

CWEPA Minutes
September 5th, 2017
USFS Office Silverthorne

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

Call to Order: 10:00 am

Membership Present: Bob Thompson, John Hood, Lyle Sidener, Jeromy Huntington, Tom Davies, Rachel Sralla, Elissa Knox

No corrections to last meeting minutes/approved

Treasurer Report: (Matt Martinez)

UBS: \$174,232.30

US Bank main account: \$16454.13

US Bank scholarship account: \$6168.11

Credit Union of Colorado:

Savings: \$505.00

Checking (scholarship account): \$5074.64

Money Management: \$3435.63

12 month CD: \$4953.90

No new members, all retirement requests have been paid.

New/Old Business:

CWEPA Board vacancy/position discussion

Due to Jason Surface transfer to Fort Collins, a vacant position is open for the Southwest Region as well as the president position on the board. Mike Swaro nominated for board president, Sean Shepherd second the motion, board approved. Mike Swaro nominated Adrian Archuleta as Vice President, Sean Shepherd second, board approved. Board will seek interest from the southwest region membership to fill vacant position in the southwest. Brandon Dye interested in vacancy.

2018 NAWEOA Conference in Wyoming Discussion (Swaro)

CWEPA interested in sponsoring a table for hospitality night at conference, would cost board \$1500, CWEPA policy only allows \$500 max donation. Options include trying to combine with another agency, or \$500 donation to hospitality night, Torch Run, or one of the speakers. Board is also looking at setting up a table or booth to sell CWEPA merchandise.

Mike Swaro recommended a day or two manning a table to sell merchandise. John Hood asked for dates and location of the conference. The conference will be in Cheyenne Wyoming July 15-19 2018.

Jeromy Huntington advised that Tuesday or Wednesday would be good days to provide a table for merchandise sale.

Lyle Sidener (Colorado representative for NAWEOA) mentioned that having the conference in Wyoming provides a good opportunity for CWEPA membership to attend.

Swaro added that attending the conference is very beneficial to officers by networking, and attending classes and training offered during the conference.

Swaro will look into Torch Run. Adrian Archuleta made motion to donate \$500 to NAWEOA conference, board approves.

There was a discussion about the NAWEOA Face book page. NAWEOA is looking for training opportunities. There is a newsletter on the page. Lyle Sidener is willing to update membership. Lyle mentioned that NAWEOA interested in award nominations. Lyle recommended that the CWEPA board forward all award nominations such as JD Hart, Life saving etc, to NAWEOA. Work with Lyle to forward CWEPA nominations to NAWEOA. CWEPA board will try and put a link to NAWEOA website on CWEPA website.

Jeromy Huntington is again willing to give presentation of NAWEOA conference he attended at December meeting.

There was discussion about \$2000 donation for JD Hart winner to attend conference. The question was asked how to select someone if Hart winner does not accept. It was decided to be discussed at December meeting.

CWEPA merchandise discussion (Swaro)

Due to depleted supplies Swaro looked into new shirt designs and quality Yeti style mugs/water bottles. Merchandise would be sold at In Service and NAWEOA conference. Swaro recommended purchasing couple hundred shirts at \$7-\$8 each and 100 mugs (\$11 each) and 100 water bottles (\$7.50 each). The total cost would be \$3000-\$3500. Board approved purchase. Swaro will order.

Shepherd mentioned Bob Carochi as a possible provider for logo services and inventory storage.

Elissa Knox mentioned a need for women's sizes when ordered

Website Update:

Board discussed website again. The board will be seeking interest from the membership for anyone that has the skills and interest to manage and update the website. Until that time Archuleta and Krall will continue to work with Gary Bicking to do the basics such as keeping the site renewed and updating minutes and meeting dates.

Membership Input/ Concerns:

Todd Cozad brought up the compression pay issues of officers with 10 years of service making the same or less as more recently hired officers.

Director Broscheid was going to work with human resources to work on the issue. Mike Swaro asked the question about whether the board can look into the pay issues such as number of employees in certain job classes, how many are dealing with compression issues, and if there are retention/recruitment issues? Swaro also asked about DWM pay changes. It was stated that since 2005/06 the DWMs start 10% above minimum.

Mike Swaro had talked with Jacob Brey about how the Park Manager series was able to get a pay increase. Brey told Swaro that they were able to use the retention/recruitment problem of the park manager series to approve the pay increase for them.

Bob Thompson said that the leadership team is looking at the pay issues. He recommended that the CWEPA board continue working with the director on the issue. He said CPW was the 5th largest LE agency in the state 1-2 years ago with 224 wildlife officers and 129 parks officers.

Mike Swaro said he will again reach out to the Director to discuss the problem.

It was mentioned that the financial state of CPW complicates things. Another problem is that there is not a job class in the state to compare to the DWM job class.

It was brought up that the Colorado State Patrol hired a lobbyist to pass a law for their pay increase.

A concern was brought up in the southeast region to move the CWEPA meetings around more. Adrian Archuleta mentioned offering more conference call opportunities. Archuleta also mentioned Brandon Dye's interest in filling the southwest vacancy on the board.

Additional discussion items:

Jeremy Huntington requested that the board notify the membership about the upcoming NAWEOA conference in Cheyenne, Wyoming July 15-19 2018.

Bob Thompson thanked the CWEPA board for supporting the AFWA Illegal Trafficking and Commercialization of Wildlife Intelligence Summit that deals with the illegal trafficking of wildlife. He mentioned the popularity of the reptile trade and an uptick in bear gall bladder sales. He said the illegal trafficking is a \$34 billion/year trade around the world.

Sean Shepherd asked if there was a better way for the board to be organized and have better continuity by keeping a history as board members come and go. He asked if there could be a more corporate structure and create committees. He mentioned that the committees could be in charge of things such as merchandise, the website, NAWEOA, payments, etc. What would happen if Ellen Salem was to leave? He brought up the idea of the board setting goals and reaching out to the membership for help on committees.

Bob Thompson recommended that the board look at the bylaws and see if committees were allowed.

Swaro asked if there was an updated and current membership list. Matt Martinez said he would get a current list. Sean Shepherd said he would work on setting goals.

Adjourn Meeting at approximately 12:00pm.

Next CWEPA Meeting

December 14th, Hunter Education room at the Denver Office at 10 am