

CWEPA Minutes  
July 12th, 2019  
Gunnison Service Center, Gunnison, Colorado

Board Members Present: Mike Swaro, Matt Martinez, Sean Shepherd, Brandon Dye, Adrian Archuleta (call in), and Cody Wigner (call in)

Call to Order: 10:05 am

Membership Present: J. Wenum, Brandon Diamond, Jenny Campbell (call in), Lyle Sidener (call in)

New/Old Business:

No corrections for last meeting minutes. Meeting minutes from last meeting approved

Treasurer Report from Matt Martinez:

UBS: \$202,563.10

US Bank main account: \$14,919.65

US Bank scholarship/donation: \$7994.11

Credit Union of Colorado:

Savings: \$506.21

Checking (scholarship account): \$5084.37

Money Management: \$3449.23

12 month CD: \$5016.96

NAWOGA attendant Percy Pope \$2000

Fallen Officer Eugene Wynn \$100

Challenge coins \$1092.75

PORAC quarterly payment issued \$7854

New Members:

Ben Kraft

Zachariah Weaver

David L. Mason

Membership Survey:

In mid-June, Brandon Dye put together a member survey regarding the possibility of hiring a legislative liaison. This is the summary from Brandon:

Results summary:

84 total respondents

Question #1

Would you support CWEPA moving forward with trying to hire a lobbyist to address legislative issues on behalf of CWEPA membership?

Yes-84% - 69 people

No-16% -13 people

#### Question #2

Current membership dues are \$10 a month, and an additional \$15 for those with extended PORAC coverage. Hiring a lobbyist would mean increasing general membership dues. What level of increasing monthly membership dues would be acceptable to you? Check all that apply.

\$10- 61 people

\$20- 25 people (the % add to more than 100% so i just put the number of people since it was a check all that apply)

\$30- 8 people

#### Question #3

Would increasing membership dues at any level cause you to cancel your CWEPA membership?

Yes- 13% - 11 people

No- 87% -73 people

#### Question #4

Rather than pay a lobbyist year-round on retainer, would you be MORE in favor of hiring a lobbyist on a case by case basis if possible? This could mean only a temporary increase in membership dues, however the monthly increase could be higher for that shorter period of time.

Yes-69 % - 57 people

No- 31% - 26 people

#### Question #5

Would you support the use of membership savings funds to be used toward single issue (case by case) hiring of a lobbyist?

Yes- 87% - 72 people

No- 13% -11 people

#### Question #6 Open comment

Pay & Benefits, Pay for Performance. Periodic Title 33 revisions. Funding and support for more LE equipment (ex. assault rifles for all officers). CSP seems to get a pretty good bang for their lobbyist buck.

1) Pay and benefits for commissioned officers, including but not limited to: funded raises, monetary benefits for instructors, high cost of living area stipends. 2) Reclassification of DWM position to law enforcement - the current model is not legal, nor an accurate representation of the job we do. To be clear, my job does not change when I am on 7K. Same job every day, same uniform every day, law enforcement every day. The work we do is largely under the authority of our law enforcement commission, and the commission is never turned off. 3) PERA retirement benefit. Last year, most other law enforcement (PD, SO, etc..) were added to the same retirement that CSP troopers have, while retirement age for other job classes increased significantly. Concerns over new hires having to work ~ 40 years before retirement require PERA retirement benefit be revisited for the DWM position. This may only be possible by reclassifying the position as law enforcement. \*Note - concerns over the DWM position losing the flexibility of working from home, setting own hours, having patrol vehicles at home, and having hands-on wildlife management roles are unfounded. Evidence of this can be seen in neighboring states. Thank you for your consideration and time on this matter.

Significant salary increases for Colorado Wildlife Officers along with guaranteed and significant annual step increases and possibly 20-year retirement options like Colorado State Patrol has negotiated using lobbyists. Our low annual salaries, no guaranteed and not significant annual raises/step increases in pay, and our 30-year retirement just plain sucks in terms of maintaining morale and quality employees. The issues in those three statements pretty much sum it up. Most comments were about pay increases, cost of living, PERA, and retirement age etc.

#### Discussion regarding the membership survey:

CWEPA board notes that about half the membership responded, which is a decent rate of participation. The Board hoped for a better response, especially as it is an increase in membership fees. The board will try to determine the participation rate on the PORAC membership fee increase from several years ago and see if the participation rates were similar.

The CWEPA board agrees that the results and ideas behind this survey should be brought forward. The largest issues were pay and PERA, pay for performance, compensation for overtime, job classification, on call schedules and FLSA. Comments on the need to move employees through a pay range with the inconsistencies of pay for performance, opportunity for a stipend for on-call shifts and additional compensation for being a certified trainer. Some of the issues might be best addressed by legislative action, but there are several issues that can be presented to the leadership team. There is split interest in job re-classification. The board feels that this issue is largely contentious by both sides and the board will not pursue this issue. CWEPA will bring a list of compensation ideas to the Leadership Team. The Board will watch the changes to PERA and make sure that we keep a liaison in mind for that.

Action Item: Cody Wigner will determine CWEPA's best time to engage with legislators to address these issues; specifically, when funding is being set. Sean Shepherd will contact CSPEPA and gauge their interest in a legislative liaison and spreading the cost between the two employee protective associations. Mike Swaro and Brandon Dye will summarize the results and prepare to meet with Leadership. The CWEPA board supports presenting this information to the Leadership team as it is a current survey of CWEPA's membership's employment concerns.

CWEPA will decide when it is best to approach the legislature and the board feels confident that using the CWEPA savings for a one-time expenditure on a liaison is appropriate and supported by a majority of the membership.

#### Taxes:

Work uniform items, specifically jeans, are now taxable. The agency has addressed the issue with a new policy regarding some uniform items. The CWEPA considers it a good will effort to make uniform purchases.

Hiring a moving company after a promotion or transfer is now taxable. It is considered a taxable benefit to the employee. This is a discussion to educate membership on the tax charged on moving expenses. It can be a significant amount. The tax will be taken out of the following month's pay check. CWEPA will look into the taxing of moving expenses. Especially, as an employee is required to move to live in to a specific area. Adrian Archuleta will look into the situation. He will also ask if the tax is charged only as a one-time expense or it can be stretched out over time.

DNR internet site. Fiscal rules. Administrative rules.

Legal Coverage:

A member contacted Mike Swaro regarding the CWEPA insurance coverage vs. PORAC. CWEPA can pay up to \$10,000 on a legal issue directly related to a critical incident while acting in a law enforcement capacity. It is in the CWEPA bylaws and included here for reference:

XIV.

THE BOARD OF DIRECTORS IS AUTHORIZED TO AND SHALL PAY COSTS OF RETAINING LEGAL COUNSEL FOR ANY MEMBER OF THE ASSOCIATION IN GOOD STANDING WHO BECOMES INVOLVED IN A CRITICAL INCIDENT SUIT WHILE ACTING IN AN OFFICIAL LAW ENFORCEMENT CAPACITY. THE BOARD OF DIRECTORS MAY, AT ITS DISCRETION, LIMIT THE AMOUNT OF COST BELOW THE SPECIFIED MAXIMUM OF TEN THOUSAND DOLLARS (\$10,000.00) TO ANY INDIVIDUAL MEMBER APPLYING FOR CRITICAL INCIDENT BENEFITS.

The CWEPA board encourages members to start with PORAC first for legal issue coverage.

Merchandise:

The cost of production has increased for challenge coins. This is reflected in the retail cost of \$15 for members and \$20 for non-members. The belt buckles have also increased in price. The current prices for members are at cost and reflected on the square webpage. There are additional fees for engraving and shipping. The new challenge coins are available for purchase. The online store is found here <https://squareup.com/store/colorado-wildlife-employees-protective-association>.

Discussed creating retail stores at each regional office. It is difficult as there is no supply chain, or dedicated space for retail in many Area offices. Area 13 has sales of t-shirts, mugs and belt buckles. There have been some t-shirt sales there. Shepherd and Martinez are unaware if CWEPA is being compensated by IPAWS for sales. For now, CWEPA will continue to make items for sale exclusive on the square website. Ellen will obtain a debit card for Shepherd to use for shipping costs. The website charges shipping, but that fee is included in the deposit to CWEPA.

PORAC fees:

Matt Martinez will look into any increases for PORAC coverage this year. Increases are set in June.

Meeting adjourns at 11:35.

After the meeting, Shepherd contacted Ellen Salem and CWEPA is being compensated for any CWEPA items being sold through IPAWS. DNR accounting sweeps the CWEPA account at Ellen's request. She makes her request every several months.

Matt Martinez determined that the PORAC poll had 125 responses.