

CWEPA Minutes
March 5th, 2019
Hampton Inn Grand Room, Grand Junction, Colorado

Board Members Present: Mike Swaro, Matt Martinez, Todd Cozad, Cody Wigner, Sean Shepherd, Adrian Archuleta and Brandon Dye

Call to Order: 6:00 pm

Membership Present: Numerous members present

New/Old Business:

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

Treasurer Report from Matt Martinez:

UBS: \$192,870.42

US Bank main account: \$20862.08

US Bank scholarship/donation: \$7994.11

Credit Union of Colorado:

Savings: \$505.77

Checking (scholarship account): \$5082.28

Money Management: \$3443.24

12 month CD: \$4982.91

Accounting Report: Expenditures with \$807.50 for t-shirts, \$280.50 for knives, \$125 for Hampton Inn meeting room; \$500 for Perry Will retirement. Previously, Steve Yamashita donated his \$500 retirement benefit back to CWEPA. The Board has decided to give that donation to Terry Wygant. The Board and members also have organized an auction of donated items for Terry's health care bills. The auction will be during hospitality night, immediately after the conclusion of the annual meeting.

Approval of new membership: Motion of approval for Chase Rylands. Garrett Smith approved previously. Both full membership.

Retired: Perry Will.

Yearly Positions Election: All current positions approved, with no changes. Matt Martinez and Mike Swaro term limited next year.

Merchandise report:

The Square Online Store is active. The only sales have been challenge coins. However, members have used the online store to look through the available items and then order through a board member. The prices of belt buckles were raised a minimal amount to cover shipping costs. There have been requests

for additional items to have logos placed on and made available. The board will continue to look into this. The board needs to order new challenge coins and there will be a discussion on the design.

NAWEOA 2019 Torch run donation: Donations of \$100 for annual torch run. Registration is open for Oklahoma City conference. Please register early while there are still conference site rooms available.

PORAC rates: No use by members of PORAC this last year. There will be either no increase or a minimal increase. Notification of new rates at end of June.

DNR HR Pay Adjustment Review:

Dan Prenzlow, Heather Dugan, JT Romatzke, Mark Leslie: Discussion on the five year and ten year pay scale increase in 2018. Director Broscheid pushed the raise. It was enacted with the director and his staff working together with DNR human resources. Human resources is concerned with this pay model being used to create a step increase model which is not allowed by the State legislature. The pay adjustment cost the agency approximately 1.8 million dollars. The panel recognized that there are issues that still exist in the pay scale. The goal of the agency is to bring in new officers at minimum plus 10 percent. Any pay increases must be within the CPW budget and spending authority, the current 1.8 million has to be found within the agency. The Leadership Team is working to be fair and consistent and work within State rules. Pay increases are justified by recruitment and retention issues. The Future Generations Act specifically declares that one goal is to “attract and retain high caliber employees to manage wildlife, park recreation and aquatic resources.” Any new increase in fee collections also require legislative spending authority.

The panel also discussed the housing stipend for high cost of living areas. The LT is looking at the stipend policy and want consistency. The goal is to bring any recommendations to DNR Human Resources. The LT wants to examine how the stipend addresses recruitment and retention. Must be able to articulate that there are retention issues in high cost areas. There are employees that have made housing decisions based upon the stipend. How does the agency address what happens if an area comes off the high cost of living list? There is an annual analysis and report of high cost areas by a state agency.

The panel stated that the Polis administration is in transition. Without a CPW director, there are decisions waiting for a new director. The panel stated that there may be future opportunities to bring salaries up. It will be based upon recruitment and retention issues. Membership asked if differences in job duties by employee can be looked at for increase in pay. For example, a commissioned tech may be eligible for some pay premium. Another example is an instructor vs non instructors. The LT has discussed these issues. It could be possible, and has been looked at but there are many factors to discuss. The pay increase of 2018 was a job classification based analysis. The LT is not done with attempts to address pay. The panel encourages membership to come to their respective LT member and discuss the issue.

Member Concerns: The CWEPA board asked membership about efforts to hire a lobbyist to represent CWEPA members. The Colorado State Parks Employee Protection Agency (CSPEPA) is looking at hiring representation. The discussion was based upon costs. The estimated cost is up to \$40 per month per member. Membership was generally not supportive of that cost estimate. The board does not want a

decrease in membership due to a retainer fee for lobbyist. It was decided that the CWEPA board will develop an online poll to gauge support and identify possible lobby issues among membership.

Hospitality Night: The CWEPA board invited everyone to attend the hospitality night. The award ceremony will begin at 7:30 pm and the Terry Wygant Fundraiser will be throughout the night. The board would like to thank everyone for helping out Terry with donations and participation.

Hospitality Night Summary:

The CWEPA board would like to congratulate all of the nominees for the Jon Wangnild Case of the Year, Lifesaving awards and the Cliff Coghill award.

The Jon Wangnild Case of the Year was awarded to Evan Jones and Johnathan Lambert. Please see the attached nomination.

Lifesaving awards were presented to Serena Rocksund, Victoria Gallegos, and Bill Rivale. The Board thanks all recipients for their quick decisive actions that saved a life. Please see the attached nominations.

The Cliff Coghill Lifetime Achievement Award was presented to Bill deVergie. Congratulations to Bill on his years of dedicated service to the wildlife of Colorado. Please see the attached nomination.

The 2019 hospitality night benefit for Terry Wygant raised \$7,445. Terry was surprised and thankful for all of the CWEPA member's thoughts and contributions.

The CWEPA board declined the CWEPA share of the funds raised by beer mug sales. The money went back to the CSPEPA. Parks Officer Darcy Mount is fighting cancer and the beer mug sales are being used to help with her medical expenses. Best wishes to Officer Mount.

The Annual CWEPA Scholarship was awarded to David Gurzick. Congratulations to David as he pursues a degree in Wildlife Biology at Colorado State University.