

**CWEPA meeting minutes
CPW NE Region Hunter Education Building
6060 Broadway, Denver, CO
December 5, 2022**

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

Call to Order: 10:01am

Members Present/Google Meet/Call in: 59 on + those in person at 6060 Broadway

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

New members: Cory Noble, Jeffrey Walters, Zachery Swennes, Andrew Markiewicz, Lauren Berry, Travis Sauder, Cory Chick, Raymond Aberle (8 new members)

Retirements: Dan Prenzlow

Treasurer's Report:

Account	Aug-22	Dec-22	Change	Notes
UBS	287,417.40	239,563.52	\$47,853.88	
US BANK (main)	5,081.97	16,679.58	\$11,597.61	
CREDIT UNION OF COLORADO				
General	\$1,263.57	\$1,263.57	\$0.00	
Scholarship	21,445.16	12,833.79	(\$8,611.37)	
Total	\$315,208.10	\$253,660.88	\$61,547.22	
REPORTED EXPENSES				
TOTALS				
creative castings		6,800.05		
Tax prep		2,400.00		
Lobbyist		24,040.00		from UBS account included \$40 wire transfer fee

LT Updates (Ty Petersburg):

Scott Murdoch won inaugural OGT officer of the year award.

Trainees placed last week. 20 DWMs and 20 park rangers offered jobs for the new class, 1 DWM turned down the job offer and 1 washed out. 1 alternate DWM brought in already. The newer type of trainee will be more diverse (may not have hunting/fishing background) but have a lot to offer. Same requirements on parks and wildlife side for hiring.

The firearms board has been looking at different firearms for the new platform. Hoping to have a table at in-service for people to look at them. Hoping to have them at parks skills in-service as well as getting a few days at each region so people can test the guns out. The new guns will have a red dot and a white light.

New on call policy is a step in the right direction, but is not perfect.

New director job announcement hopefully coming out soon and will be open for 30-45 days. Will be a nationwide pool. Maybe new director by April if we are fortunate, but that is a flexible date. Vacancies on LT will be filled after the director position is filled.

Governor's budget proposal did not include wildlife or parks officers, only state patrol. DPA was going to look at parks and wildlife officers pay in their report, however there was a misconception of what we actually do. We were taken into account as far as DPA and JBC reports.

HR Updates/On Call/Step Negotiations (Jonathan Bannick):

HR is onboarding three new members.

General guidance on paid family leave is coming January 1. It will start with a 1% deduction. Employers generally cover 0.5%. If the state does not cover the remaining 0.5%, all employees will see a reduction in 0.5% from their paycheck to cover this program. Waiting for confirmation on this.

<https://cdle.colorado.gov/hfwa>

CSEAP will be offering additional services as well.

Has not received formal guidance on STEPs. Negotiation team and WINS have agreed to STEPs but the legislator has to approve.

Partnership agreement: article 31

Westbrook comment/concern about 7K period:

Looking at on call and hours an officer may make less than the \$300/month for the 10 months out of the year because working so many hours being on call and not getting that "wait time" pay. Average on call day working can be a 14 hour day in several districts. So a 10 hour/day "wait time" is getting \$50 essentially. Would need 6 on call days in that 7K period to make the \$300/month during the other times of the year. Whereas the guys who are on call 15 days a month, or those who don't have as many calls to respond to are making significantly more. Was discussed and pointed out that it is a good example of how the system is not yet perfect

State and National Fallen Officer Memorial Update (Evan Jones): Officer James Campbell, killed in the line of duty almost 80 years ago, will now be honored at the National Fallen Officer Memorial in May.

IST Hospitality Night – Monday, January 30th:

Working with CSPEPA but it is their turn to take primary on the hospitality night.

Awards and Scholarships Deadline is December 31st

Two new awards: CSR/support staff award and Rookie of the year award.

Roundtable Discussion/Membership Concerns:

PERA board meeting from November. All that info is available on the website and goes over defined benefit vs defined contribution

NAWEOA fall newsletter is out

Nicoletti-Flater Associates

Provider of Police and Public Safety psychological services, trauma response and recover, employee wellness initiatives, and violence/threat prevention and intervention strategies

<https://traumathreatandpublicsafetypsychology.com/> 303-989-1617

Nicoletti-Flater 24/7 phone line - 720-675-9502

Employees just need to call or contact them and let them know that they are with Colorado Parks and Wildlife. The bill is sent to the Law Enforcement Unit at CPW, *with no identifying information and no name of any employees. Information is kept confidential between the employee and Nicoletti-Flater. Employees do not need to let their supervisors know.*

CSEAP: Colorado state employee assistance program.

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

Adjourn: 10:58am