

CWEPA September 2014  
Silverthorne

Board Attendance:

Matt Thorpe, Chris Mettenbrink, Casey Westbrook, Dan Cacho, Jason Surface, Bob Carochi

Member Attendance:

Crosby, Andree, Abram, Shepard, Yamashita, Evan Jones, Swaro, Kendall Bakich, Chris Reiling

Call to Order : 10:30AM Carochi

Approval of Minutes:

Thorpe Motion, Mettenbrink second Approved

Treasurer Report:

US Bank:

Main Checking: \$18,209.66

Money Management Account: \$3,420.59

12 Month CD: \$4,924.15

Scholarship Account: \$ 27,886.87 (\$20,699.57- Wangnild Fund \$20,699.57)

Credit Union:

Raffle/Merchandise Account- \$5,059.82

Checking: \$503.46

UBS Investments:

As of July 31<sup>st</sup>, 2014:

Total Investment Porfolio: \$132, 524.88

- Cash Porfolio- \$57,753.22

- Equities Porfolio- \$ 78,813.42

End of December 2013, balance was \$128,755.21. Account is up \$3,769.67.

**General Expenses:**

NAWEOA Donation: \$100

NAWEOA- Mike Crosby- sent to conference- \$2500

Donate to Technician Conference - \$100

Fallen Officer Fund for Master Sgt. John Collum - \$100

Retirement for Steve Lucero \$360 (plus standing watch statute)

Scholarship for Hailey Romero- \$1,000

Paving Stone- Jon Wangnild- Game Warden Museum- \$250

Miscellaneous Travel expenses

Thorpe Reimbursement Travel Expenses: \$577

**Wangnild:**

Total expenses: \$903.33

Bob Davies Reimbursement- plaques- \$300

Cacho food expense- \$61

Mettenbrink expense- Ice- Table/Chair Rental- Miscellaneous- \$511.74

New Members Applicants:

Josh Jiron

Michelle Cordon

Ty Smith

Clayton Brossart

Retirements and Retirement Benefit:

Steve Lucero

Al Trujillo

Tonya Sharp

Tom Martin

Old/New business:

Colonial Life: Presentation of optional plans

Wagnild fund:

- \$20,679 total raised \$900 in expenses for CWEPA
- Fund Ty Petersburg may have info on trust, draw at 18 y/o 1/3 per kid,
- Andre may have attorney regarding setting up trust
- Lyle Sidener, Windi Padia, and Mike Grooms exceptional job in putting this together

Crosby Reno NV Naweo presentation:

- Conference focus on critical incidents, Subversive groups

Chris Reiling:

- Tech meeting in NW Region in Kremmling in June focus on grazing

Merchandise update:

108 challenge coins (provided with new memberships)

24 brass non officer buckle

116 two tone officer buckles

23 brass officer buckles

Carochi will check if they are still sold at offices and update inventory

Terms:

Coming to an end in December for NE, soliciting applicants

Member concerns/ reports:

- Bill Andree- pay compression letter re park rangers, is it time for DWM compression?
  - o Carochi- Parks were in process of compression prior to merger, Election year making action in next few months not palatable. Affected officers need to initiate.
  - o Lead to discussion of policy for raise for moving and consistency of application
  - o Idea of longevity pay based upon benefit of staying in district
  - o Contact Director on progress on pay issues, merit pay, compression, moving policy, etc...
- Thorpe – CPW test case for multiple tiers in Merit Pay ratings.
- Merit Pay letter
  - o Swaro- Any direction for this year? Thorpe- none for this year
  - o Swaro – personal investment in the job makes a difference

- o Employee responsibility to pursue HR avenues regarding Merit ratings
- o M. Yamashita – what was / is follow up from letter? Carochi- not dead but have been shut down, reach out to others with political power, CWEPA working with Director. M Yamashita rally troops with a game plan / educate membership about personnel policy, rules, etc... Carochi – desire member support. M. Yamashita CWEPA can lean on members for committees not just rely on board
- o Education build a foundation of HR policy then do training from independent trainer, outside attorney
- o Inform employees of how to have IPO's that delineate different levels on Merit scale.
- o Pace need to brag on yourself
- Cacho vehicle issues, draft of info from Committee has been provided to CWEPA, can CWEPA finish the report. Surface and Cacho will work to finish report and provide to Director and LT.
  - o Covers miles, safety, not CNG
  - o Carochi- poll each area for number of trucks being used that have over 100,000 miles

Regional reports:

- NE nothing
- NW Cacho spoke to Terrestrial meeting re CWEPA membership will follow up with that group again
- SW Thorpe - SW Reality Training- critical incident talk by Mike Lowe, BBCJ willing to do for other regions. Will be requested for after Denver meeting in December 8<sup>th</sup> Monday,
  - Coghill Award presentation at December meeting
  - SE Carochi – Thanks on Wangnild again.

Roundtable:

- Andree- List CWEPA benefits in minutes and website

Next CWEPA Meeting: December 8<sup>th</sup> in Denver

Motion to adjourn :

Surface Thorpe 1.15