

**Minutes from CWEPA Board of Directors Meeting
9/25/12 at Area Office in Montrose**

Meeting called to order at 10:05 a.m.

CWEPA MEMBERS PRESENT:

Libbie Miller, Casey Westbrook, Chris Mettenbrink, Elissa Knox, Brent Woodward, Michael Seraphin, Matt Thorpe, Melody Miller, Kelly Crane, Matt Ortega, Kyle Banks.

APPROVAL OF 6/18/12 MEETING MINUTES: Motion to approve by Casey Westbrook, Second by Chris Mettenbrink. Unanimously accepted.

TREASURER'S REPORT:

Chris Mettenbrink gave the Treasure's Report.

		June 2012	Sept. 2012
USB Investments:	Market Account	\$105,848.46	\$106,405.34
Bank Accounts:	Savings	\$ 502.31	\$502.57
	Checking	\$ 5,047.55	\$5,048.37
	12 mo certificate	\$ 4,899.76	\$4,904.51
	Money Manage	\$ 3,408.21	\$3,409.04
	Main Account	\$ 10, 839.58	\$11,293.99
	Merchandise Acct	\$ 5,881.22	\$6,435.52
Total:		\$ 134,810.93	\$137,999.34

RESIGNATIONS/RETIREMENTS: Tom Spezze

NEW MEMBERS: Bret Mathers, Marty Bates

OLD BUSINESS / NEW BUSINESS / UPDATES:

In-Service: Chris Mettenbrink said there might be a scheduling conflict with the annual CWEPA Fundraiser depending on when In-Service is scheduled and if it is a joint Parks/Wildlife meeting.

Officer of the Year Attendance @ NAWEOA Conference: The CWEPA Board recommends that one of the benefits of Officer of the Year should be an option to attend the Annual NAWEOA Conference. The cost can run from \$2,500 to \$4,000. Brent said he got the impression the Leadership Team has not indicated support to pay for a portion of the fees. Libby said she would look into OGT as a possible source for funding. Michael suggested approaching SCI or another organization for a grant. Item tabled until next meeting.

Belt Buckle Sales: Discussion about the future of DOW belt buckles as they pertain to uniform directive and selling logo items. Chris will contact Bob Davies for cost/profit and inventory information. In meantime, Matt suggested continuing sales of the DOW buckles until they are gone. Discussion about ordering new buckles with CPW logo tabled until Chris can report back what he finds out from Davies.

CWEPA Hats: Motion by Seraphin, seconded by Mettenbrink to purchase 100 camo hats for resale at annual fundraiser. Passed unanimously.

Legal Services Contract: Brent will contact Bruno, Collins, Jewel & Young to setup a meeting to discuss renewing legal services contract. He will try to arrange the meeting date with BCJY to coincide with quarterly CWEPA meeting in Denver the first week in December.

Vehicle Replacements: Recently a memo from the Director went to Regional Managers asking for staff members to serve on a Fleet Management Study Committee. Rick Basagotia has been the CWEPA lead on the vehicle replacement issue. KUDOS to Rick for keeping the issue from falling through the cracks.

By-Laws: Brent, Casey and Bob Davies are working on revisions to the by-laws. The changes are mostly housekeeping issues to update the language in light of the merger.

Beef Donation: In May, Michael Blanck was contacted by a rancher who would read on the CWEPA website that the organization helps members in need. The rancher donated a side of beef and CWEPA paid for the processing. Half of the meat went to Terry Ivy and the other half is in the freezer in West Rifle. If any CWEPA member has a need, or knows of a member who has a need, they should contact the Board.

Housing Premium: This was a big item of discussion at the June meeting. Thanks to Steve Znamenacek for his research. It helped get DNR to back-off implementing changing the housing premium until better data is obtained. Steve raised two issues: 1.) Equality of payouts based on accurate data. 2.) Advance warning to employees when there will be changes to their paychecks.

Libby said Parks employees also felt the changes to the Housing Premium were not properly administered and she would try to get a copy of the letter Parks employee group sent to DNR. In the meantime, Brent will try to get an update from CPW Leadership.

Cliff Coghill Award: The Board agreed to create a career achievement award in honor of Cliff Coghill. The details need to be worked out, but the general guidelines for the award are as follows. The award should go to a commissioned wildlife officer with at least 20 years of service. The timeline for nominations should be the same as the timeline for nominations for the John D. Hart Award. The recipient will be selected by a vote of the CWEPA membership. The recipient will be announced at In-Service. Brent will look into getting a plaque, statue or some form of recognition award. It was suggested the names of winners be on display in the Training Room. Members who have thoughts on the process should contact the Board. In the meantime, members should start thinking about nominations.

Board Elections: The terms of Brent Woodward (SW) and Lenny Young (SE) are both ending and they are both term limited. Individuals interested in serving are asked to step forward. A separate email will be sent out.

CWEPA Scholarship: Applications are due by December 31.

MEMBER CONCERNS – OPEN FORUM:

Wage Compression: Libbie Miller reported there are still ongoing member concerns in her region about salary compression. During the ensuing discussion, it was suggested the Board continue to investigate the extent of what might be done to address the matter. CWEPA was told last spring Kim Burgess at DNR was tasked with studying the issue. The last time there was a wage compression review was 2006. Casey Westbrook pointed out that there seems to be a lack of communication from DNR and the result is employees are only hearing rumors.

There was a brief discussion about a spreadsheet obtained from HR showing starting salaries and dates of hire. The names are blacked out, but with careful analysis it appears there are a number of employees who are making less than others doing the same job. The CWEPA Board would like to hear from members

who are directly impacted by wage compression to get a gauge on how many members are affected. Members who wish to see a copy of the spreadsheet should contact their Regional Representative.

On-Call (7k): Some members (particularly DWM's in urban areas along the Front Range who spend the majority of their summer responding to bear calls) have expressed concern about On-Call schedules, overtime, and discrepancies regarding how different AWMs are implementing a cap of 100 comp hours.

The CWEPA members present agreed to wait to hear the results of the discussion at the AWM meeting.

Concerns include: officer safety, variations in how rules are interpreted, and being forced to take comp time at the supervisor's discretion regardless of personal circumstances.

Although no official position was taken at this time, those present agreed CWEPA should open a dialog with the goal of getting consistent application of existing rules.

It is not the intent of CWEPA to open a can of worms by suggesting policy changes, but believes it is important to get clarification about how On-Call scheduling and 7K rules are interpreted by HR/Payroll and get consistent application of rules for 7K employees.

Members who have specific examples or concerns are requested to contact their CWEPA representatives.

Further discussion tabled until the December meeting.

PAY INCREASES FOR PARKS EMPLOYEES: There was a discussion about the August 15 memo announcing the Director's request that new Park Managers are hired at ten percent above minimum (See separate attachment.) Based on feedback, it is apparent some Wildlife employees were upset by the memo. The general feeling is that it was not the intent of the memo that upset some CWEPA members, but rather the use of the DWM series to justify the need to change the hiring practices for Parks.

During the discussion, it was pointed out that Parks has been hiring at the bottom of the pay range, but Wildlife has been hiring above range minimum for several years. No current employees will be affected by this request. The concern was not that Park employees will get more, but the continued comparison between Park Rangers and DWMs.

ATTENDANCE AT CWEPA MEETINGS: Melody suggested that the agenda and meeting announcements should be sent out earlier to allow members to make plans to attend.

IS CWEPA DOING ITS JOB?: There was a lengthy discussion about complaints that CWEPA is not as effective as it could be. There was a suggestion that because CWEPA meetings take place in state office buildings and board members drive state vehicles to the meetings, there is a perception that board members are reluctant to take the bold steps when it comes to controversial pay issues like 40-hour work week, wage compression, On-Call, overtime, pay raises, etc. The argument is that if board members attended CWEPA meetings on their own personal time, it would create more separation from CPW.

The flip side of that is that CWEPA is not a labor union and there are some things that CWEPA is able to accomplish and some things that CWEPA cannot accomplish.

Kelly said she does not think the membership would object if CWEPA funds were used to pay for an expenses and an off-site meeting room at a hotel instead of a CPW office. This led to a conversation about using CPW video conferencing to increase participation in CWEPA meetings. In May, the Director gave verbal approval for CWEPA to use CPW email and laptops for CWEPA communications. However, it is

unclear whether that includes video conferencing. If video conferencing is to be used in the future, it will require assistance from IT and admin staff in all locations to help get it setup properly on the day of the meetings.

During the discussion it was pointed out that individual employees have to be willing to take on some things for themselves and that because CWEPA is not a union, it does not have the authority to negotiate or make demands. CWEPA's best results have been accomplished when working with Leadership in a cooperative, non-confrontational manner.

It was also pointed out that the progress that is being made on the vehicle replacement issue is an example of CWEPA meeting with the Director and making him aware there are safety concerns.

Another area where CWEPA recently seemed to have an impact was the reversal of inequitable changes to the Housing Premium. (At least for the time being.)

As one member said, "We have to pick our battles carefully and there comes a time when it becomes apparent we have to move on to the next battle."

Meeting adjourned at 1:25 p.m.