

**CWEPA meeting minutes
CPW SW Region Conference Room
415 Turner Drive, Durango, CO
August 19, 2022**

Board Members Present: Westbrook, Chacon, Campbell, Lowery, Mahan, Bullen, Jones, Bonaquista

Call to Order: 1:32pm

Members Present/Google Meet/Call in: 49 total

Corrections/Approval of Minutes from May: No corrections, May minutes approved

New members: Dylan Allenback, Jackson Davis, Kevin Bryan, Nicholas Cundall, Samantha Canetti, Walter Proulx

Retirements: Kris Holinka, Dave Hale, Karl Copeman, Steve Keefer

Treasurer's Report:

Account	May-22	Aug-22	Change	Notes
UBS	266,314.40	287,417.40	\$21,103.00	
US BANK (main)	15,720.49	5,081.97	\$10,638.03	Includes \$3,000 scholarship fund
COLORADO				
General	\$263.57	\$1,263.57	\$1,000.00	
Scholarship	5482.52	21,445.16	\$15,962.64	
Total	\$287,783.98	\$315,208.10	\$27,424.12	
REPORTED EXPENSES TOTALS				
Retirements (Karl Copeman, Bob Griffin, Dale Hale, Kris Holinka, Steve Keefer)		5,000.00		
Scholarships (Steven Antonio, Hailey Knowles)		2,000.00		
Fallen Officer Donation		100.00		
Website Maint		660.00		
125th Anniversary Belt Buckle (1st 1/2 payment)		6,800.05		
PORAC		~95000		Quarterly
Standard Insurance		~800		Monthly
New members during this period: Jackson Davis Dylan Allenback Nick Cundall Kevin Bryan Walter Proulx Samantha Canetti				

CSEAP Director Janeen Haller-Abernethy: Colorado state employee assistance program.

Provide mental health to employees through Telehealth services. Trying out pop up clinics; looking to do them in each of the four corners of the state. Clinic upcoming in Sterling in October to serve state employees in various agencies. Available for critical incidents, professional coaching as well. Operate under guidelines of HIPPA so information is confidential.

Financial assistance program: Credit Union of Colorado makes funds available to CSEAP. Employees can then apply for financial help in a crisis (medical, etc). Details about the small cash grants can be found on the website (hundreds of dollars, generally not thousands)

<https://cseap.colorado.gov/>

Jonathan Bannick – On call discussion/Update: Main focus is working on draft language of what it looks like during non-exempt periods. Do exempt periods need to change? Working with AGs still. Working toward on call and call back guidance released at the same time. Helping to make the determination of which situation fits and when. Call back pay may not apply to DWMs, still looking for clarification on it. Matt Martinez question about the agreement from 2007-2008. This was the federal dept. of labor agreement about the wildlife series (7K settlement). Working through seeing if the wording still fits. Josh Dilley question about the restrictions of being on call even if an officer may not get a call or respond. Currently working with Attorney Generals to determine FLSA laws. No operations currently to change while waiting for answers to the on call discussions.

Call back pay: shift come to an end but called back in. Ensures a non-exempt employee would be paid at a minimum for two hours. Do not have to stay in a location like an on call employee has to

On call: restricted to an area for a certain amount of time and possibly restricted as to what the officer can/cannot do at that time.

In the guidance, people won't be able to adjust on call or no on call for an officer on a 7K period. Grooms had the question about an on call officer calling out other officers for an issue and if the other officers would get the on call pay as well or not since they are no technically on call. All to be determined.

How do we determine call back pay for the wildlife series since we don't have shifts? If we have already worked our shift for the day (no matter the hours) that would then activate the call back status.

Ty Petersburg – Update on JBC Peace Officer review: JBC, DPA, governor's office studies all going on to look at our pay. Ty continues talks with everyone and there is a lot on the table for discussion. Waiting for a final report to come out that looks at the final analysis of parks and wildlife officers. Hopeful that there is a positive movement in pay across the board. Recommendations are coming. POST certified studies look at CPW, CSP, and DOC. Should start seeing something later this fall.

Campbell asked why we can't have a specific Wildlife Officer job class. The question is currently being asked.

Westbrook: Number of vacancies and what next year looks like. Waiver request in to DPA for the residency requirement. May try to higher around 30 parks and wildlife officer trainees. Kind of maxed out on our training resources to hire a larger class (difficult to run so many FTOs. Officer survival, investigations week, etc. would be difficult to run with so many trainees).

Cost of living increases at all? Conversations are going on, but Ty doesn't have details on it. Providing housing to employees in some capacity is being discussed.

No update to the investigation regarding the Director and employee. Everything is at the DNR level.

Upcoming Meeting with CSP Association Board: CSP used vacancy savings to pay their current troopers \$3,500 as a retention bonus since the additional 3% pay raise was denied.

1st week of September. Talking about how CSP board and our board can work together.

PORAC Plan Follow Up: Coverage has not been cancelled. The emails were just the adjustments in dues. Dues went up \$2/month per member.

CO WINS Zoom Meeting for DNR – August 25th at 6pm

Roundtable Discussion/Membership Concerns: None

Adjourn: 3:03pm