westbrook)

Account	May-21	Jul-21	Change	Notes
UBS	\$283,588.04	\$291,090.42	\$7,502.38	
US BANK (main)	\$32,673.55	\$29,341.78	(\$3,331.77)	
US BANK (scholarship)	\$8,087.38	\$8,087.38	\$0.00	
CREDIT UNION OF COLORADO (savings)	\$507.69	\$507.75	\$0.06	
CCU (checking)	\$500.21	\$5,615.59	\$5,115.38	
CCU (money mgmt)	\$3,463.25	\$3,463.54	\$0.29	
CCU (12 month CD)	\$5,115.25	\$0.00	(\$5,115.25)	(CD \$5115.25 transferred to checking account)
REPORTED EXPENSES TOTALS	\$15,090.14	\$12,644.88		

The board unanimously approved the following motion: Close US Bank account ending in 0704 and transfer those funds to a Credit Union of Colorado checking account. Close all other Credit Union of CO accounts, except the checking account. Convert Credit Union of Colorado checking account to a business account. Move both US Bank and Credit Union of Colorado accounts to online banking with access provided to both Treasurer and Bookkeeper.

NAWEOA Update (Jeromy Huntington)

Spring newsletter has been sent out, members who did not receive it, check with Jeromy to make sure the email mailing list is correct. Reservations for 2022 Conference in Nashville (info available on NAWEOA website) should be coming out soon. Group rate for International Game

Warden magazine is availability, cost would be \$16/issue per member. The board and Jeromy will discuss options for members to pay for the subscription if they are interested.

Law Enforcement Updates (Heather Dugan)

Statewide In-service 2022- Embassy Suites, Loveland. Feb.15-17

Legislative update:

SB 21-245 – Backcountry Search and Rescue- Working group in place to evaluate and make recommendations on the function and funding of Search and Rescue.

SB 21-271- Misdemeanor Reform Bill- Class 3 misdemeanors will be going away, there will still be some unclassified misdemeanors. Some Title 33 statutes will be moving from misdemeanor classification to civil infraction.

Bylaw amendment vote of Board Structure (Lowery)

Going forward in 2022 as current board members term out, the board structure will change to a 7 member board, one rep from each region, one property tech, one other commissioned personnel, one non-commissioned position.

Whiskey Label Voting Results

Thanks to members Mike Swaro (#1), Nate Martinez (#2), Jonathan Lambert (#3) , and Ben Meier(#4) for their submissions. 98 members voted, the Winner is Ben Meier (#4). His design will be incorporated into the label making process going forward.

CWEPA Website (Lowery)

<https://www.coloradowepa.org/>

Entered into yearly contract with website designer. The website will be updated with quarterly meeting information/minutes. The history page is being rebuilt based on historical documents.

Merchandise (Mahan & Jones)

New Challenge coin design had been approved and will be available at In-service. New T-shirt design in the works. There will also be some additional stuff for members at In-Service.

HR updates (Lowery)

Compensation Meet and Confer- New compensation survey coming out.

Windi Padia gave HR update email (See full text below):

Eric,

Here are some HR updates for the CWEPA meeting - let me know if I'm missing any big topics of interest.

- The State Division of Human Resources held a Compensation Meet and Confer meeting open to all employees on Monday, July 12 to discuss methodology for the annual compensation report for Fiscal Year 22-23. The recording and slides for the meeting are available on their [Annual Compensation Report website](#). After reviewing the slides and recording let Windi know if you have questions.
- Worker's compensation: The Worker's Compensation provider changed to Corvel on July 1, 2021. Injured employees can self-report injuries by using the CorVel's 24/7 Nurse Triage Dedicated Number: 1-855-542-4064. Nurse Triage provides 24-hour incident

reporting and triage support to ensure prompt access to medical treatment options. Employees should continue to notify their supervisors and HR right away, and can always go to the Emergency Room immediately for emergency care. You can also send emails to DNR_HR_EmployeeLeave@state.co.us for any questions and notifications.

- There have been some staffing changes in HR. The contacts can be found at [Human Resources Contacts July 2021](#).
- All employees are encouraged to familiarize themselves with the [Colorado Partnership for Quality Jobs and Services Act](#) FAQs. On June 16, 2020, the [Colorado Partnership for Quality Jobs and Service Act](#) (the Act) was enacted. The Act requires WINS to represent all covered employees. Generally, covered employees are employees in the state personnel system, also known as classified employees. There are exceptions, though, including confidential employees, managerial employees, executive employees, administrative law judges, hearing officers, state troopers, employees in the legislative branch, and temporary employees.
- DNR has a [Training Calendar](#) you can add to your google calendar that includes upcoming Supervisor 101/102 training as well as safety and wellness training. If you have ideas for training topics please let us know.

Eric,

To add to my update, I've been getting a lot of questions on how DNR handles comp time. This is the overall guidance DNR follows:

Compensatory Time and Agreements

Compensatory time in lieu of overtime pay is allowed for public sector employees and must be accumulated at a rate of not less than 1 ½ hours of compensatory time for each hour of overtime work. In addition, compensatory time in lieu of overtime pay may be a condition of employment for new hires. Departments must have signed compensatory time agreements for employees hired on and after April 15, 1986. According to Rule 3- 27. (B), appointing authorities must ensure that compensatory time is scheduled as soon as practical. The U.S. Supreme Court's decision in June 2000 gave supervisors the authority to schedule employees' compensatory time off; however, employees must be able to use the compensatory time for their own personal purposes. When an employee requests compensatory time off, it must be approved unless it imposes an unreasonable burden on the work unit's ability to provide acceptable levels and quality of service. Inconvenience to the department is not a sufficient reason for denying a request for compensatory time off. Compensatory time shall not exceed 240 hours (or 480 hours – see FLSA) and any additional overtime must be paid as indicated in Rule 3-27. If a department wants to place limits on the accrual or payment of compensatory time up to 240 hours (or 480 hours – see FLSA), a policy must be developed and communicated prior to use and on an ongoing basis. Unused compensatory time at termination or transfer to another department must be paid at that time.

Windi Padia
Human Resources Director

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[DNR Intranet - Human Resources](#) for DNR employees

CWEPA Member retirement benefits

Based on old archive documents, the retirement benefit has been \$500 for around 25 years. Looking at how that would be adjusted for inflation, it would equate to around \$900 in today's market. It would be a change to the bylaws, but the board is looking at increasing the retirement benefit to members.

Members Concerns:

None

Meeting Adjourn: 12:38 PM