

17th Edition Newsletter

SPRING 1992

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ASSOCIATION

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THE PRESIDENT'S REPORT

By William C. "Bill" Peters

Across North America the job descriptions of wildlife enforcement officers have changed over the past several years. New challenges in a modern world where wildlife enforcement officers can and do make a difference. In some jurisdictions the change has been overwhelming. Even though the basic goals of the officer in the 1970's and the officer in the 1990's may have remained the same, "catch the violator", the game has changed. Entering into the 90's, as we have, we find wildlife officers working with populations of people with extreme opposite views. Becoming lost in a modern world are the traditional and cultural worlds involving hunting and fishing. Enter the preservationists, animal rights groups and non-consumptive user of the natural resources.

These different philosophies have placed upon the fish and wildlife agencies new pressures concerning the management of the natural resources. No longer can agencies and commissions set hunting seasons, allow work around lakes and streams, allow the importation or exportation of wildlife, deal with falconry, set commercial fishing seasons, set trapping or sport fishing laws without addressing the environmental impact that each of these activities has upon the resources. In addition to dealing with pollution, poaching and other duties as assigned.

Catching the violator has taken on new concepts. Laws and techniques have changed for both the violator and the officer. The more sophisticated the violator, the more sophisticated the officer must become. Equipment never thought of fifty years ago, is commonly used today. Computers, nightscopes, decoys, ATV's and modern radio systems are just a few. All of the modernized equipment is still only as good as the officer who puts it to use.

It is through NAWEOA that many

new ideas can spawn. The coming together of several hundred officers from across North America each year at the annual conference provides the foundation for the exchange of information on do's and don'ts, how's and whys, where's, when's and who's. NAWEOA provides and encourages opportunity for discussion of common and unique problems facing all wildlife enforcement officers throughout North America.

Currently NAWEOA has a total of 6,516 members representing 62 jurisdictions from across North America. We are working on several projects in order to secure a greater degree of recognition of wildlife law enforcement officers, to promote professional development of wildlife enforcement officers and to encourage and promote personal and professional communication and cooperation among wildlife officers.

The Memorial Fund project is growing and currently has 30 subscribers. The goal of this fund is to have 50 subscribers. When the goal has been reached NAWEOA will be able to send the family of any wildlife law enforcement officer who has lost their life in the line of duty, a check for \$2,500.00. Currently we are sending approximately \$1,500.00 to those families. We need continued support and additional members to the fund. Any group, organization or individual can become a member of the Memorial Fund.

The Headquarters and Museum Project is still a major goal with Rick Hildebrand (Manitoba) and Del Tibke (North Dakota) as the committee leaders.

Changes in the NAWEOA Newsletter have been suggested and are being considered. Mike Gabbard (Oklahoma), the newsletter editor, will be providing the executive board with information and ideas at the meeting in July. These ideas should be coming

from the officers who receive the newsletter. It is your newsletter! Let Mike and the executive officers know what you would like to see.

The NAWEOA affinity credit card is finally available. The more subscribers and users of the card the more income NAWEOA will receive.

NAWEOA's Journal of Wildlife Law Enforcement volumes 1 & 2 are available. Currently John Edwards (Saskatchewan) is working on volume 3. Wildlife enforcement officers have expertise in numerous wildlife enforcement techniques. You can help make the journal a success by providing John with a written copy of your data for consideration to become part of volume 3 of the journal.

The NAWEOA conferences provide an officer with the opportunity to exchange ideas, attend various sessions dealing with all fields of wildlife law enforcement and to actively become part of NAWEOA. The opportunities to develop friendships throughout North America are there for the officer, their spouse and children. The Ontario Officers are hosting the 1992 conference in Ottawa in July. Be prepared to trade or barter any wildlife enforcement objects you may have (buckles, patches, pins, shirts and etc.). Remember that opening day is uniform day (field uniforms). If you are an officer who has attended a conference in the past, you know the value and the impact NAWEOA can have on you. On behalf of all wildlife enforcement officers in North America, I invite you and your family to attend the conference this summer in Ottawa and the NAWEOA conference in Rapid City, South Dakota in 1993. If you have never attended a conference, it is an experience that you will probably never forget. NAWEOA is your association and only you, your ideas and work can make it a success.

1991 NAWEOA CONFERENCE WRAPUP

By Dick Mann

After all the excitement of planning and hosting the Red Deer Conference, both Chairman Bill Peters and I forgot to report on how it all turned out. We apologize for our oversight and I will keep the report short so that we don't steal Ontario's thunder in this issue.

A total of 334 delegates, 172 spouses and 88 children attended the 10th Anniversary Conference held from July 17 to 21, 1991. The theme of the conference was "Wildlife Conservation in the 90's". All topics reflected that theme, with speakers discussing the following issues: Environmental Awareness, Resource Protection, Anti-lobbies, Cultural and Ethnic Differences and The Image of Wildlife Protectors and Protecting the Image. The wrap-up speaker gave us a lot of insight with his presentation titled "The Sociology of Poaching". The

spouses and children enjoyed optional tours to West Edmonton Mall for a day of shopping and fun or to the Tyrell Museum of Paleontology in Drumheller to view the world of dinosaurs. Informative sessions on family stress and critter care were available for the spouses to attend while the children took in sessions on Project Wild and handling wildlife.

The Warden Skills competition at C.F.B. Penhold gave everyone the opportunity to have a lot of fun, relax and visit. The team from Manitoba won the Wardens Trophy while the Alberta spouses placed first in their competition. A pork barbecue was followed by a fund raising auction which left some people with a lighter pocketbook.

Everyone dressed in all their finery to attend the banquet and dance on Saturday evening. After

a short program and presentation from Ontario on their conference preparations, the band Applejack got rolling and most people danced their feet off. Parents didn't have to worry about their children as child care was provided with a pizza and movie night.

After a short meeting Sunday morning the delegates and their families said their good-byes and headed out. Many stayed a few extra days to "Stomp Around Alberta" and from all accounts they very much enjoyed themselves.

All in all, a successful conference and now is a good time to say "Well Done" to the Convention Committee and thank you to all the Alberta officers and spouses who worked so hard. A special thank you to the delegates and families who supported the '91 Conference.

NAWEOA MEMORIAL FUND

At the NAWEOA executive meeting in Panama City, FL it was decided to go ahead and institute the Memorial Fund as of February 24, 1991. To date we have not obtained our goal of 50 sponsors but it was agreed that the program should proceed. We are still aiming to get 50 sponsors who will provide the family with a cheque for \$2500. Until we reach the level of 50 sponsors we will send a cheque for the current number of sponsors x \$50 to the family. The program is open to any Officer association, individual or business who would like to donate \$50 each time an Officer is killed in the line of duty. Each sponsor will be listed on the letter of condolence that goes out to the family.

Upon the fund being paid out each sponsor will receive a letter from NAWEOA with the circumstances and will be requested to send in another \$50 to rebuild the fund.

The goal of this program is to assist the families of the Officers killed in the line of duty in their time of need. More information can be obtained by contacting Grant Wright.

NAME OF SPONSOR _____
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Grant Wright
General Delivery
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REGION 1 REPORT

By Dick Mann

First off, I would like to thank Galen Chandler, Greg Oriet and the Oregon State Police for hosting our winter executive meeting in Portland. The meeting was held in conjunction with the Western Association of Fish & Wildlife Agencies and the Northwest Fish & Wildlife Law Enforcement Association winter meeting and gave us the opportunity to make many good contacts. Our meeting was very productive and you will find specific information on developments elsewhere in the newsletter. One of the highlights of the joint venture was recognizing the recipient of the Pogue-Elms Award. Ken Aube, a Saskatchewan C.O., received this year's award from the Northwest Fish & Wildlife Law Enforcement Association for his plainclothes investigation of trafficking on both sides of the Saskatchewan/Alberta border. Congratulations, Ken!

Almost all jurisdictions within the region are looking at forecasts of budget cutbacks, position attrition or layoffs.

Alberta has imposed a hiring freeze throughout the government service. The last two wildlife officers were hired only days before the freeze and at least three positions are currently vacant. The government has stated that in the upcoming fiscal year there will be position cuts, meaning unemployed people. The departments and

numbers haven't yet been identified but Fish & Wildlife is optimistic that our officer enhancement program will continue in these tough economic times. Our officer's association is making some progress in obtaining peace officer status for our officers. Some of our recommendations on uniform changes are slowly coming into place and with the success of the 1991 convention, we have gained more status and credibility with our administration. A cash donation was made to the Edmonton City Police Service. This donation is for a children's playground being built in memorium of a murdered city police officer. The Alberta and Saskatchewan Associations are planning a joint annual convention to be held in March in Lloydminster, Sask./Alta. and our annual hockey tournament will be held in April.

Recent events in the Edmonton area indicate that the more radical "antis" are active. In mid-December the Billingsgate Fish Company Warehouse was the scene of arson. This resulted in 5 trucks being destroyed with an estimated \$100,000.00 loss. The Animal Liberation Front (A.L.F.) is thought to have been responsible, but no reasons for the attack were communicated. A.L.F. has also organized demonstrations in front of fur stores, put glue in their locks and was responsible for a rock shattering a large showroom window in a taxidermy shop. In early January, a group calling itself the Animal Rights Militia claimed to have injected oven cleaner into 75 "Canadian Cold Buster" brand bars. They accused the company of torturing and sacrificing rats to develop the bar which was developed for high energy output in cold weather. This resulted in all bars being pulled from the shelves for testing - no tainted bars were found.

British Columbia has had a change in ministers as a result of a recent provincial election. They also had a female director appointed. She has no previous enforcement experience, but appears to be enthusiastic, interested and open to ideas on improving the conservation officer's status. After several years of growth, B.C. is talking about budget cuts. Apparently, this will have minimal effect on the C.O. service. The best news from B.C. is that they have joined NAWEOA as a jurisdiction. This resulted from hard work on the part of interested C.O.'s and the support of Rick Krehbiel, one of their regional directors. Rick attended the Red Deer convention and was so impressed by what took place that he supported B.C.'s joining. That's all it took.

Canadian Parks Service is one of the few jurisdictions that is in a growth position. With the Federal government announcing its "Green Plan" for the environment, C.P.S. is the big winner. Between 1992/93 and 1994/95 almost 50 Law Enforcement Park Warden positions have been allocated throughout Canada. This will greatly boost the wildlife law enforcement in all national parks. Jasper National Park started a pro-active anti-poaching program which includes detailed photo inventories of road side trophy sheep, branding of the horns, tagging, blood samples for DNA analysis and secret marking of some animals. This initiative was covered with great interest by the media, being broadcast throughout Alberta.

Federal Fisheries is another jurisdiction which is in the process of joining NAWEOA. John Ball, their jurisdiction rep, has worked long and hard and it has finally paid off. The officers of the Pacific and Yukon region will discuss the benefits of

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belonging to NAWEOA at their annual meeting in the spring. The western officers are hoping to work closely with Alberta Fish & Wildlife in inspecting several businesses which are thought to be trafficking in illegally caught and sold fish. No word on budget or manpower status.

North West Territories is suffering cutbacks in their budgets. This has resulted in freeze on vacancies and transfers until April. No word on how hard they will be hit in the new fiscal year. Ken Davidge is presently trying to organize a raffle of artwork by Bill Peters and other artists. The funds will go to running their parent association and a few pet projects. N.W.T. contains four officers associations with the Western being the most active. Their annual meeting will be held in March. With the recent announcement of a land claim settlement with the Inuit, a new territory will be formed. It is rumored that the officers stationed in Eastern N.W.T. have a good chance of retaining their jobs in the new territory especially if they are native or have some ties to natives through marriage.

Saskatchewan, as did B.C., recently experienced a change of government. In an effort to reduce government costs, the Wildlife Department and three or four other departments are under the responsibility of one minister. This move has meant that the minister hasn't had the opportunity to see how the C.O.'s function. Winters must be slow in Saskatchewan as they seem to concentrate on hockey. The association annual tournament is coming up at the end of January and they have entered an all-star team in the Saskatchewan Police Tournament in February. There will be an Alberta-Saskatchewan game held during the joint annual

meeting in Lloydminster. Hockey is a great way to "break the ice" and brings all levels of government together. A good example of this is the fact that Saskatchewan's Executive Director will be meeting with Tom Kenway and other association members during their hockey tournament to discuss budgets and possible cuts in their operations. The association has been busy in contract negotiations and has negotiated group liability insurance which individual officers may purchase. The cost is \$120/Officer/year and is over and above any insurance through the government. S.A.C.O. has, for a number of years, run a raffle throughout the province with the proceeds funding a scholarship in the Renewable Resources Program in Prince Alberta. Recently, several of the more expensive prizes were stolen while in the possession of Loomis Courier. The association assumed that Loomis' insurance would cover them and discovered that the prizes were covered for \$2.00/pound. They were reimbursed \$15.00 for the stolen Weatherby rifle. It was a hard lesson to learn, but insurance is essential when handling prizes for raffles or conventions.

Yukon officers are in the same position as most. Budget restraint apparently will not be as drastic but, to an extent, will affect the C.O.'s. Game ranching of indigenous species has begun after much research. The government was lobbied to allow non-indigenous species, but was persuaded, partly by C.O.'s, not to take that step. Their T.I.P. program is in place. Their department is aggressively promoting it throughout the territory with newspaper ads, decals and other promotional material. The Yukon officers worked hard to get this program in place and have already had good participation from the public.

Overall, morale is on an even keel, with some highs and some lows in the region. With B.C. and Federal Fisheries coming on board, we will have gained nearly 500 new members within Region 1. The significant issues over the coming year will be budget reductions, native hunting and continuing to improve the officer's status.

Here's hoping you all have a safe spring and summer. See you in Ottawa in July!



REGION 2 REPORT

By Alan Farrer

Similar to all the other regions, Region 2 agencies are experiencing a mixture of good news and bad news. This region presently includes 3 jurisdictions; Ontario, Manitoba and the Canadian Wildlife Service, but a 4th member is expected on board anytime now; the **National Capitol Commission**. The N.C.C. is a relatively small group (20) of officers that patrol the Ottawa-Hull area of the nation's capitol. They enforce fish and wildlife legislation in their designated "beat" and have the unenviable task of frequently dealing with the political and embassy types that choose to recreate in that area (talk about tact and diplomacy eh!). Their agency was represented at the NAWEOA convention in Red Deer, Alberta last summer and they have expressed an interest in joining NAWEOA since

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that time. They have committed their financial and other support for the NAWEOA convention in Ottawa this July. Expect to see them there. Welcome to NAWEOA fellow officers.

It does not appear that **Canadian Wildlife Service** officers will see any significant improvement in wages or operating dollars over the next year. Contract staff will be a premium commodity this summer and in the foreseeable future. Present indications of fiscal constraint by the federal government could spell hard times for some of the more recent hires (let's hope not). There have been some new hires to the regiment as late as Christmas 91. There were expectations of an increase in the force by as many as 32 new officers over the next three years, primarily as a result of the institution of the new Wild Animal and Plant Protection Act. This act designed to replace the Game Export Act has received 1st reading on Nov. 7th/91 and is slated for second and third readings in 92. If passed, it is expected to be phased in over three years. Hopefully the increased compliment will follow the time-table. It is expected that the new employees will be stationed around major population areas/international airports and other locations of significant importation/ exportation.

A reorganization of the **Manitoba**

civil service including the Natural Resource Department is eminent at this time. News of the potential restructuring/changes is being kept quiet but it does not appear that the immediate announcements will dramatically affect the field force at the start. However field impacts are expected as the shuffle filters down through the ranks. Last years employee cutbacks have settled down and it appears 10 positions were affected from the field officers. Thanks to a number of more senior staff who opted for retirement only two junior officers were without employment (still 10 positions gone though). The new contract for the department sees wage increases topped at 3% over the next 2 years and a COLA consideration for the third year. Discussion is still ongoing and possibly entering a new phase in regards to officer classification and union/government negotiations. Little concrete advancement of this reclassification issue has occurred for the past year. The Manitoba NRO Association has been working hard to improve working conditions and achieve appropriate recognition for the officers. There is solid public support for the officers and the association has maintained their strong positive profile with the public and various user groups. The minister recently identified the plans to form a Special Investigations Unit to work on significant resource

harvesting problems. It seems this announcement came as a result of significant adverse public reaction to poaching activity over the past summer and fall season (especially the senseless shooting of Duke, a prized wild black bear of Texas bragging proportions, for the gall bladder - only joking you Texans). There has not been any further clarification of the terms of operation of the SIU and the new bodies are not in place yet, although I have been told they are coming. There was consideration that the SIU members would be armed because they might be placed in dangerous situations (I wonder what the other officers do then?). However this "promise" seems to have died. The present minister is supportive of arming the officers but the premier and many of the minister's colleagues have squashed this support. This issue will remain a long uphill battle for the NRO's.

The Manitoba NRO Association strongly promoted the verbal judo sessions for all officers and it has met with great success in getting the officers trained. This is excellent training regardless of whether an officer is armed or not and is a positive outlook towards officer safety (another requisite tool of the trade).

Manitoba officers were active with a decoy program this past fall. There

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ATTENTION TO ALL MEMBERS

ALL NAWEOA MEMBERSHIP DUES EXPIRE ON DECEMBER 31 OF THE YEAR. DUE TO THE LARGE NUMBER OF MEMBERS IT IS NOT POSSIBLE TO SEND OUT INDIVIDUAL RENEWAL NOTICES TO THOSE MEMBERS WHO PAY AS INDIVIDUALS. IF YOU ARE NOT SURE IF YOUR DUES ARE OWING YOU CAN CONTACT YOUR JURISDICTION REPRESENTATIVE TO FIND OUT. FOR THOSE JURISDICTIONS THAT PAY AS JURISDICTIONS PLEASE CHECK TO SEE THAT YOUR DUES ARE PAID. NOTICES ARE SENT OUT BUT THERE ARE STILL A NUMBER OF JURISDICTIONS THAT HAVE DUES OUTSTANDING. THANK YOU.

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have been some mixed reactions across Manitoba but primarily it has been viewed very positively. It was very successful in apprehending individuals in the field and consideration is being given to expand into other decoys such as moose, bear and elk and to motorize or mechanize some new models.

The Manitoba NRO Association's annual convention is scheduled for Feb. 28, 29 and March 1 in the frozen climes of Thompson Manitoba. The executive is up for election at this time. I know the officers will have a great time but I'd love to see these guys (and girls) who plan on bussing it from the Selkirk office for 9 hours. Can you imagine a bus load of 50 "Gamees" on a 9 hour ride together and off duty to boot!

As reported before, the **Ontario Natural Resources** is still in the midst of a major reorganization. There will be hard impacts on the entire civil service with 6000 positions on the chopping block over the next three years. Also up to 8000 positions are expected to be downgraded. Changes and rumors are coming daily but it does not appear that field officer numbers will be reduced in this round. The middle to upper "management staff" Co's will be history though and it is doubtful that new (or amended) positions in enforcement will be available for them to take in the new structure. As of the time of typing this report, I have received word that the Special Investigative Unit is being "Redeployed, Redirected and Refocused". I didn't know there were three "Rs" in disbanded because that is exactly what appears to be happening. How ludicrous to have Manitoba trying to create a SIU and Ontario trying to disband theirs. These officers will be performing regional intelligence officer duties it appears. The major

differences to be immediately felt by the field officers will be the lack of reporting to a direct line authority conversant in enforcement matters. The officers will be mixed in an "area" concept with all other technical and professional staff of all disciplines. Potential concerns have surfaced that other staff may be able to "bump" officers out of their jobs because of seniority with the overall service. Officer positions are attractive because of the recent grievance award that makes them one of the better paid officer classes in North America and definitely one of the highest paid technical groups in the Natural Resources.

The Ontario Game and Fish Act is presently in a redrafted format going through the hoops to receive assent of the legislators. The first reading was in late November and if all goes well it should become law in 1992. Fortunately this rewrite has retained and in fact strengthened the officers powers of search, seizure, and inspection. Improvements have been made in authority to deal with game in captivity and all wildlife in Ontario, people interfering with lawful hunters and trappers, etc., and with impaired hunters. An initial section identifies exemptions for natives from this legislation.

As with other jurisdictions, Ontario is concerned with game farming and importation of exotics. This fall a large number of red deer escaped on their way to an abattoir. They had been diagnosed as infected animals already. Only the last week of January saw the final animal captured or destroyed, from the herd. Significant amounts of provincial funds, resources and manpower were expended to deal with this escape; a hard pill to swallow when our finances are extremely limited and the prohibition from importation would have

prevented the problem.

The Ontario decoy program continued through 1991. Although many of the more aware "hunters" were not fooled by the decoys, the officers were still successful in apprehending many who were not so "wise". Motorized decoys are keeping up with those "wise" hunters though. The Ontario officers are still trying to figure how to get a decoy to jump the fence to nab those really wary "hunters".

The courts have been very supportive of the decoy program. The penalties levied have been considerable and have added to the decoy program's effectiveness as a deterrent particularly to night hunters. A marked decrease in problems was noted in some of the more problem areas where decoys had been used in the previous year.

A draft report is circulating from the Native People's Circle on the Environment and Development. A key point of contention is the report advocating turning over total control of the management of all fisheries in Ontario to the native peoples. This has created a backlash effect (along with the MNR leniency policy on natives) with tourist outfitters, interest groups and the public against the natives. There might be serious problems looming on the horizon if this develops further.

As a final note (so I don't fill up all this issue) the convention for NAWEOA in Ottawa is progressing well. Fund raising and organization seem to be right on schedule. The Ontario officers look forward to having the NAWEOA convention to further add to the centennial celebrations already underway in Ontario. Gary Martin will have more information in this issue of the newsletter for you so I will not elaborate further. See you in Ottawa in July. Take care for now.



REGION 3 REPORT

By: Richard Kingston

There are few surprises reported by the media anymore. Following the summer months when we appeared to be progressing slowly out of the recession, we are now faced with a topsy-turvy situation in eastern Canada. Headlines in local papers and top stories reported on the news are of pulpmills cutting jobs, fish plants closing, breweries and shipyards laying off employees, sawmills are in trouble and the mining industry is shaky. A spinoff from these happenings are clothing stores, restaurants, hardware stores, etc. going out of business.

The organization of our departments have been established when there was limited access to the resource. This is not so any more and we expect to see structural changes within departments to reflect on the activities of more recent years. There hasn't been a history of layoffs within our department and we don't expect that will change. We have experienced cuts in programs and a few office closures. We are still under very tight financial restraint and are feeling the

results. Much of our patrol equipment, especially vehicles, are getting worn out and in desperate need of replacement. We can only hope that things will improve and that government will see the need to address this problem so we can better protect this great resource which we have.

I have written to **Quebec** officer Gerald Gosselin but had problems with the address. I then forwarded the letter to representative Alain Pichette and requested a report from Quebec to be included in this report. I also explained about a slide program I prepared and would make it available for their meeting. I also made myself available to travel to Quebec and promote NAWEOA. I hope to hear from Alain soon.

In August I received information from Grant Wright saying **Prince Edward Island** dues have expired in December. His attempts to contact P.E.I. representative Gerald MacDougall have been fruitless. I forwarded a letter to Chief Game Warden Nelson Hurry requesting the name of a jurisdiction representative and also forwarded to him the letter from Grant re: expired dues. In October information was received that P.E.I. had not paid membership dues and were dropped from NAWEOA. In order to get this Province back on line, I forwarded a letter to all past P.E.I. NAWEOA members with all previous information and requested the name of a P.E.I. representative. I also made myself available to visit them and promote NAWEOA.

Newfoundland and Labrador of-

ficers are extremely concerned over the rise in assault cases in recent years. The unarmed officers who are sometimes required to work alone have a poor communication system to call for back-up. This combination spells trouble. A recent incident involving officer Reginald Ryan has lead to hopes for renewed talks with Government to address the concerns of the officers. Officer Ryan had been viciously attacked by three assailants while working alone. The beating left him immobilized for several hours. He was unable to call for help because of an inadequate communication system. Although he managed to get to his near-by patrol cabin that evening, he never made it home until the next day when he was able to report the incident. Information was received that two officers were working only 1/2 hour away. A new communication system is being worked on.

Prior to this incident the N.F.L.D. officers were concerned about the rehiring of all seasonal help. They have returned. The field workload on N.F.L.D. officers has slackened somewhat but in Labrador they are going straight out. The winter caribou hunt is beginning and unlike other Provinces, the members of the communities are allowed to pool their licenses allowing a handful of men to do the hunting. This creates enforcement problems.

Newfoundland is experiencing their first taste of night hunting. Several complaints have been re-

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Video For Sale: Innovative Sentencing - A Key to Compliance With Wildlife and Fisheries Laws
30 minute video by Dave Hall of USF&WS interviewing Judges, DA's, Officers and Violators on what penalties would help deter wildlife violations.

NAWEOA VIDEO
c/o Randall Reigh
802 E. Erie
Yale, OK 74085

Price \$15.00 US Funds

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ceived resulting in various charges laid concerning this fairly new infraction. The construction of decoys will soon follow accompanied by policies.

Nova Scotia's Meryl Bustin reports of their officers requesting full police powers. The image perceived by the public of an armed officer is that of a policeman. Their government has requested a report from the officers outlining incidents from the past where full police powers would have been beneficial.

Although N.S. has changed its Department name to Natural Resources, there hasn't been any significant changes to vehicle or shoulder flashes. There is some wording change and only a few flashes have been circulated.

N.S. annual convention will be held the end of February and they are inviting representatives from the remaining Eastern Provinces.

The big game season is completed in N.S. and N.B. and harvest results indicate an increase in both provinces deer population. Game farming is a concern and the native issue creates problems as to no unclear direction from management and no feedback from Natives on their hunting pressure.

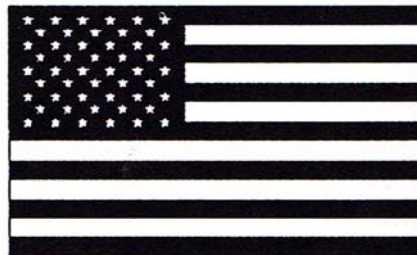
New Brunswick is also experiencing an increase in minor assaults, perhaps due to tension with so many layoffs and also in connection with our enforcement of persons stealing wood from Crown Land.

A reflection of restraint and tight budgets is the lack of training for new recruits. Advanced law enforcement courses and sidearm training has not been made available for a couple of years. First aid certificates have expired and there is a request for safe driving and tanker driving courses.

Through the Advanced Education program at Community College, a 40 week Conservation Officer training program is offered. It covers acts and regulations, first aid, operation of all terrain vehicles and power boats, firearms training, self-defense, physical education, swimming, etc. A number of our seasonal staff are taking the course and some permanent staff may be asked to provide instruction.

I am looking forward to the N.B. convention and hope to hear from Quebec and P.E.I. Let's hope N.F.L.D. will receive something positive from their meetings with management and may the force be with you.

A special thanks to the Oregon State Police for hosting our winter meeting and especially Officers Chandler and Oriet for sticking with us during our visit to Oregon.



REGION 4 REPORT

By Glenn Case

The Territory of **Guam** recently consummated a Memorandum For Cooperative Law Enforcement between the U.S. Fish and Wildlife Service and the Division of Aquatic and Wildlife Resources. This agreement extends authority to enforce a number of federal conservation laws to the conservation officers of the Division and should provide a significant new tool for use in protecting Guam's fish and wildlife resources. The 20th Guam Legislature approved three new conservation officer positions. These new

positions comprised of two officers and one sergeant will increase their uniformed enforcement staff by 37% to eleven officers.

The **National Park Service** appears to have shown an increase in convictions on wildlife violations and the resulting judgements seem to be becoming more imposing. Sometimes there is conflict between the park ranger's desire to do more enforcement and the perceived "Ranger Image" that administrators would prefer. They have become increasingly involved in criminal investigations and drug related enforcement. A lot of us don't realize just how urban some of our national parks have become with the tremendous numbers of park visitors.

California officers are currently working without a contract. Hence, the department was forced by federal regulations to pay for all the FLSA overtime they were carrying on the books. The result was restricted work hours and the use of all available overtime. Their state is currently under a hiring freeze. The State Department of Personnel Administration is trying to make California Fish and Game accept lateral transfers of personnel from other state agencies with excess personnel. Transfers of supervisor class personnel could block promotions for those who have earned them. Hopefully, if these folks are required to attend the 20 week law enforcement academy, they would prefer remaining in a job more suited to their talents. (So much for editorializing.)

Montana's Covert Operations Unit has been extremely useful and successful. As a result it has been expanded to double the personnel. They currently have a constitutional initiative attempting to get enough signatures to be on the general

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election ballot. The initiative would make hunting a right rather than a privilege. Rather scary when it could negate state laws pertaining to sentencing and license revocations as well as private property rights and funding for enforcement.

Washington Fisheries Patrol is making plans for more personnel as a result of mitigation with the Bonneville Power Administration for the impact of Columbia River dams on the fish populations. Besides increasing the troops by a handful of officers, they will be adding a new boat, a plane and a surveillance van. In an effort to supplement the paid officers, the Fisheries Patrol Administration embarked on two volunteer programs. The first involves "Streamwatch" volunteers to patrol the Samish River to provide peer pressure and informational advice. The effort freed up regular officers to concentrate on hot spots on the closed part of the river. The other volunteer plan is to train commissioned Reserve Fisheries Patrol Officers to work only in the presence of a regular officer. This year was Fisheries first involvement in an Officer Exchange Program. Craig Carlisle was hosted by the Alaska Department of Public Safety for eleven days on Kodiak Island. Don Starbard of Alaska went to Washington in exchange and was ferried all over Washington, as well as attending Seahawks and Mariners ball games.

Washington Department of Wildlife has decided to go to all white vehicles despite repeated complaints from officers. (New Mexico had all white vehicles for years and went to multi-colored vehicles three years ago.) Both policies have advantages and drawbacks. Their personnel continue with their new decoy program using deer and elk with good results. They've made several cases against archery

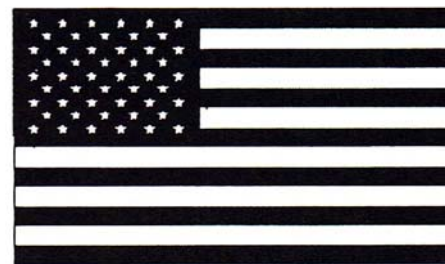
hunters, including some who used .22 rifles.

The Fair Labor Standards act marches on. In **Colorado** it is very much the topic of conversation. The final decision hasn't been made, but due to Wyoming decision, there has been some thought to expand hours beyond the 40 hour week with a ceiling on hours. However, this could be put on hold as they are now being investigated by the Department of Labor.

New Mexico has just completed its first big game season with authority to confiscate vehicles used in hunting with artificial light. The procedure policy was completed just before deer season. Just after deer season, three weeks later, there were 29 seized vehicles at the Department impound yard. This was in spite of a media blitz to warn any potential night hunters about the consequences of their actions.

And, to end on a positive note ... last fall I reported on a planned multi-agency road block on Interstate 25 in New Mexico. The block was held in October at Raton, New Mexico. It entailed officers from New Mexico, Colorado, Utah, Idaho, Wyoming and the U.S. Fish and Wildlife Service. In 78 hours 11,000 vehicles went through; 3200 were hunter vehicles containing 6200 hunters. The results included 495 citations with more than \$60,000 to Colorado, \$8,900 to New Mexico and \$3,500 to follow up investigations; 3920 pounds of meat was also confiscated. And of course, there were 8 complaint letters generated. One of them was from an individual who didn't go through the block, but didn't like it anyway.

Have a good spring and I hope to see you in Ottawa.



REGION 5 REPORT

By Delbert Tibke

Greetings to all officers in Region 5. I want to thank the voting delegates at the Red Deer convention for giving me the opportunity to be your director for the next two years. A letter has been sent twice to all representatives in Region 5 and we have received several responses back with good information. Please feel free to call or write me about anything that may concern your own association or NAWEO. Many states are having money problems and some cuts have been made in personnel.

Dues were raised at the Red Deer convention and are now due for 1992. Please send membership dues to Grant Wright, Secretary-Treasurer, as quickly as possible. Congratulations are due to the Alberta Fish and Wildlife Officers and their department for an excellent job of hosting the 1991 convention. Thanks folks!! The 1992 annual convention will be held in Ottawa, Ontario in July. We would like to see each state in Region 5 represented by its officers at this convention. It will be an excellent one.

Texas reports that their field wardens received a 3% salary increase. They receive comp time instead of paid overtime. They also received an increase in insurance payments to keep pace with increased premiums, but may lose partial per diem (daily meal allow-

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ance in county). It is undecided at this time. Texas has 450 sworn officers of which 100% belong as members of NAWEOA.

Louisiana reports 4% increase in salary and their field warden staff increased by 9 officers. They receive comp time at 1 1/2 hours. Their uniform cleaning allowance was reinstated at \$50 per month. Legislation was passed that will result in the state purchasing bullet proof soft body armor for all peace officers and wildlife agents included. Boating violations are now a civil offense with fine money going to the Enforcement Division. Louisiana has 215 sworn officers with 100% NAWEOA members.

In Nebraska, two conservation officers, Don Hunt of Oshkosh and John Murphy of Crawford, Nebraska were given the Award of Valor by NAWEOA for saving three people from drowning in May of 1991. The account of what they did is published in an issue of The International Game Warden Magazine. CO's in Nebraska received a 4% increase in pay. No new officers were added. Their agency continues to improve their personal defense training, A.S.P. Baton and training in use of pressure points. Also, training in pursuit driving techniques. They are having problems with annual leave policy and a need for more officers. 1991-92 budgeted zero dollars for overtime work. They receive comp time. They requested cash payment for overtime. Also, IRS is taxing their meal allowances. Nebraska has 46 sworn officers with 100% membership in NAWEOA.

Missouri officers received no pay increases and no new officers. Comp time for overtime worked. Governor would not sign retirement bill that would have benefitted all state employees. He did sign "80 and out bill", but will not benefit

many employees. State retirement benefits must be lowest in nation. Missouri has 160 sworn officers with 120 having membership in NAWEOA.

Kansas wardens have received 2 1/2 % (cola) raises. Warden staff stayed the same except did hire temporary assistants for park enforcement during holidays and weekend enforcement activities. Received comp time for overtime worked. They had 84 (+ 6 to 8 seasonals) sworn officers with 100% membership in NAWEOA.

Oklahoma reports that they now have a completely rewritten criminal code for their department with updated penalties for violations. Also mandatory court appearances are now required for major violations. Several game warden positions are vacant and will not be filled. The annual game warden exam has been cancelled. Two investigator positions were created but there was no gain in personnel as the vacancies created by the promotions also will not be filled. The officer's association is currently working with the legislature to obtain merit system protection and an early retirement option.

Illinois reports that they have lost 22 field officers and 9 sergeants. They took early retirement to avoid being laid off. There have been budget cuts in their travel money. They may also have budget cuts for equipment and other things.

Kentucky association is working with their Dept. of Fish & Wildlife to get a legal assistance fund set up for use by their law enforcement division which will be managed by their own officers. They are now short some personnel and these positions will not be filled as there is a hiring freeze on at the present time.

Mississippi states that they are in a hiring freeze. However prior to the freeze they did hire a few more

personal. They have not had a raise in salary during the past two years and it looks like there will be none in the future. They also are restricted in operating funds for their division.

Wisconsin reports a possible 1% increase in wages, still in contract negotiations. Eight to ten probable increase in field wardens including some boating environmental types. However, legislature did not fund all of positions to include vehicles and equipment needs for the job. 176 plus 8 to 10 new sworn officers with 165 listed as members in NAWEOA.

Minnesota salaries are under contract negotiations and field staff stayed the same. Legislature passed mandatory hunter firearms safety training by request of Minnesota Conservation Officers Association. Minnesota also asked how many states have hunting while intoxicated (implied consent). 184 sworn officers, all are members of NAWEOA.

Iowa Fish and Game Conservation Officers Association have joined with other state employees unions in suing the governor and State of Iowa for the governor's earlier veto of a pay raise awarded to affected state employees pursuant to arbitration after collective bargaining negotiations failed. The case has currently gone to a federal judge.

In Indiana, money problems have hit their division. Overtime and petty cash expenditures are being monitored. Officers driving 4 x 4's are being encouraged to request sedans when re-issue time rolls around. Their officers are having problems with their Ruger C.P.-100 revolvers. They will be issued Sig-Sauer P-220 semi-auto in .45 ACP caliber in early 1992. If any other states are having problems with Ruger C.P.-100, such as jamming problems, contact their training of-

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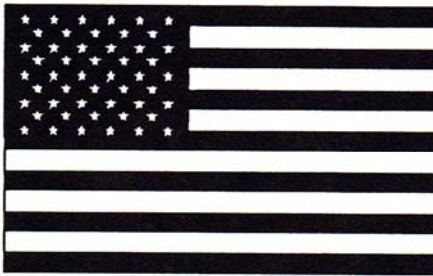
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Officers for further information: Law Enforcement Division, 402 W. Washington Street, Room C-255D, Indianapolis, IN 46204; Attention: Training Officers, or call 1-317-232-4010. They also state their decoy program is going very well.

South Dakota reports salary increases of 3%. One warden position added and two temporary positions (based on Federal Aid). They also received \$12,000. increase for training with new firearms. \$50,000. plus increase in overtime pay. They receive cash payment for overtime. Their association has held several planning sessions for the NAWEOA convention in 1993. I'm sure they will put together an interesting convention. South Dakota has 81 sworn officers and all are members of NAWEOA.

North Dakota Wardens received a 4% pay raise and may receive another \$40 per month as of July 1st, 1992. However, a measure may be on the ballot in June to require state employees to pay part of their retirement and health insurance. There is also a possibility that all department budgets may be reduced by 5%. Our first certified female warden went to work for our Division in December 1991. However, she was in a serious private vehicle accident New Year's Eve and is recovering. Bruce Burkett, Warden Supervisor, recently was presented the Governor's Award for Excellence in Public Service, by Governor George Sinner for his work as District Warden Supervisor. We now have a hunting while intoxicated (implied consent) law in North Dakota. North Dakota has 29 sworn officers and all belong to NAWEOA.

That is all for this time. Please keep sending me information and have a great spring and summer. See you in Ottawa in July.



REGION 6 REPORT

By Susan Alger

There is good news and bad news from Region Six. I'll start with the bad news. The recession has hit hard on the east coast, and departments and their employees are all being adversely effected. Furloughs are a reality in many states and layoffs are threatening. Manpower, equipment, and morale are all suffering. Most officers report that things are the worst they have seen in their careers. I have to wonder if most of my representatives aren't out looking for second jobs, as many were not available to assist with this report. For this reason, I will be a bit more brief this time. No, that is not the good news!

The good news is that Region Six has succeeded in gaining several new jurisdictions as full memberships. We have signed up Pennsylvania Game and Pennsylvania Fish, Maine Wardens, Connecticut Conservation Officers, and New Jersey Conservation Officers. We have also made some in-roads to individual membership in Rhode Island, Massachusetts, and West Virginia. Welcome aboard to you all.

Tom Lewoc in **Connecticut** reports that officers there recently gave up 3 percent on their contract to keep officers from being cut. Now they are being told this will only be honored until July. Thanks to Tom and all the Connecticut Officers for their hospitality. I attended their Officer Field Day this past fall and had the opportunity to

spread the word about NAWEOA. Their guest speaker was Dave Hall of the U.S.F. & W.S., who spoke about his work turning poachers into preachers and about his recent trip to Russia. Officers from New York, New Jersey, Rhode Island, Massachusetts, and Quebec took part in the event. They made for an enthusiastic and high-spirited crowd! A tip for those who might attend next time -- a catcher's mitt is suggested but not required at supper for those who are seated between New York officers and Rhode Island officers! Interest in attending our '92 Convention in Ottawa was high among Connecticut officers and others as well. Also of note, Tom has been involved in boating crime prevention program that includes an Operation I.D. and Neighborhood Watch approach for boat owners and marinas. Call him if you'd like to learn more about it.

Ray Lizzio in **Pennsylvania** told me of a recent change to the retirement system there which allows all law enforcement officers, including corrections, medicaid fraud, hazardous waste investigators, probation and parole officers, to retire at age 50. The only state law enforcement officers not included? You guessed it! Game and fish officers! They will, of course, be making an effort to have this changed. Ray also tells me he hopes to see at least two and maybe more officers from his state join us for the convention this summer.

John Williams in **Maryland** is continuing his efforts to have officers there join as a full jurisdiction. He is meeting some resistance from officers involved in marine law enforcement who don't think NAWEOA represents their interests. This is not the case. John and I are making an effort to provide them with information on the number of other

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NAWEOA'S Journal of WILDLIFE LAW ENFORCEMENT.

The North American Wildlife Enforcement Officers Association has available for distribution the 2nd volume of the Journal of Wildlife Law Enforcement.

The Journal is comprised of a broad range of articles, reports and techniques designed to aid wildlife officers and agencies in keeping abreast with new developments. Distribution is limited to wildlife officers, their agencies, and educational institutions sharing a legitimate interest in wildlife law enforcement.

The Journal is intended to be the standard technical reference for the wildlife law enforcement profession. We welcome your submissions, and invite your association and agency to contribute articles for future editions.

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member jurisdictions that are involved in marine enforcement, and to see that some of their concerns are addressed by soliciting more input from marine officers for our Journal of Wildlife Law Enforcement and for future speakers at our conventions. NAWEOA has something to offer officers and their families involved in any field of natural resource protection.

Mike Hardy in **South Carolina** told me that questions are being raised about the safety of the 4-wheel drive GMC pick-ups that they are using as patrol vehicles after a second incident where one of these vehicles rolled over. Sadly, an officer there died in a wreck when his vehicle rolled over, pinning him underneath it. On Dec. 11, 1991, Officer Leroy M. Dantzler was returning home after a night patrol when he was involved in an accident about 500 yards from his home. His body was not discov-

ered until the next morning when he failed to show up for an expected appointment with relatives, and they sent someone to his house to check on him. Leroy was 32 years old and had served in South Carolina for nine years. He was single, but survived by a number of family members. Our condolences go out to his family and fellow officers.

William Thacker in **Georgia** says that major shake-ups have been occurring in the Law Enforcement Division there. Lots of cuts and changes have been made in top personnel. Because of the economic situation, they will not be seeking law enforcement accreditation, a costly process. Local governments in Georgia are giving a boost to the state's decoy program by providing as much as \$2,000 at a time for the purchase of decoys and electronics. Fines from fish and game tickets go into local coffers, so this is their chance to give something back.

Congratulations to Mike Stockdale in **Tennessee!** He just made Assistant Area Supervisor there. Mike tells me that officers there expect no pay raises for another year, but that the commission is hoping to bring them up to the border-state pay average within three years. They are switching from .357's to .40 caliber semi-autos for service weapons. Mike explained a technique for checking the parts per million of lead and copper in deer meat or tissue which he has used to work 27 cases where animals were suspected to have been killed with firearms instead of arrows. He was able to confirm this in 18 cases this year. In the last two years he has prosecuted 24 cases with a 100% conviction rate by using this test. A large scale enforcement problem in Tennessee, that is increasingly being seen in other states as well, is the illegal harvesting of fresh water mussels. Mike tells me that it has become a \$20-

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40 million a year industry. Estimates are that 40-50% of the mussels sold are taken illegally. A very extensive presentation on this issue was given at the South-eastern Association of Fish and Wildlife Agencies Law Enforcement Session in November, by Officer Charles Radcliff of Kentucky Fish and Wildlife Resources. During his presentation he received a lot of input from Mike and other officers from his neighboring states. Much of it had to do with which state the majority of violators hailed from! Those of you who work near a border will surely understand how much blame is placed!

Norman Brown in **Vermont** expects that officers there will be attending in-service this June to train them as field training officers for their deputy warden program. Deputies there are screened by the local officer and must pass the same pre-employment tests as regular officers. The Supreme Court of Vermont recently ruled in favor of the state on a decoy case. They upheld the conviction of an individual for shooting a "deer", and based their decision on the intent of the accused.

I wasn't able to reach Dean Lees, our new representative from **Rhode Island**, so I called on Kurt Blanchard there for some news. He told me that officers there took a 10% pay cut in lieu of lay-offs. Now there is talk of laying off 7 of the 35 C.O.'s in their state. Officers there have been trying to work out a problem in-house with their agency over the mis-interpretation of Garcia, but they have gotten very little co-operation on the matter in the six months they've been trying. Rhode Island Officers plan a Field Day this year, which I hope to attend.

Lloyd Perkins in **Maine** tells me that they are down from 120 to 87

wardens on the force after the state offered retirement incentives. Many older officers took the retirement so that younger officers would not lose their jobs. They are now getting one furlough day per pay period.

Terry Shovlin of **New York** helped me out with this report when I misplaced Tim Huss's telephone number. In their state, the Dept. of Labor is taking the state to court for violating Garcia. They receive "premium pay" and no overtime there. Presently, officers there are working without a contract until a new one can be negotiated. Jerry Sporer, a long time supporter of NAWEOA, retired as of Jan. 15, 1992. We wish Jerry and his wife Dixie the best in their retirement, and hope to see them in Ottawa and at future conventions.

Larry Ray in **Ohio** is hoping to see a bill passed there which would give officers retirement plus heart disease and respiratory illness benefits with 25 years service at 48 years of age. Legislators' only concern is the added cost to the Retirees' Health Care System. They refuse to take action on the bill until this is solved. At present efforts are being made for a contribution sharing plan between employees and the state to solve this problem.

Glenn Fletcher in **Massachusetts** reports that the state just merged every law enforcement agency EXCEPT them with the state police. Glenn is a marine officer in his state and he has enlisted the support of one of his inland counterparts, Tony Walski, to try to increase interest in NAWEOA. During a joint patrol this past hunting season, Glenn and Tony had a chance to bedazzle some local hunters with their impressions of Quincy and King Solomon. In true fashion to our profession, they were able to determine that two hunters who had shot the same deer had both, in fact(?), fired the fatal shots,

which traveled through the same hole, no less, to bring the deer down! They were then able to reach an equitable division of the deer, while basking in the crowd's astonishment and appreciation of their forensic prowess. You, too, will be able to benefit from their "knowledge and skill", as both hope to attend the convention this year!

Dave Long in **West Virginia**, please pick up your phone! Sorry I couldn't reach you Dave, but I do want to thank you for your help in providing me with information about the Southeastern Association Conference. My thanks to the guys there for all the southern hospitality while I was visiting. I had a great time listening to all the true stories about law enforcement in West Virginia. To think for years I thought folks were exaggerating about West Virginia justice! That is one state you don't want to mess with the law in!

Welcome back to the **National Marine Fisheries Service**! They have just rejoined as a full jurisdiction. Kenneth Hansen of Kodiak, Alaska is their new representative. Kenneth plans to attend our conference in Ottawa this summer. I hope he is ready with lots of trading materials!

Here in **Virginia**, we are all alarmed by a number of events which are occurring that don't bode well for law enforcement or the rest of our agency. Morale is low and tempers are high over what we see as an effort to neutralize and demoralize us and our ability to do our jobs. Our very pro-field force Colonel, Gerald Simmons, took early retirement last fall, in an effort to bring attention to his protest of the direction that our Executive Director is trying to take us. Among issues of concern: efforts to make us look less "police-like" by putting us in the same uniforms as biolo-

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gists, a movement to take away our full police powers, removal of certain positions from enforcement to civilian, recruitment for promotions at all levels being opened to applicants nationwide instead of in-house, and comments by our director that law enforcement is no more dangerous or stressful a job than that of the wildlife biologist. These are but the most obvious examples of what we see as an over-all anti-law enforcement effort that has permeated our agency. Officers here have planned a meeting to decide how best to end this alarming trend.

Well, that's it for this time. To those representatives I missed, my apologies. I look forward to seeing many of you this summer in Ottawa. The guys and gals up there really have their act together, and this promises to be an informative, enjoyable, and memorable conference. I hope folks here on the east coast will take advantage of this opportunity to see what NAWEOA is all about, while the conference is relatively close and inexpensive to travel to! Take care!

WYOMING GAME WARDEN MISSING

Wyoming Game Warden Kirk Inberg, 28, of Cody, Wyoming has been missing since October 16, 1991. He and Kevin Roy, a biologist for the Wyoming Game and Fish Department, failed to return in the small plane they were using to track a grizzly bear. According to reports, Inberg, acting in his position as investigator for the Grizzly Bear Management Team, and Roy, were tracking a collared bear which had been wounded by a hunter claiming self defense. The plane they were in was a charter which is equipped with tracking receivers. They left the Jackson, Wyoming airport and were searching an area south and east of Yellowstone National Park. The plane failed to return to Jackson as per the filed flight plan.

An extensive search and rescue operation was mounted by the Teton County, Wyoming Sheriff's Office. Some twenty fixed wing aircraft, six helicopters and 150 to 200 ground personnel were used in an effort which lasted until November 1, 1991. Extreme cold and heavy snows forced the search to be called off at this time. All reports from hunters in the area and radar documentation from the FAA were acted upon by the search group. Reports indicate no emergency locator signals have been heard by satellite or by any other aircraft in the area. Teton County officials advise there will be no more search efforts this winter without new information.

Inberg was recently given his five year award for service with the Wyoming Game and Fish Department. Before going to Cody to work on the Grizzly Bear Team, he was the game warden in Medicine Bow, Wyoming in the south eastern part of the state. Prior to his becoming a warden, Inberg worked many seasonal jobs for the Department working in habitat development and the Grizzly Bear Team. Inberg is single and calls his home town Riverton, Wyoming where his parents still live.

NAWEOA EXECUTIVE

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Region 5 Director	Del Tibke	560 3rd St. NW	Valley City, ND	USA	58072	701-845-3780
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Public Relations	Keith LaCaze	PO Box 98000	Baton Rouge, LA	USA	70898-9000	504-765-2980

NAWEOA '92 is a "MUST GO"

Greetings, or, as we say in the valley, Giddy! We are all working hard up here in the frozen North (or for you guys in Alaska, Yukon, and NWT - the sunny South) to prepare things for your visit this July! As of this writing, (January), some of our plans are not completely finalized yet, but we do plan on showing everyone a good time, whether you're attending the meeting for professional development, improving your continent wide networking or simply an opportunity to have a super family vacation combined with visiting old and new friends. Elsewhere in this issue you will find the business program, registration forms for the hotel and travel, as well as our conference registration form. I know I have talked to some of you about this last year in Red Deer and in last fall's newsletter, but for those of you whom I missed or have forgotten, let me tell you again why you should be marking July 15-19 on your calendars as "NAWEOA '92 - MUST GO!"

For those of you who have never been to Ontario, let me try to describe our province for you ... let's see, how about, AWESOME! Yes, that's it, AWESOME. Well, not awesome like some of the spectacular scenery we have seen the last two years in the mountains, but how else would you describe Niagara Falls, the Skydome, four of five Great Lakes, 250,000 other lakes, Parliament Hill, the National 'just about anything you can think of' Museums in Ottawa, polar bears and peaches? All of this and more in the same province!!

Remember, if you're looking for travel and/or tourism packages to call 1-800- ONTARIO from anywhere in North America. For anyone interested in a "working"

holiday, i.e. a day or two on patrol with an Ontario CO, or any other request that the tourism people can't handle, please contact our side trip coordinator, Bruce Ward at (613) 257-5735.

For many of you, one of the highlights for this meeting will be a stay at the Chateau Laurier Hotel in Ottawa. We feel the room rate of \$99 Canadian (approx. \$88 U.S.) is a steal! The regular rates are \$175 and up per night. The location is also ideal, particularly now that we know that our hospitality rooms are going to be in the Parliament Buildings, right next door. That's right, we have negotiated the use of the parliamentary meeting rooms located right at the base of the Peace Tower! You will be able to simply step outside the door to enjoy the spectacular laser light show which is put on the Hill every evening.

If you are planning on camping your way to this meeting, we have blocked a number of sites at the Ottawa-Nepean Municipal Campsite located about 15 minutes from the hotel (we will consider setting up a shuttle service if there is a demand). This is the closest full-service campground to the hotel. Call (613) 727- 6600 or 828-6632 after May 1st, to reserve one of these sites.



Alternatively, you may wish to stay at the site of our Warden Skills competitions and barbecue, Fitzroy Provincial Park, located about 45 minutes from downtown, phone (613) 623-5159 and let our host, park superintendent Brent Reid, know you are coming.

Finally, for those who plan on coming, and would like an alternative to the Chateau or if it is fully booked when you call (I warned you not to procrastinate!), we suggest that you try the Journey's End Hotel, 290 Rideau Street, Ottawa (613) 563-7511. This spot is located about 4 blocks from the Chateau. Remember, no matter where you end up staying, to identify yourself as a part of the North American Wildlife Enforcement Officers Association.

Our Warden Skills coordinator, Ken Evans, has sworn me to secrecy, but from what I have seen of what his plans are for this ever popular part of the meeting, this day will be a great day for spectators and participants alike! And, don't forget, this day includes our road-kill .. oops, I mean our wild game barbecue, followed by an evening of entertainment.

If you take a moment to look at our program agenda, you will surely see that our program coordinator, Dan Van Exan, has taken an extra effort to provide you with a wide range of interesting and provocative speakers. Be sure to show these to your supervisor and suggest that support for your attendance at this meeting, whether it be full funding, travel or accommodation assistance, paying of your registration fees, or even simply allowing all or a portion of your time to be company time, would be a

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(Continued from page 15)

good investment in staff development.

At this point I would like to take a moment of your time to raise an important issue with you. If you look closely at the agenda once again, you will see that we are hoping for: free hospitality on Wednesday, Thursday, and Friday evenings; free luncheons on both Thursday and Saturday; free spousal luncheon on Thursday; all of this in addition to the traditional Saturday evening banquet and the wild game barbecue referred to earlier. Now, it doesn't take that ol' rocket science mentality to realize that our registration fee, which we purposely set low, won't cover all these expenses. So what's the alternative? Basically, we are looking at two choices: eliminate some of these 'frills', or give the NAWEOA a chance to be a partner in holding its own meeting and allow the 5,500 officers who are not coming to the meeting to contribute. It's as simple as this, folks - this conference is fast approaching the point where very few jurisdictions are going to want or be able to put on the meeting without the support of the entire organization. If your state or provincial association has not contributed to this conference, shouldn't someone ask "why not"? This is YOUR organization, 'working for wildlife' - yes, but also working for YOU.

Whew! Glad I got that off my chest - now, where were we? Right, what have we got planned for you in Ottawa this summer? Just a super meeting with top notch speakers, a fabulous location, good fun, good food, great friends. I will GUARANTEE one thing will happen this summer in Ottawa - you will leave feeling good about being a game warden!! Remember - we want you in '92!!!!

LOUISIANA OFFICER KILLED

Wildlife and Fisheries Agent Ricky Dodge was killed late on the afternoon of Monday Jan. 20, 1992. His 4 wheel ATV turned over and fell on him while crossing a ditch. He was struck in the head and died at the scene. His body was discovered during an air search at 11:00 a.m. Tuesday. The accident occurred near Mansura, LA in Avoyelles Parish. Agent Dodge was investigating a closed season hunting complaint at the time. An investigation into the accident is still on-going, however foul play is not suspected.

Agent Dodge, age 37, was a 12 year veteran. He currently was assigned to the statewide strike force. He resided near Marksville, LA and is survived by his wife and two children.

Funeral services were held at 11:00 a.m. Friday, Jan. 24, 1992 at the First Pentecostal Church in Marksville. The agent Ricky Dodge Memorial Fund has been established at the First Pentecostal Church, 99 Benjamin Dr., Marksville, LA 71351, Attention: Rev. T. Michael Crist.

.....

MUSEUM UPDATE

By Del Tibke

The Museum committee has been busy raising \$10,000.00 to do a feasibility study of the proposed museum at the International Peace Gardens in North Dakota. \$5000.00 has been obtained in North Dakota and the same amount will be provided by Manitoba. This study was requested by the membership at the Red Deer Convention.

We have obtained a tax exemption in the U.S. However, there are problems with obtaining this in Canada. A lawyer in Canada has suggested that the museum be set up as a separate charitable organization. This would make it much more attractive for people to donate money to this project and for the U.S. & Canadian government agencies to provide funds through out right grants, etc.

The museum steering committee members are Chairman Rick Hildebrand and Tim Cameron of Manitoba, Steve Henwood of Florida and Del Tibke of ND. The committee will take a good look at this lawyers idea.

We need seed money for this museum project. If you as NAWEOA members or your association would like to send funds to help support this project, you may send them to Del Tibke, Director Region 5, 560-3rd St. NW, Valley City, ND 58072. We have received some funds from two associations in New Brunswick, two personal ones from members of executive board and several wildlife clubs in North Dakota. Also the North Dakota Game & Fish Dept. has provided some grant money for this project. A grant was received from the City of Bottineau EDC.

If you have any questions about the museum project, feel free to contact any of the committee members.

NAWEOA CONVENTION 1992 TENTATIVE AGENDA

TUESDAY, JULY 14, 1992

12:00 - 18:00

NAWEOA - Exec. Meeting

WEDNESDAY, JULY 15, 1992

08:00 - 17:00

Registration - Chateau Laurier Hotel

08:00 - 12:00

NAWEOA - Exec. Meeting

11:30

Buses leave to Golf Tournament

14:00 - 17:00

Rideau Canal Boat Tour

18:00

Buses return from Golf Tournament

19:30

Hospitality Evening

THURSDAY, JULY 16, 1992

08:30 - 09:45

UNIFORM DAY (no sidearms)

Opening Ceremonies

- presentation of flags

-tribute to fallen officers

-outline of conference

-welcome by VIP's (Prime Minister, American
Ambassador, Minister of Natural Resources,...)

09:45 - 10:15

Coffee

10:15 - 11:15

Poaching and Illegal Animal Traffic in Canada;

-discussion of Gregorich Report - Canadian Wildlife
Federation

11:15 - 12:00

NAWEOA group photo

Parliament Buildings

12:00 - 13:00

Lunch (provided)

13:00 - 13:45

Post Trauma Stress Syndrome

S.A. Gravel and one other Ottawa Police Officer

13:45 - 14:45

Lake of the Woods Operation - Cooperative

International Law Enforcement

-Doug Goessman, U.S.F.W.S.

-Mike Morencie, OMNR

-Bill Spence, Minnesota DNR

14:45 - 15:15

Coffee

15:15 - 17:00

Game Ranching/Farming

Are the benefits worth the Environmental Concerns?

-Dr. Maria Koller, Agriculture Canada

-Dr. Ed Addison, OMNR

-Pat Martin, Ontario Deer Farmer's Association

19:00 - 19:45

Convention 1994 Bids

19:45 - 01:00

Hospitality Evening

FRIDAY, JULY 17, 1992

08:30 - 10:00	NAWEOA Business -NAWEOA President's Address
10:00 - 10:30	Coffee
10:30 - 11:45	NAWEOA Business
11:45 - 13:00	Lunch on your own
13:00 - 14:00	-Buses to Warden Skills
14:00 - 22:00	-Warden Skills -Barbecue -Music and awards
22:00 - 23:00	-Buses return

SATURDAY, JULY 18, 1992

08:30 - 10:00	NAWEOA Business
10:00 - 10:30	Coffee
10:30 - 12:00	NAWEOA Business
12:00 - 12:45	Lunch provided
12:45 - 14:30	Native Self Policing of Fish and Wildlife -will it work? -Inspector Brian Rupert, O.P.P. -Chief Tom Malsen, Wisconsin
14:30 - 15:00	Coffee
15:00 - 15:30?	Michael Dumas, Ontario Artist -(1992 OCOA Commemorative Print Artist) -families welcome
15:30 - 16:15	The Importance of Education in Fish and Wildlife Law Enforcement -Randy Hancock, Colorado -Canadian Wildlife Federation
17:00 - 18:00	Cocktails
18:00 - 18:30	Opening Remarks
18:30 - 19:30	Dinner (served)
19:30 - 21:00	Auction
21:00 - 01:00	Dance

SUNDAY, JULY 19, 1992

08:30 - 09:15	Summary of Warden Skills
09:15 - 10:15	Family Church Service -Canadian Fellowship of Christian Peace Officers -Entire family welcome
10:15 - 10:30	Coffee
10:30 - 12:30	NAWEOA Business (If necessary)

Château Laurier

1 Rideau Street, Ottawa, Ontario, Canada K1N 8S7. Tel: (613) 232-6411 Fax: (613) 786-8031 Telex: 053-4265

**NORTH AMERICAN WILDLIFE ENFORCEMENT OFFICER'S ASSOCIATION
11th Annual Conference, July 15-19th, Ottawa, Ontario '92
HOTEL REGISTRATION FORM**

Name _____ Address _____

Prov./State _____ Postal/Zip Code _____

Phone No.s Home _____ Work _____ FAX _____
(Special Room Rate \$99. Canadian Funds, per night.)

Please reserve _____ No. rooms with _____ Single _____ Double Beds for _____ Nights

Arrival July _____ '92 Departure July _____ '92

** Reservation requests must be received by hotel 30 days before conference date. To guarantee reservation please send one night's deposit or advise credit card number. Check in time 3:00pm / Check out time 12:00 noon.*

Credit Card Company _____ Credit Card Number _____ Expiry Date _____

Special Requests _____



UNIVERSAL TRAVEL AGENCY
Plaza 7-15, p.o. Box 159
Carleton Place, Ontario K7C 3P3

Telephone:
(613) 257-4111

**NORTH AMERICAN WILDLIFE ENFORCEMENT OFFICER'S ASSOCIATION
11th Annual Conference, July 15-19th, Ottawa, Ontario '92
TRAVEL REGISTRATION FORM**

Name _____ Address _____

Prov./State _____ Postal/Zip Code _____

Phone No.s Home _____ Work _____ FAX _____

Itinerary: Date To Ottawa _____ Date From Ottawa _____ Special Requests: _____

Best Fares available will be booked as well as registration to "WIN" your ticket to the conference. Once request is received we will return FAX itinerary for your approval.

INTRA TRAVEL FAX (613) 257-5684 or CALL COLLECT (613) 257-4111 Attention Geoff Thurston

THE TALE-END

Your NAWEOA Executive Board has been considering readjustment of the regional boundaries by increasing the number of US directors from three to five. This change was discussed at the NAWEOA executive meeting in Portland and a proposal was formulated to present to the members at the annual convention. The greatest change would occur in the realignment of the eastern half of the US and increased representation for the combined federal agencies, and tribes and bands. (Alan Farrer)

Our annual convention has grown considerably over the last five years. The host agencies have done a monumental job of putting on great conventions that not only have been educational and entertaining but have been profitable as well. However, we are not in the business of "keeping up with the Jones". The magnitude and majesty of some of our recent conventions have caused some of our smaller agencies to doubt their ability to deliver in hosting this event. Don't give this a second thought! If you wish to host a convention, you only need the support and enthusiasm of your members to pull it off. If you are a small group, you might consider making a joint bid with your neighboring state or province. John Edwards said at the recent executive meeting, "All we need is a tent and a playing field. We're game wardens, we can have a good time anywhere!". So if you want to host a convention, but are uncertain about making a bid, contact your regional rep. (Alan Farrer)

Intra Travel has been lined up as the travel agent for this year's convention. For NAWEOA to realize any benefits from member travel by air to the meeting, you MUST book through this agent. I know many members might believe this agent cannot beat your present agent or fare. Please, at least contact him and see what he can do for you. To date he has impressed some long distance travelers with rates he obtained for them. Give him a call and remember, it doesn't matter whether your flight is long or just an hour, they all count. (Alan Farrer)

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By William Peters, California Game Warden

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HAVE YOU REGISTERED YET?

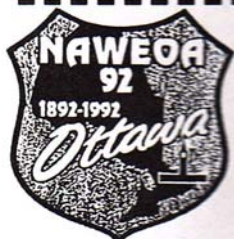
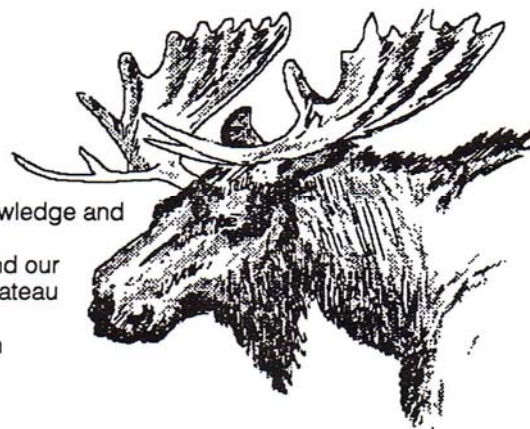
Officers from across North America are planning on attending the North American Wildlife Enforcement Officer's Association (NAWEOA) 11th Annual Conference, July 15-19, 1992. Here's why you should be one of them!

Networking: Meet 400 fellow officers from 40 jurisdictions to exchange ideas, knowledge and experience.

Social Events: Enjoy the friendly competition of the warden skills events and attend our "Wild Game BBQ". Dine and dance in the "Grand Ballroom" of the world famous Chateau Laurier Hotel.

Professional Development: Hear speakers on current issues, see the newest in enforcement products and techniques.

**Plan to make this trip your next family vacation . . .
because we're going to make it the best holiday you've ever had!**



(To register please complete the following registration form).

NORTH AMERICAN WILDLIFE ENFORCEMENT OFFICER'S ASSOCIATION 11TH ANNUAL CONFERENCE JULY 15-19, 1992, OTTAWA, ONTARIO

Name _____ Title _____
Agency _____ Total years service _____ Retired _____
Address _____ State/Prov. _____
Postal/Zip Code _____ Phone No. () _____
Name of spouse/guest _____ Age & Number of Children _____

(The Following Registration Fees Must Accompany This Registration Form.)

REGISTRATION FEES	UP TO JUNE 1st		AFTER JUNE 1st		
	U.S.	CDN.	U.S.	CDN.	
Delegate/Guest	\$72.	\$80.	\$89.	\$100.	
Spouse	\$36.	\$40.	\$45.	\$50.	
Child (Banquet Only)	\$36.	\$40.	\$45.	\$50.	
Golf Tournament(Wed. 11:00am)	\$32.	\$35.	\$36.	\$40.	
Rideau Canal Boat Tour(Wed.2pm-5pm)	\$8.	\$ 9.	\$ 9.	\$10.	
Ottawa City Bus Tour(Thurs.9am-noon)	\$15.	\$16.	\$16.	\$17.	
Total					

All prices include GST. Banquet capacity is 725, priority will be given to delegates and spouses on a first come first serve basis.

☐ Enclosed is my cheque for \$ _____ Payable to: Ontario Conservation Officers Association

Please charge my _____ VISA or _____ MASTERCARD # _____ Expiry Date _____

Name as it appears on your card _____ Signature _____

Phone Registration Mon. to Fri. 8:15 to 4:30 EASTERN TIME Call (705) 435-4331.
(Please have your credit card information ready)

Mail Registrations To: Tom Browning, Earl Rowe Provincial Park, Box 966, Alliston, Ontario, Canada, L0M 1A0 and Marked —
"Personal and Confidential"

Ride required from Ottawa Airport _____ Yes _____ No, If YES please indicate:

Arrival Date: _____ Time: _____ Airline _____ Flight # _____

For Ontario Travel Information Call: 1-800-Ontario.

REGISTRATION NO.

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Parliament Buildings in Ottawa, Ontario, Canada. Viewed from the Château Laurier Hotel, site of the 1992 NAWEOA Convention.

"WORKING FOR WILDLIFE"

Mike Gabbard — Editor
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