

19th Edition Newsletter

SPRING 1993

**NORTH AMERICAN
WILDLIFE ENFORCEMENT OFFICERS
ASSOCIATION**

"Working For Wildlife"

ASSOCIATE MEMBERSHIP APPLICATION

The North American Wildlife Enforcement Officers Association now offers the opportunity for those persons who are not field fish and/or wildlife officers, but who are supportive of all fish and wildlife enforcement, to become part of NAWEOA as an associate member.

INDIVIDUAL ASSOCIATE MEMBERSHIP - Includes a window decal, bi-annual newsletter, and the opportunity to attend the annual convention as a non-voting member.

AFFILIATED ORGANIZATION ASSOCIATE MEMBERSHIP - (Such as sportsman clubs, gun clubs, conservation groups, colleges, etc.)- Includes membership certificate, window decal, bi-annual newsletter, and eligibility to send one non-voting delegate to the annual convention.

If you desire to be a supporter of this 8,000 member professional organization of wildlife officers, please complete this form and mail, along with check or money order, to:

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NAWEOA EXECUTIVE

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THE PRESIDENT'S MESSAGE

By William C. "Bill" Peters

One of the questions that is often asked of the NAWEOA Executive Board is "what is NAWEOA doing for us?" In most cases this is very difficult to see without having attended one of the annual conferences and getting involved. Each year we see where more and more wildlife or resource cases have been made because of good communications between officers in different states and provinces. In many of these situations, it has been NAWEOA which has provided the contacts needed to put the cases together.

In Houston, Texas at the United Conservation Alliance meeting, NAWEOA was elected to the board of directors. While my name as president was on the ballot, it was a vote for wildlife officers to be on the board. The UCA Board is made up of representatives from the following organizations: Quail Unlimited, North American Hunter Magazine, National Shooting Sports Foundation, Sport Fishing Institute, Outdoor Life/Field and Stream, Winchester Div./Olin Corp., NRA, Sports Afield Magazine, Wildlife Management Institute, United Kennel Club, Inc., Rocky Mountain Elk Foundation and Remington Arms Company.

I have talked with Michael Berger, Executive Director of the UCA, and he is very glad to have wildlife enforcement as part of the board providing input



from across North America. On other fronts of wildlife and resource enforcement, NAWEOA has joined the National Anti-Poaching Foundation. As president, I was asked by Leonard Dickson, chairman, to be on the advisory board for NAPF. The primary goal of the National Anti-Poaching Foundation is to establish and maintain a permanent nationwide toll-free hotline for reporting suspected wildlife violations. As part of the advisory board we will be able to provide input not only from the United States but also throughout Canada.

NAWEOA working with these and other organizations will provide a greater

recognition for the need of wildlife law enforcement across North America. The future of North America's resources depends on sound management, strong resource protection laws, enforcement of these laws and public support.

For consideration by the general membership at the summer meeting will be a proposed change in the NAWEOA bylaws. This bylaws change would increase the number of directors in order to provide better communications between NAWEOA and all jurisdictions.

After Floyd Demaray's (1993 conference co-chairman) presentation to the executive board at the winter meeting, I would encourage all of you to include a conference trip to South Dakota in your summer plans. Bring your family! South Dakota has a full agenda planned for officers, spouses and kids. Be prepared for outstanding speakers (Randy Means, North Carolina; Theresa Thompson, Colorado; Aubrey Futrell, Louisiana; and, Wayne R. LaPierre, Jr., Washington D.C.), professional papers on all aspects of resource protection and challenging officer skills competition.

July is fast approaching. Make your plans to join hundreds of other wildlife officers and their families from across North America in Rapid City, South Dakota. Until then, keep working for wildlife!

ELECTIONS '93

At the 1993 Annual Conference in Rapid City, we will be holding elections for the following positions:

President - Must be from Canada this term.

Vice-President - Must be from the United States this term.

U.S. Directors - Three or four positions.

The Canadian Directors were elected in 1992. Canadian and U.S. Directors are elected in alternate years for two-year terms. The president and vice-president must be elected from the previous executive, which includes the jurisdictional representatives.

If you wish to run for a position that you are eligible for, insure that someone is prepared to nominate you at the conference. Please consider carefully and eligible members you wish to nominate for office. If you have questions, please contact Rick Hildebrand or Glenn Case, Elections Committee.

OTTAWA CONFERENCE REPORT By Gary Martin

There is not any doubt in my mind that the 1992 meeting can be classified as a total success. It is absolutely my privilege to THANK each and every person who made this possible...the organizing committee; the Ontario Conservation Officers Association and all of its members who contributed to the meeting (merely to the tune of over \$100,000 cash and product!); the following officers associations, who have come to realize that the success of NAWEOA is the responsibility of all of us - not just the hosting agency: Canadian Wildlife Service, National Capital Commission, Nova Scotia Officers Association, Yukon Conservation Officers Association, New York State Officers Association, Alberta F & W Officers Association, Saskatchewan Assoc. of C.O.'s, South Dakota C.O.'s Association, Virginia Game Wardens Association, Quebec Wardens Association, Montana Wardens Association, and Manitoba N.R.O.'s Association. And special Thanks to all of you folks who were able to attend the meeting and contributed to its success in so many

ways.

In following the tradition set by Rick Hildebrand (Manitoba) and Susan Alger (Virginia), I have put together a package based on our experiences. If you are considering hosting an Annual, I would be happy to provide you with a copy upon request. In addition, please feel free to contact either myself or any of the Ontario organizing committee if we can be of help - I know that the advice of the folks in Alberta and Wyoming helped us from re-inventing the wheel several times!

We kept on hearing prior to our meeting that some associations were feeling a little intimidated because they had heard about the Chateau Laurier setting and the Parliament Buildings being a part of our meeting, and they felt that they couldn't compete with us (since when did it become a competition, anyway?!) Well, guess what was a highlight of the entire meeting for a lot of folks? You guessed it - the mud and the blood and the beer! Capped off with an evening with a man who shudda been a gammie! What a pile of rain...and fun!

This organization owes a standing "O" to our sponsorship chairman, Bryan Steele, who went above and beyond, before, during and after the meeting, and merely produced over \$61,000 in profits from the conference!! Easily a new revenue generated record for these meetings.

I, for one, look forward to seeing all of you in Rapid City this summer. Unfortunately, because of the nature of the beast, we didn't have an opportunity to visit with y'all in Ottawa and would love to hear what the meeting looked like from your side of the fence.

As you are probably going to hear from the majority of the director's reports in this issue, things are not the best for anybody in this business right now...there are no exceptions to the wrath of this recession (the one that ended last year - yeah, right) so do yourself a favor...feel good about being an officer again...renew that pride in your chosen profession...come to South Dakota, where real game wardens are holidaying this summer!!!

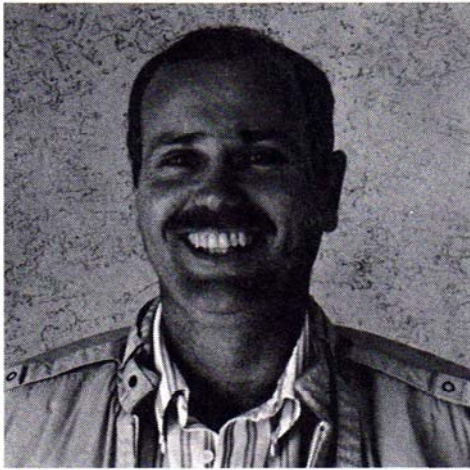
ATTENTION TO ALL MEMBERS

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.

ADVERTISING RATES

Full page inside cover	\$500 per issue
Full page inside magazine	\$500 per year/two issues
One-half page	\$250 per year/two issues
One-quarter page	\$125 per year/two issues
Business card ad	\$ 50 per year/two issues

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MIKE GABBARD, PO BOX 187, ELGIN, OK 73538. MAKE CHECKS TO:
NAWEOA NEWSLETTER.**



REGION 1 REPORT

By Dick Mann

There have been two tragic, non-work related deaths within the region since November, 1992. Patrick Sheehan, 34, a National Park Warden stationed in Jasper, Alberta died on November 26 of injuries suffered in a fall while ice climbing. Over 300 people including uniformed officers from National Parks, Alberta Fish and Wildlife, and Provincial Parks from both Alberta and British Columbia attended the funeral. On January 1, 1993, Seasonal Resource Officer Owen Janiskewich (24) died of injuries he suffered in a cabin fire in Northern Saskatchewan on December 16. Over 70 Saskatchewan Conservation Officers attended his funeral. Both members were graduates of the Renewable Resource program at Lethbridge Community College - home of past NAWEOA Secretary-Treasurer, John Fallows. Another death occurred in Saskatchewan, but of a Region 2 member. Canadian Wildlife Service Officer Clint Jorgenson died of cancer in October 1992. Clint was stationed at Last Mountain Lake Bird Sanctuary, the oldest bird sanctuary in North America, and he worked closely with the Saskatchewan Conservation Officers.

Saskatchewan officers, as part of their Union, have been taking part in province-wide rotating strike action to attempt to speed up negotiations. Their Association continues to be active, providing a scholarship to a deserving Renewable Resource student from the province. They continue to push for their own classification and pay adjustment within their Union. SACO has several excellent in-house programs: officer fitness, officer safety and work

and personal insurance programs. Their Annual Convention will be held in Regina on March 12, 13 and 14.

The Saskatchewan government has placed 1.5 million acres of Crown Land into the Wildlife Habitat Protection Act. The Act is meant to prevent major clearing, breaking or alteration of native land and also to prevent it from becoming private property. Unfortunately, current leases (mostly grazing leases) will not be affected by this change in status.

Canadian Parks Service advises that the 42 positions forecast in the last newsletter have been reduced to about one half that number. This resulted from a "re-profiting" of the federal government's "Green Plan" funding. Some positions in Eastern Canada should be filled this spring and hopefully in Western Canada by this fall. Legislation has been passed to allow voluntary payment of fines for some offenses under federal legislation. There is a proposal to increase fines and jail sentences for poaching threatened and protected species in National Parks. Current maximums are \$10,000 and 6 months with a proposed increase to \$50,000 and 5 years. Endangered species already have a maximum fine of \$150,000.

Park Wardens are pressuring the government to allow the issue of sidearms. Presently, they are the only federal enforcement agency who do not issue sidearms and the wardens feel that this is an officer safety issue. They hope to have more CPIC terminals installed in regional and park offices to allow easier access to information on subjects checked in the field, as well as access to files in the United States.

British Columbia is expecting to face budget cuts in 1993-94, but the percentage is unknown. Some vacant positions are not being immediately filled. For example, Representative Steve Wasylik is moving to Nelson and there is no move to fill his vacancy in Mackenzie within the near future. The government is reviewing funding levels and there are indications that the Conservation Officer Service will remain a priority for hiring. A recent addition to the C.O. Service is Past-President Rick Hildebrand who moved from Manitoba. The C.O. Service received some positive coverage in the January/February issue of International Wildlife. The story covered the long investigation involving the C.O.'s, Alberta Fish and Wildlife and Canadian Parks Service. The subject

was Idalecio Mota who has been fined a total of \$36,000 (Canadian), 21 months jail time and a 30 year hunting suspension for his poaching activity in those three jurisdictions.

British Columbia is attempting to develop a better understanding of Native resource use and requirements in an effort to meet the Native's needs. Hopefully, this will lead to better resource management throughout the province. Steve advises me that he had several requests since the fall newsletter for the package on the replacement value of big game animals. Who says no one reads the newsletter? Their Society is currently raffling off the latest of Bill Peter's prints - tickets are going fast.

In Alberta, 13 new officers came on-stream in November and December. Since that time, the government has changed leadership, leaving departments and employees wondering what is to come. There will be budget cuts, but until the government decided on its' course, the amount is unknown. There are rumors of early retirements and if that materializes, several officers and a wealth of experience will be lost. Early retirement and other programs will mean a loss of manpower in the field. The issue of obtaining Peace Officer appointments under the Criminal Code is still alive. Negotiations have taken place with the RCMP and the matter has been sent back to the Department of Justice.

The Association Annual Meeting will be held in Edmonton on February 27 and 28, and the annual Hockey Tournament will be on April 3 and 4. The Association has joined a gun club in the province which entitles the members to freer movement of personal handguns between residences and registered gun ranges. There has also been work done on awarding an annual scholarship at Lethbridge Community College. Several members have become involved in the Fish and Wildlife Division's Critical Incident Stress Program. This program will offer support to employees who have been involved in an incident that may cause stress symptoms. These situations may include death or serious injury of an employee or co-worker or any other high-powered emotional event. This program has been long overdue and will be very successful.

No news, good or bad to report from the Yukon, Northwest Territories or Department of Fisheries and Oceans. I hope they are surviving the winter.



REGION 2 REPORT

By Gary Martin

GIDDAY!! From the Ottawa Valley and how are all you lads out there? This is my first directors report and I have taken the liberty to change the format somewhat - hopefully resulting in action items that you can pick off for yourself, and increase your involvement in NAWEOA. This organization is no different from your local service club or fraternal organization, your own officers association or your own community - you will get out of NAWEOA exactly what you put into it! And I can guarantee you from my own personal experience that the benefit/effort ratio is extremely satisfying; ie. for just a little bit of effort on your part, this organization will reward you in so many ways!

Whoa, my soapbox was starting to wobble there a bit so I had better jump off and get to work! First, local association news items, then I will introduce myself and my personal agenda for the period which you will allow me to be your rep, and finally some opportunities for you to reap some direct benefits or have direct input into this association.

Before I began to check with reps, I was prepared to write a doom and gloom article letting you know that things are just as bad in the Central Canada area as they are across North America. Putting everything in its proper perspective sure helps, though, 'cause we probably aren't as bad off as we feel we are.

Richard Labossiere from the Canadian Wildlife Service indicates that while things are tight right now with the Feds they are progressing towards establishing a cross-Canada intelligence pro-

gram within the Service. Part of this initiative is Green Plan driven, part stems from the WAPPA (Wild Animal & Plant Protection Act) legislation. The bad news is that the positions are coming very slowly and it may be some time before they realize the 28-30 positions that Richard alluded to with Al Farrer in his previous director's report. However, growth of any sort in our programs these days has got to be encouraging especially this type....nice that it is consistent with the recommendations of the Canadian Wildlife Federation's Gregorich Report on Poaching which we heard about at the Ottawa meeting!

Doug Maxwell from Manitoba advises that the NRO's of that province are continuing to fight for proper recognition and classification. It was like "Deja-Vu... all over again" hearing some of the crap their bureaucrats are asking the guys to swallow. Doug also advises that they are carrying almost a 10% vacancy rate as positions are not being re-filled as they occur. He mentioned something about "rats jumping ship", and then Rick Hildebrand, but who knows exactly what he meant?!

Ian Anderson and the Ontario crew are continuing a "discussion" with senior managers in an attempt to resolve some new as well as long standing issues including inadequate communications, lack of operating funds, detector dog program, the loss of our S.I.U., use/abuse of deputies, etc. Many of these issues/concerns are not unique to Ontario. What was kind of funny (in a twisted sort of way) was the quickness of our Minister's response and request for discussion....after our association went public with literally hundreds of media articles, public petitions, lobby group support, etc. He was disgusted that we should launder our problems in public without discussing them rationally with the ministry first...his disgust quickly became refocused when we produced documentation of efforts to deal with the matter in-house some six months previously. The moral of the story? Get your _____ together; give the powers to be an opportunity to work with their staff instead of against them; kick their butts in the political arena if they don't. Our battle is far from over yet but some people are just learning that we are not just a bunch of dumb-ass fish cops...

So much for the standard directors report... now its time for me to hustle your butt into action!

My function as I see it is to represent you! Who the hell are you? What are you thinking? Is this organization doing anything for you? What direction do you want us to head - a professional organization with some social/fraternal aspects or vice-versa? Please let me or any of your reps know what you are thinking - it is extremely difficult for ten people to represent over eight thousand without feedback!

You will see from the minutes of the Winter meeting that we have some real opportunities to be of real service to all of our members - with a little bit of help on everybody's part. Pick one topic...our increased involvement with other NGO's such as the UCA, NRA, IAFWAA, the new National Anti-Poaching Foundation; our management of your money; the need to share more information through surveys; the proposal to develop an international "network" on all the specialty things that we do like dogs, decoys, firearms and training to name a few - or will we all continue to waste time and effort re-inventing the proverbial wheel? Pick any topic you see.. or one you would like to see discussed and let me know how you feel. Right now! No holds barred - no BS! Your thoughts count!

Looking forward to meeting y'all in South Dakota! Be Safe.



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REGION 3 REPORT

By Richard Kingston

From Quebec, we received the sad news of the death of Patrick Poirier on September 15, 1992. He was 23 years old and worked for the department since 1990. While on caribou enforcement, his plane was forced to land on a lake because of deteriorating weather, subsequently flipping and sinking. As a result of hypothermia, Patrick died of drowning.

In 1992 Quebec game wardens celebrated the 125th anniversary of wildlife conservation service, but they also mourned the 20th anniversary of their darkest day. It was September 6th, 1972 and conservation officers Medric Cote and Ernest St. Pierre of Victoriaville Station were on patrol. Not far from St. Louis de Blandford, they stopped their pick-up truck to check on a parked car beside the road. As they approached the car a door opened, a man leaned out and emptied a submachine gun into them. As they lay bleeding, he reloaded and emptied it again. Cote and St. Pierre died on the spot, each struck by dozens of slugs. Their killer was one of the most infamous criminals ever, notorious French bank robber Jacques Mesrine, on the run in Canada after things got too hot for him back home. Police soon evened the score. Mesrine died as he had lived, at the wrong end of a gun. With the recent illegal entry of a large airplane from Columbia at a small airstrip outside Montreal carrying 2.7 billion dollars worth of drugs, we need to strengthen our beliefs or fears that this type of tragedy could happen anytime or any place.

On November 6th, 1992 two conservation officers at St. Hilaire came under

fire from a poacher's gun. Fortunately he hit nobody. This is the second time this happened to one of the officers, Patrick Rodrigue.

Recent changes in New Brunswick's Fish & Wildlife Act have seen increases in fines for major violations. First offense will be \$2000-\$4000, plus 7 days in jail, with all privileges canceled for 5 years. A second major offense within the 5 year period would find fines increased to \$3000-\$5000, and 2 months in jail. Privileges would be canceled for life.

Game Wardens in the western part of N.B. were involved in an undercover operation, which when completed, had 10 persons associated with one family, before the courts with major violations of the F&W Act. Eight persons are charged with 17 cases of night hunting deer with a light and two charged with possession of deer meat. The officers encountered problems with this hillbilly family for over two years and were able to plant two undercover agents within their circle for a three week period this fall. Sheepish expressions on the faces of the violators arose when the undercover agents conducted searches and interviews upon completion of the operation.

In Newfoundland, an agreement between Federal Fisheries and Oceans and the Provincial Game Division is being worked on which would give both Wildlife Protection Officers and Federal Fishery Officers authority to make seizures and arrests under each others' Acts. Recent undercover training has contributed to the approximately 40% increase in major and minor charges in the Province. There are also a couple of officers trained as PPCT instructors who will be giving courses across the Province as budget allows. Newfoundland also had success, with a caribou bust in the Wabush area. Thirty quarters of meat and other items were seized from six individuals. Three were fined with \$1000 or 30 days, the other three \$3500 or 3 months. A number of other items were also seized. Just recently Park Wardens in the southern part of Gros Morne National Park discovered what is described as a slaughter of moose and caribou. Markets are thought to be in Montreal and Toronto.

Prince Edward Island representative Roland Richard reports of no outstanding activity in the field of Fish & Wildlife enforcement.

From the Canadian Wildlife Service,

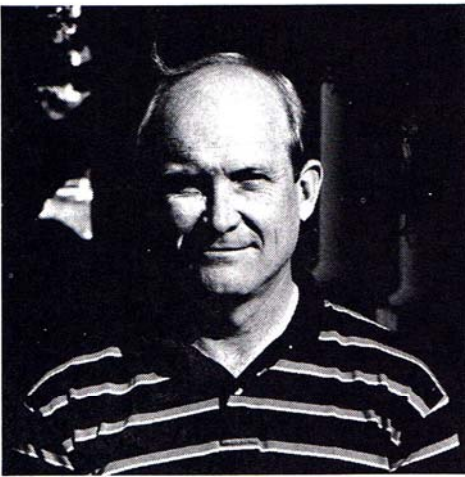
Tim Lash has been appointed Director of P.E.I. Department of Environment Fish & Wildlife Division.

Unable to obtain news from Nova Scotia except to say that conference plans are being worked on with the hopes of having all the information finalized in time for the '93 conference in South Dakota.

Keeping in mind the responsibilities of the Executive to promote the North American Wildlife Enforcement Officers Association, I continue to inform management about NAWEOA activity, and request support for my efforts. I also make myself available to attend a variety of functions within the region. Information was received from New Brunswick DNR&E Asst. Deputy Minister that \$2000 would be placed in the budget of Conservation Services Branch to be used annually to sponsor field officer delegates to attend future NAWEOA conferences. In the middle of September, I attended N.B. Region 3 Ranger Council meetings and updated their officers on the Ottawa Conference and upcoming conferences. With the inclusion of Dept. of Fisheries & Oceans officers in NAWEOA, I had an invitation to meet with a few of their members from the Fundy region of New Brunswick in mid-October. They were pleased to become better informed as to NAWEOA. I also presented a NAWEOA slide and talk program to the first class of conservation enforcement officers studying at the N.B. Community College. Art Redden and I attended their graduation later in the month. The first week of December I updated N.B. Region 2 staff on NAWEOA activities at their ranger council meeting.

On November 23, I received information on the death of William Hanrahan, a dog-master with Maine State Wildlife Service. He died as the result of a heart attack, while on an action call tracking violators. Kenny Cogswell, a dogmaster from N.B. and I attended the funeral on behalf of N.B. and NAWEOA.

The officers from N.B. enjoyed being hosts to Gary Martin, Dave Arbor, and Peter Unger from Ontario, and Gary Tarpley from Texas during their mid September fishing trip and golf tournament on the Miramichi. Peter Unger traveled a long way from home to have his ear pierced, however, he became the main attraction at the Miramichi Hospital displaying his unique salmon fly earring. May the force be with you!



REGION 4 REPORT

By Glenn Case

The winter report for Region 4 could probably be summed up in two words: No Money! It seems that every representative I talked to reported that his agency is cutting back, not filling vacancies, limiting mileage, etc. However, that wouldn't be news, and I do have five other regions to compete with, so here goes...

The Annual Western Law Enforcement Technical Workshop is being held in Anchorage, Alaska this year. I am unable to attend, so Joseph Campbell has agreed to represent NAWEOA there. He also reported that a joint State/U.S. Fish and Wildlife Service covert operation targeting illegal guiding in Alaska was recently successfully completed. No details have been made available.

Good news from Arizona! Proposition 200, the state referendum that could have ultimately outlawed hunting, fishing and trapping in Arizona, was defeated. Also Ken Stirn reported that the state is being required to make inoculations against Hepatitis B available for all commissioned officers. This requirement is mandated by OSHA. It may or may not apply to your state or agency and would be worth checking into. If you are infected with Hepatitis B, you needn't worry about AIDS. You're gonna die anyway.

Ron Velarde had some news about another referendum in Colorado regarding bear hunting. The initiative passed and now Colorado can have no bear hunting before September 1 of any license year. This eliminates spring bear hunting. Whether you are for or against spring bear hunting and regardless of how you feel about guides and outfitters, we don't need non-professionals and voters deciding harvest and management strategies for wildlife.

Those of you involved in or interested in using decoys for law enforcement might be interested in attending a workshop in Idaho. The workshop is scheduled for late March in Coure de Alene, Idaho. Contact John Levesque in Idaho at 208-245-2931 for details.

New Mexico officers have entered the legislative arena lobbying for a new "20 year" retirement package for commissioned personnel. Game wardens are currently included with "jailers, cooks, matrons, radio operators, meter checkers, pound employees, crossing guards, police judges," etc. since we don't primarily perform police functions. What a morale booster!

On October 17, 1992, 23 desert big horn sheep were transplanted from the southwest part of New Mexico to a more central location in an effort to increase the state's herd. On November 14, 1992, two rams, including the largest one moved, were killed by deer hunters. The scalawags have been rounded up, attorneys hired and we're ready to square off.

The number 1 elk in Nevada was recently killed near Ely. Unfortunately, it was poached. I think this all goes to show the importance of enforcement. It does no good to manage critters and habitat, etc., if we can't protect them so they can propagate. Hopefully, Nevada will catch the crook(s) who killed the elk.

California now has a Natural Resources Academy. It was created two years ago to provide P.O.S.T. certified training with an emphasis on wildlife/resource law enforcement. For a new hire, normal P.O.S.T. training is 18 weeks. The new academy adds 4 weeks to cover

wildlife issues for a total of 22 weeks.

According to Dennis McKiver, an attempt is being made to foil pre-planning by some wing-nut anti-hunters who plan to sabotage hunts. California no longer publishes exact dates for special drawing hunts. Successful applicants are notified of the exact hunt dates with their licenses.

Most of you are aware of the Wyoming versus the U.S. Department of Labor suit regarding the Fair Labor Standards Act. The court ruled in favor of Wyoming in round one. Wyoming wardens are now considered professionals and are not eligible for overtime. The wardens positions are being upgraded to the same level as the biologists who were professionals before the suit. The whole mess went to Federal Appeals Court in October, but I have not received any information on the outcome.

I would like to welcome Karen Green of Utah as the state representative. Karen is not only a game warden, she's married to one. Her husband, Alan, is a sergeant. (How would you like to answer their phone?) During the 1992 deer season Utah staged an interstate roadblock with help from the surrounding states and the U.S. Fish and Wildlife Service. The results included over \$17,000.00 in bail money from 67 citations, plus several warnings and the usual DWI's and traffic citations handled by other agencies.

One note of interest from Karen is how Utah uses their deer decoys when they aren't being used to catch crooks. They rent their "simulated wildlife" (politically correct term in Hollywood) to TV and commercial production companies. They are cheaper than live tame deer and easier to handle. The going rate for a fake deer is \$650.00 per day as compared to \$2000.00 a day for a live deer. They use the proceeds to buy equipment to build more decoys.

That's about all the room I have this time. Have a good spring, be careful, and go to South Dakota if you possibly can.

VIDEO FOR SALE: Innovative Sentencing - A Key to Compliance With Wildlife and Fisheries Laws
30 minute video by Dave Hall of the U.S. Fish and Wildlife Service 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 U.S. Funds



REGION 5 REPORT

By Del Tibke

Greetings to all officers in Region Five. Six months have already passed by since our last newsletter and we are approaching annual conference time in Rapid City, South Dakota. First, a thank you to Gary Martin and all the Ontario Officers for the excellent job hosting the NAWEOA Conference in Ottawa last year. A job well done!

The museum feasibility study has been completed with a recommendation to proceed with the project. More on this at the 1993 conference. Now for some other news.

In Minnesota, Mike Hamm reports their CO's are in District Court on an unfair labor practice against the State and expect a decision in January, 1993. Recently the court ruled against the CO's and are still deciding if the ruling will be appealed to a higher court. They also are having some difficult economic problems, but are fortunate enough to be almost at full complement with no layoffs in the foreseeable future.

Daniel Klammer of Nebraska advises that they are currently bargaining for their next two year contract. Because of federal medicare cutbacks, their state is facing a tax increase or cuts in services. State employee raises and benefits are at the fore-front of this discussion.

Indiana rep Jeff Wells reports twelve new officers from their training school are now out in the field which brings their Division up to full strength. A new state wide radio system is being phased into operation for their use. Their association is concentrating on legislation to improve their pensions. Two of their officers were involved in an incident in which they fatally wounded a suspect

who had rammed his car head on into a city police officers patrol and began shooting at the city police officer who was trapped in his car. Neither of their officers or the city police officer were injured. Also, one of their officers was involved in a vehicle pursuit after observing two subjects skinning for deer and while attempting to stop this vehicle the officer was shot at by the passenger in suspect vehicle four times with a 12 gauge shotgun loaded with rifled slugs. None of the slugs hit the officer or his patrol vehicle. A short time later the suspects were picked up at a road block set up by the Sheriffs Department with their CO still in pursuit. Both suspects have been charged with attempted murder of a police officer and are awaiting trial.

From South Dakota, Floyd M. Demaray reports that their annual association meeting was held at Pierre on Feb. 6 and 7. Most of their attention will be focused on the upcoming NAWEOA convention in July at Rapid City. Their association has successfully worked with the South Dakota Retirement Board on a bill that would improve the retirement system. This bill will allow them to convert non-enforcement years of service to enforcement years of service for retirement purposes. A formula has been determined for the purchase of this prior service and allow financing over a ten year period. Floyd stated that they look forward to hosting a great convention in July.

Keith LaCraze says that Louisiana Officers are busy with illegal night hunting and they are combatting it with the use of the deer decoy. They presently have 17 cadets in training, one of which is their first female cadet. They just recently issued Second Chance Threat Level II body armor, 50 new GMC 4X4 extended cab pickup trucks and will receive shortly, 18 Boston Whaler Boats with 175 hp Mercury outboards. They expect a \$2 million budget cut in 1993 and are not sure how this cut will affect their Enforcement Division. Their Captains and Lieutenants are presently considering a lawsuit for a pay increase. Recently their field agents and sergeants received a badly needed pay increase, however this placed many lieutenants in a position of being paid less than the sergeants under them. It also removed any incentive for promotion as they would assume additional responsibilities without a pay increase of any significance.

The Louisiana Wildlife Agents Association is in full support of the lawsuit and have offered to pay the legal fees.

Illinois representative Dave Chapman reports a small success in legislation which would provide that their retirement pension be based on last day of work salary. After 30 years on the force it would provide approximately \$3500 more pension per year. They also will have 8 to 10 new officers in the field in April.

In Kentucky, Mike Bowman reports 16 new officers, one of which is a female, are now in training and will be in the field about the middle of March. A new program will put them in the field for 16 weeks with a field training officer. One of these officers is a biologist and will spend most of his time on forensic work. Their association has made an agreement (with Department approval) to handle officers legal assistance funds.

Greg Waggoner states that the Mississippi Legislature is now in session and their Department is trying to get a separate Division of Law Enforcement. They are running on a tight budget and are looking at increasing license fees. Fees have not been increased since 1979.

Randall Reigh reports that Oklahoma is under a hiring and promotion freeze and they do have some positions open. Game Warden James Champeau received a Certificate of Appreciation from the U.S. Fish & Wildlife Service for breaking open a four-year old polar bear smuggling case. This violation of the Marine Mammals Act resulted in a \$10,000 fine.

Larry Dawson says that Kansas is now in a transition period with a new Director that just came on board. Major restructuring of the 1988 reorganization of their Department is taking place; in other words fine tuning it.

From Iowa, Steve Schutte reports they are in process of bargaining for a new contract for pay raises. Their Dept. is not filling positions when an officer retires. One subject shot at the decoy hitting the electronic parts and the Judge made him pay for repairs of the damaged parts. Their Enforcement Div. has been working in the Southern part of their state to try and stop jack lighting for deer. The poachers there are looking for deer with large racks and are selling the racks for profit. All Iowa CO's will be trained in swift water rescue by May 1993.

In North Dakota, our Officer's Asso-

ciation is working with the legislature to get a bill passed that would allow us to raffle one moose license per year to a resident or non-resident. 15% of profit would go to our Dept. for moose research, 10% would go to our Association to promote the raffle and the rest of funds raised would be used for construction and maintenance of the North American Wildlife Officers Museum at the International Peace Gardens. A challenge is issued to all other jurisdictions to come up with a similar idea to raise funds for the museum. We also have a new Governor and he has frozen hiring personnel for now and has said he will replace our current Director.

From Missouri, George Hiser reports that their Department's inability or refusal to compensate employees with a cost of living increase the last three years, the freezing of their planned advancement (supposedly offered as a guaranteed incentive when hiring new employees for the past 14 years), and now the large medical premium payroll deduction increase, has resulted in very low employee moral.

Gary Tarpley reports that Texas hosted the annual meeting of the Southeastern Association of Fish and Wildlife Agencies and also hosted a Wildlife Expo, a tribute to hunting, fishing and conservation this past fall. Their agency is currently responsible for a restricted wild animal law which includes lions, tigers, bears, etc. When an officer has to seize one of these animals, it must be placed in adequate facilities. Based on current activity it would cost an estimated \$1 million to initiate and at least half that amount to maintain annually.

Wisconsin rep Pat Harkins advises that they are in the midst of merger process with the Office of Environmental Enforcement. This year, their officers received specialized training in boat accident investigations and other practical exercises rather than the usual traffic enforcement that most training centers use. Their new Glock pistols have night sights and underwater firing pin options, justified by the large amount of night and over-water work.

A reminder to all jurisdictions that it is very important to report any changes



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in the representative for each state. When changes are made, please send name, address and home telephone number immediately to Merryl Bustin or to me. It is also important to keep member's address current so they all get their newsletter. Get your reservations in now for "the place to be in 93", the NAWEOA Annual Conference in Rapid City, South Dakota.

ASSOCIATE MEMBERSHIP PROMOTION

***** OPEN TO ALL CURRENT OFFICER MEMBERS *****

WIN: Registration + \$200 to either the 1993 or 1994 NAWEOA Convention

--- Also earn awards for the total number of members recruited ---

Gold - 25 or more
Silver - 15 or more
Bronze - 5 or more

RULES: For every one associate member you recruit, your name will be placed in a hat for the grand prize draw. The more you recruit, the more chances you have of winning. All associate members you sign up from August 1, 1992 through June 1, 1993 will be eligible. Membership forms and dues must be received by the secretary-treasurer no later than June 15, 1993. The grand prize is transferable to other members. Contact your jurisdictional rep or regional director for application forms.

Remember, this is intended as a major fund-raiser for NAWEOA. Get involved! Here is your opportunity for active participation in this great organization.



REGION 6 REPORT

By Susan Alger

Newsletter editor Mike Gabbard swore that if I didn't shorten my regional report, he was going to stick a picture of a very ugly person over the report and swear it was me. He is obviously a man of his word. In an attempt to appease Mike, and perhaps make this report a little more interesting, or at least different, you will notice a change in the way it is written. I will start by giving a brief listing of happenings from those states I was able to contact before the deadline. (My apologies to those whom I could not reach in time by phone). After that I will include an overview of what I, as your director, have been involved in doing for the Association and region in this my last year in the position.

DELAWARE - Switching to 800 megahertz radio system. Terry Yingling is putting together a program on firearms training from patrol watercraft. He requests information from other states with programs in this area.

GEORGIA - Vehicle and gun confiscations have been done away with by the state.

CONNECTICUT - Parks Division has been incorporated into the Department. New mandatory Boating class and license, and personal watercraft class and license are now required.

MAINE - Warden Hanrahan, K-9 officer for the state, died of a heart attack while tracking two subjects who had fled from another officer. **OUR SYMPATHY IS EXTENDED TO HIS FAMILY AND FRIENDS.** We share your loss.

TENNESSEE - Warden of the year, Wayne Sanders, was chosen as the first annual Southeastern Association of Fish

& Wildlife Agencies' Officer of the Year. The addition of more dispatchers and longer hours of radio transmission has led to officers no longer having to list home phone numbers for the public.

WEST VIRGINIA - An officer there received minor cuts from fragments when a violator tried to unload his gun as the officer approached his vehicle. The gun discharged through the floorboard, fragmenting on the road, and striking the officer.

NEW YORK - Active, long-time members Les Wilson and Carol Drury tied the knot this fall. It's a rather loose knot, as each has been promoted and taken a rather distant posting. Congratulations and best wishes!

PENNSYLVANIA FISH - Jeff Bridi is on a committee to plan a mandatory physical fitness program for his agency. He needs any information available on similar programs.

NORTH CAROLINA - Voted to join NAWEOA as a full jurisdiction again. Welcome back!

RHODE ISLAND - Voted to join NAWEOA as a full jurisdiction. Welcome!

OHIO - Officers receiving beefed-up training in Hunting Accident/Incident Investigations so that they are better qualified to handle investigations. Last year's effort to get a better retirement system failed.

SOUTH CAROLINA - Facing possibility of being placed under new super-agency. One possibility would lump whole agency in with Parks, Forestry, etc., the other would place law enforcement division in with a host of other statewide law enforcement agencies. Our condolences go out to Warden Ray Taylor and family in the recent loss of their son Chris. Chris was a local law enforcement officer in Anderson County, who was killed in the line of duty by two assailants. We share the family's loss.

VIRGINIA - Officers recently received training in Hunting Accident Investigation and in use of ASP Batons. Suit filed by state association was not heard by court, as judge felt that the matter should be handled by the grievance procedure. However, as a result, no one from outside the division has been hired for promotional positions. Action still underway by officers to get a waiver from the policy which allows such outside hiring for mid-level positions. County Warden Mike Lucas is recovering after being critically wounded by a violator who

said he thought the officer was a deer. Misdemeanor charges only are pending.

During my two terms as your regional director, my emphasis has been two fold: making certain that every jurisdiction here is represented, and increasing membership, participation, and knowledge of NAWEOA in this region. The going has been slow but sure. Northern states have been quick to join, once they learned of our existence, recognizing the value of an organized professional association. The southern states have been a harder row to hoe. Agency fears that we are a union (NOT), and the lack of state officers' associations in most, because of the union issue, have made getting the word out a lot tougher. There are many officers out there still who don't know NAWEOA exists. Still others think that we are the same as IGW magazine, which is something completely different. We are making progress, though, and the future is hopeful.

Here's how things stack up in the region at this time: Twelve jurisdictions have joined or pledged full membership in NAWEOA (CT, ME, NJ, NY, NC, OH, PA Fish, PA Game, RI, VT, VA, Nat. Marine Fisheries). Ten jurisdictions have only limited individual membership (AL, DE, FL, GA Game & Fish Div., MD, MA, SC, TN, WV, and Nat. Military Wardens). We need volunteers to become representatives in four jurisdictions (NH, GA Law Div., VA Marine Res. Com., and FL Marine Fisheries).

As your director, I have traveled at my own time and expense to several states, attending meetings, field days, and conventions to speak about NAWEOA. These efforts have often met with immediate success in signing up jurisdictions. At other times progress has been more limited, but the effort is still valuable in gaining individual membership and spreading the word. I have also been called on by the Association to represent NAWEOA at meetings of the International Assoc. of Fish and Wildlife Agencies, as well as those of the Northeastern, and Southeastern Associations. I have spoken about NAWEOA to the Law Enforcement Committees and Law Enforcement Sections of these organizations, and made many one-on-one contacts with agency directors and chiefs of enforcement, in an effort to convince them of the value of our Association to them and their officers. Open-

ing such lines of communication have helped to gain new members and increase participation and sponsorship in our Association and annual conference.

As I work to increase membership and awareness of NAWEOA, I am often asked the question, "What do I get for my membership dollars?" It's easy enough to point to this newsletter as one benefit, and to talk about the annual conference to those who might attend, but sometimes I find myself at a loss for words (hard to believe though that may be!) in trying to explain other less tangible benefits. Let me give it a shot here. The most valuable part of NAWEOA membership is OPPORTUNITY. What you get out of joining is not just what you put into it in money and effort. It's what you have the opportunity to ask of us. Here is a list of just some of the things members requested and received information from me about: Tips on violators traveling to or from other jurisdictions - career opportunities and requirements - availability of training programs - advice on various types of equipment being used elsewhere - comparisons of pay scales, retirement systems, and other benefits - material on up-to-date techniques and methods in wildlife, fisheries, and boating enforcement - copies of laws, regulations, brochures/summaries for adaptation or personal use - personal queries about hunting, fishing, and other vacation



Tennessee Officer Wayne Sanders (center) was selected as first Southeastern Association Officer of the Year

possibilities - exchanges for patches, hats, pins, buckles, knives, etc - fund-raising ideas - orders for videos on hunter compliance, innovative sentencing, etc - conference details - ideas on how to start an officers' association - orders for the NAWEOA Journal of Wildlife Law Enforcement - details on submitting articles for publication - officer death notifications and requests for memorial fund contributions - assistance of officers in crisis situations - statistics on manpower, female and minority hiring - background for television, newspaper, and magazine coverage - names of offi-

cers in other states - more!!! Joining NAWEOA gives you the OPPORTUNITY to access all this information and more. That's what I call a bargain!

Because I believe so strongly in the value of this organization, I have been pleased and proud to serve as a regional director. I plan to continue my support and participation long after my term expires this July. I want to close this last report by thanking all my jurisdiction representatives and the membership for the opportunity to serve. It's been a wonderful experience. Take care and keep safe!

NAWEOA MEMORIAL FUND

The goal of this program is to assist the families of officers killed in the line of duty in their time of need. To date we have not achieved our goal of fifty sponsors. However, the program is proceeding smoothly with only a few delinquent members. We are still aiming to get fifty sponsors who will provide the family of fallen officers with a check for \$2500. Until we reach the level of fifty sponsors, we will send a check 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 dies 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 replenish the fund.

NAME OF SPONSOR _____

CONTACT PERSON - NAME _____

ADDRESS _____

TELEPHONE _____

Please send this form and check for \$50 U.S. made out to NAWEOA MEMORIAL FUND to:

Merryl Bustin

RR #2

Whycocomagh, Nova Scotia B0E 3M0

EXECUTIVE MEETING HIGHLIGHTS

The NAWEOA Winter Executive Meeting was held in Tucson, Arizona on January 23-24, 1993. Members attending were Bill Peters, Dick Mann, Richard Kingston, Glenn Case, Art Redden, Del Tibke, Susan Alger, Rick Hildebrand, Mike Gabbard, Floyd Demaray, Keith LaCaze, Ken Stirn, Steve Henwood, Ed Selfe, Gary Martin and Merryl Bustin. The meeting was opened at 8:15 AM on January 23rd by President Bill Peters.

Minutes of the previous executive meeting and the current financial report were presented by Secretary-treasurer Merryl Bustin and approved by the board.

A very informative talk and slide show was presented by Ken Stirn, President of the Arizona Association and the host of this year's meeting. He also provided an overview of Arizona's Proposition 200, the anti-hunting and trapping bill which was recently sent to voters. Massive ad campaigns and lobbying were used by many groups to defeat the proposal. The United Conservation Alliance, of which NAWEOA is a voting member, played an important role in stopping this threat to wildlife management. Total cost of this effort exceeded \$1.5 million.

It was announced that J. C. Romines, former president and regional director of NAWEOA, had retired from the Texas Game Warden force in October. Bill Peters read a letter of recognition which had been presented at J. C.'s retirement party.

Members discussed sale of promotional items. Rick Hildebrand and Bob Ford will arrange for 100 newly designed belt buckles to be ready for the annual conference. These will be sold as collector's items. Rick Hildebrand will also obtain new pins and Tom Bivins will be contacted to have 24 dozen caps available for the conference. Leftover caps will be sold to members through the newsletter.

Gary Martin had found that obtaining membership decals in Canada was cost-prohibitive. Mike Gabbard is to check on prices in his area. The executive hopes to distribute a decal to each member in the fall newsletter if costs are reasonable.

Gary Martin presented a complete report on the 1992 Ottawa Conference. Income to NAWEOA totaled \$61,612.58. Gary said that the success in fundraising was due in large part to Officer Bryan Steele. The Board approved a motion to invite Bryan Steele to the 1993 Conference as a guest, with expenses up to \$1,000 paid by NAWEOA. Gary's report included valuable ideas for future conference planners. President Peters acknowledged the tremendous effort made by Gary and all his committee workers.

Ken Stirn requested that NAWEOA provide a state-by-state assessment of how the Garcia Decision was being handled. As officers seem to be pretty evenly split on their attitude toward the ruling and also because it has no effect on Canadian Officers, the NAWEOA Executive does not desire to take a stand on the issue. However, the board requested that a letter be sent to all U.S. representatives to inquire about how their agency is operating. A summary of all replies will be available in a future newsletter.

Bill Peters reported that the NAWEOA affinity credit card had paid royalties of \$1,394 since its inception in 1991. Efforts continue to have the interest rate lowered and to change the logo on the card.

A report from Editor John Edwards on the the Journal Of Wildlife Law Enforcement was read by Merryl Bustin. There are quite a few volumes of both issues still unsold. John asked for direction from the executive regarding a third edition. It was felt that publication of a new edition should be placed on hold until current inventories are reduced. Members are encouraged to seek avenues of distribution, such as natural resource schools. The board expressed gratitude to John for his excellent handling of this project.

Bill Peters read a letter of recognition which was presented at the retirement of Washington Game Warden Bob Ford. Bob is a former regional director and was forever involved in spreading exemplary "esprit de corps" among fellow officers.

The current dues (\$1,000) to the United Conservation Alliance have been paid. This provides us with a voting membership. Art Redden attended the annual meeting in Houston and reports that President Bill Peters was elected to UCA Board of Directors. This is a direct result of the positive influence and credibility that our association has achieved in the past few years. Art also advised that the SHOT Show, which is held at the same time, is an excellent opportunity to contact industry giants for advertising and support of NAWEOA projects. The Board approved sending President Bill Peters to the UCA Board Meeting in Washington, DC in March 1993 (expenses may be paid by UCA).

Rick Hildebrand gave a report on the NAWEOA Museum Project. Copies of the completed market study were distributed. Copies were also sent to the group "Western Diversification", a possible funding source. A grant of \$1,000 is forthcoming from North Dakota now that the study is complete. We have attorneys working on tax-exempt status for this project in both the U.S. and Canada. There will be a meeting of all concerned parties in Winnepeg in early March.

The President and Secretary advised that there had been some problems with filing of IRS forms for past years. Ms. Penny Cruise has been updating our records and preparing these forms for the association free gratis and they are nearly completed. The board voted to provide Ms. Cruise with an art print and certificate of appreciation for her tremendous efforts on our behalf. Del Tibke will attempt to find taxation experts with knowledge of dual country procedures to avoid future problems.

Newsletter Editor Mike Gabbard reported that both associate memberships and advertisements were almost nonexistent. The board felt that all members share the fault for not actively pursuing these avenues of financial support. Art Redden suggested that outfitters would be a good source of business card ads. The publication's format was discussed and judged to be adequate. The newsletter is not in competition with magazines, it is simply a form of communication among members. Member input has been requested several times, and though none has been forthcoming, is still welcome.

Meeting adjourned at 5:20 PM on January 23rd and reconvened at 8:15 AM on January 24th by President Bill Peters.

Dick Mann reported on the status of retired officers. According to the bylaws, retired officers are still considered full members.

Del Tibke brought up some survey ideas concerning law enforcement recommendations made by the Wildlife Management Institute and also requesting officers to provide info regarding enforcement's role in recovery of wildlife species. After discussion, the board directed Del to contact the Wildlife Management Institute and request the criteria WMI uses when reviewing conservation agencies. Steve Henwood and Keith LaCaze will research data on the impact of law enforcement on increases in alligator populations. These reports to be summarized and included in future newsletters.

The Executive discussed NAWEOA policy on officer deaths and Memorial Fund payouts. Susan Alger reported on the details of the death of Maine Officer William Hanrahan, who had died of a heart attack while actively pursuing violators. In cases where death is from natural causes, Board approval is required for payment. Motion carried to make a Memorial Fund contribution to the family of Officer Hanrahan. President Peters also advised of the death of U.S. Fish & Wildlife Officer Stephen J. Young, who perished in an airplane crash in remote Alaska in the fall of 1992. The Board decided that a vote was required due to the fact that this individual was employed as a biologist at the time of his death. However, it remained fact that he was a fully commissioned officer and was often involved in law enforcement due to the remoteness of the refuge where he worked. The Board voted to also pay out a contribution to the family of Stephen Young.

President Peters advised that our support had been requested by the National Anti-Poaching Foundation. This organization wishes to establish a nationwide toll free hotline to report poaching and also to establish a computerized wildlife crime information system. Dave Hall is presently the Chairman of the Board of Directors. The Executive felt that this was a worthwhile organization and approved a one-time donation of \$500.

Dave Hall had requested that NAWEOA send a letter of support to Ducks Unlimited for their handling of the Robert Purser case. President Peters was directed to do so by the Board.

Floyd Demaray reported that the National Rifle Association wished to initiate an annual award for wildlife law enforcement. The criteria would be strictly up to NAWEOA. The Board approved establishment of criteria as follows: must be active NAWEOA Member, must be a field-level officer and must have made outstanding contribution to wildlife/fisheries law enforcement. Merryl Bustin will send info to all jurisdictional reps. Names for this year's award must be submitted by May 1st.

Dick Mann read correspondence from Alberta pertaining to a concern over the official language of NAWEOA. The Executive decided that English will be the working language of the Association and that professional courtesy will be shown to other languages and cultures as found throughout North America.

Mike Gabbard discussed correspondence he had received suggesting a name change for NAWEOA. The Board felt that if this is a strong issue among the membership, it will be brought up from the floor at the conference.

Susan Alger presented the newly designed certificates of award which she had been working on. Requests for these should be made to Susan for the U.S. and to Gary Martin for Canada. A new form for certificate requests will be developed by the secretary and distributed to all reps.

A lengthy discussion followed regarding real costs of adding one U.S. Director to the Board. The original committee's recommendation was for two, but this is not fiscally prudent at the present time. A notice of the recommended change will appear in the newsletter and voted on at the Conference in Rapid City.

The Board discussed creating a separate account to hold funds in contingency. Motion was approved to place \$20,000 in a separate contingency account.

Correspondence was read from the National Parks Eastern Lodge, requesting a letter of support for their Natural Resources Protection Plan. This was determined to be a good venture and President Peters was instructed to respond.

Our supply of membership brochures has been exhausted and their need was discussed. The Board felt that they were beneficial and a new order should be prepared. Both individual and corporate membership brochures were proofread and corrections made. Keith LaCaze will check on prices and report to the Board.

An article which appeared in an issue of "International Wildlife", a magazine put out by the Canadian Wildlife Federation was read by the President. The article was post convention and was most positive and gave NAWEOA support and recognition.

Art Redden gave a brief preview of the 1994 Conference in Halifax, Nova Scotia. The theme of the conference will be "Cooperation -- Officers and Wildlife Users". Art called the 1994 Conference a "blue jean conference", where emphasis will be placed on a family oriented agenda.

A sixty second video on poaching was viewed by the Board. It was produced by an Albertan who is willing to give it to NAWEOA as a promo. The only requirement is that credit is to be given to the producer. Keith LaCaze will work on incorporating our logo into the video. Copies will be made and distributed to Board members.

Susan Alger reported on a regional project that she had initiated. Her jurisdictional reps were solicited for a "Resource Contact List" of officers with various areas of expertise. Some have been received and will be distributed and promoted.

Keith LaCaze needs slides of any NAWEOA activity as well as officers in work situations. All members are urged to send these to Keith for preparation of promo and PR materials.

Keith LaCaze informed the Board of benefits available from the U.S. Department of Justice, to survivors of officers killed in the line of duty. Check with Keith for details.

A committee comprised of Merryl Bustin, Gary Martin and Del Tibke will prepare a tentative budget for examination at the next Executive meeting. Since the IRS reporting period is July 1st through June 30th, the Board approved a change in the NAWEOA fiscal year to match.

Merryl Bustin suggested maintaining files on various reports or studies done by agencies or officers, pertaining to equipment or techniques. NAWEOA would become a sort of clearing house or central repository for this type of information. All members are asked to contribute and should bring materials to the conference or mail to the secretary-treasurer.

Numerous other items were discussed and acted upon by the Executive. However, space isn't available for the entire nine page minutes of the meeting.

The Winter Executive Meeting was adjourned at 6:15 PM on January 24, 1993.

The Place To Be In '93!



Welcome to South Dakota, Land of Great Faces and Great Places! Let South Dakota's Conservation Officers, in cooperation with the S.D. Department and the Howard Johnson Convention Center of the Black Hills in Rapid City, show you some sincere Great Plains hospitality!

Elsewhere in this information, you will find a hotel or campground registration form. The Howard Johnson Convention Center has 200 rooms and 30 suites available for convention registrants. Room rates are \$70.00 single, \$80.00 double and \$105.00 per suite (suites will easily accommodate two couples). The telephone number for the Howard Johnson Convention Center is (605) 343-8550. The Rapid City Holiday Inn and Holidome has been selected for an overflow hotel and is just a block and a half from the convention center. Room rates are the same as in the convention facility. The telephone number for the Rapid City Holiday Inn is (605) 348-1230. Conference accommodation rates will be in affect 2 days on either side of the conference dates.

The Berry Patch Campground welcomes all delegates that plan to camp in a tent, camper trailer or motorhome. Camping rates range from \$15.50 to \$19.50 per day. The campground telephone number is (605) 341-5588. The

convention center and the campground would prefer that delegates make their reservations by mail; but, if you phone in reservations, make certain that you advise them that you are reserving the accommodations for the NAWEOA Annual Conference!

Please remember that the Black Hills Region is a popular vacation destination in OLD WEST TRAIL COUNTRY. For that reason, it is important to register and reserve accommodations as early as possible. If you have difficulties with registration or accommodations, don't hesitate to call us. Phone numbers for vacation planning and the S.D. Committee can be found at the bottom of the registration form.

NAWEOA "93" South Dakota will highlight activities designed for officers, spouses and families. Registration will be open on Tuesday, July 13th at 1:00 P.M. for those delegates arriving early. Prospective golfers should plan to arrive in time to greet the fairways of Meadowbrook Golf Course on July 14th. Tee time for the first flight is 6:00 A.M. Golfers should plan to meet in the Convention Center Lobby at 5:45 A.M. for transportation to the golf course. Registration will be open from 8:00 A.M. to 7:00 P.M. on July 14 and will precede the Conference Bidders Hospitality Nite and Formal Bid Presentations. All juris-

dictions planning to bid for the "95" NAWEOA Annual Conference should contact John Wrede at (605) 394-2391 days or (605) 343-6702 evenings for information on bid arrangements.

July 15th marks the official opening of the conference with opening ceremonies, group photo, warden skills, barbecue, and an evening tour through the Black Hills to Mt. Rushmore for the evening lighting ceremony. July 15th is also uniform day so please bring a duty uniform for wear during the morning activities. The conference's general session will begin on July 16th with several nationally recognized speakers presenting informative and educational programs on "officer liability", "officer survival", "pro-active strategies in dealing with anti-management groups", and other wildlife law enforcement topics. We will cap off the day with a South Dakota hospitality event followed by the auction and dance.

July 17th will feature concurrent sessions comprised of professional papers presented by officers and professionals. A social hour and the conference banquet will follow the concurrent sessions on Saturday. Mr. Wayne LaPierre, Executive Vice President of the NRA will present the banquet address.

NAWEOA "93" South Dakota will conclude on Sunday, July 18th with a

Name _____ Phone _____

Address _____

Name of Meeting/Convention _____

Date of Arrival _____ Number of Nights _____

Accommodations Required: 1 Double Bed _____ 2 Double Beds _____ Suite _____

Number of Persons: Adults _____ Children under 18 _____

Rooms are held until 6 pm unless paid in advance.

**HOWARD JOHNSON CONVENTION CENTER
PO BOX 1795
RAPID CITY, SD 57709**

South Dakota



non-denominational worship service for all delegates and families followed by a NAWEOA business session. We'll say our final farewell until NAWEOA "94" in Halifax, Nova Scotia.

Continental Airlines has been chosen as the official airline for the 1993 NAWEOA Conference. Delegates booking flights and flying with Continental will receive an additional 5% discount from the lowest seat sale advertised by Continental. To make your reservations, call 1-800-468-7022 on Monday through Friday, 6:00 A.M. to 12:00 midnight central standard time, or 8:00 A.M. to 9:00 P.M. on Saturday or Sunday. The 5% discount applies 5 days on either side of the conference dates. The conference ID number is 1 BP28 and must be used when making reservations. If you encounter problems making reservations with Continental Airlines, call Laura at 713-787-2040. Van Shuttles will be provided by the convention center and the conference committee so make sure to verify your flight on the registration form!

The South Dakota Conference Steering Committee would like to announce a FORMAL CALL FOR PROFESSIONAL PAPERS on any wildlife law enforcement topic that can be shared with conference delegates during the concurrent sessions on Saturday, July 17th. Presentations should be limited to 20

minutes and may deal with any wildlife enforcement subject. Topics of interest might include: enforcement methods, tactics or equipment innovations, field forensics, or development of informants and intelligence. Please submit a brief abstract to John Wrede, Wildlife Conservation Officer, 3305 West South Street, Rapid City, South Dakota 57702 if you can participate in this information sharing opportunity.

Fundraising is an extremely important aspect of the NAWEOA Annual Conference. We urge all individuals and jurisdictions to bring raffle, auction and door prize items for use in the fund raising activities during the meeting. Corporate or individual supporting contributions are also essential to conduct a successful conference. If you can assist the S.D. Conference Committee in any of these ways, please contact WCO Mary Clawson at (605) 622-2391.

Each pre-registered delegate and spouse will receive an original work of Black Hills Gold Jewelry as a part of the registration package. Pre-registrants may choose between a gold, flying pheasant lapel pin/tie tack or the traditional Black Hills Gold Necklace in Grape Leaf Design. When planning your registration, please note that the Friday tour for spouses and children is separate from the registration fee. Only those who have specifically pre-registered for this

event will be able to participate.

Now is the time to complete your registration form, make your convention center room reservations and begin planning your trip to South Dakota. Come and join us for the conference and stay for a vacation in South Dakota's Scenic Black Hills. Wind Cave, Custer State Park, and Badlands National Park are just a few of the many "GREAT PLACES" in SOUTH DAKOTA. In Rapid City and the Black Hills, "You'll Fit Right In" and see that South Dakota truly is "THE PLACE TO BE IN 93".



BERRY PATCH CAMPGROUND----RESERVATION REQUEST----Fill out and return with deposit.

Name _____ Phone(_____) _____

Address _____ City _____ State _____ Zip _____

Motorhome _____ Motorhome Towing Car _____ Travel Trailer _____ Tent Trailer _____ Tent Only _____

Other _____ Length of Unit _____

Services Needed _____ Tent Only _____ Electric & Water _____ Electric, Water, Sewer _____ AC _____

Number of persons in party _____ Adults _____ Children over 4 years old _____

Arrival Date _____ Arrival Time _____ Departure Date _____

Group Camping With _____

Amount of deposit enclosed _____ Sign _____

**BERRY PATCH CAMPGROUND
1860 EAST NORTH STREET
RAPID CITY, SD 57701-9594**

**PHONE: 605-341-5588
RESERVATIONS: 1-800-650-4566**

PROGRAM AGENDA
1993 NAWEOA CONVENTION
RAPID CITY, SOUTH DAKOTA

Tuesday - July 13, 1993

1:00 pm - 7:00 pm	Registration Open
12:00 noon - 6:00 pm	NAWEOA Executive Committee Meets
7:00 pm - 10:00 pm	NAWEOA Executive Committee Meets (optional)

Wednesday - July 14, 1993

8:00 am - 7:00 pm	Registration Open
6:00 am - 12:00 noon	Golf Tournament
2:00 pm - 5:00 pm	Executive Meeting
6:00 pm - 7:00 pm	Convention Bidders Hospitality
7:00 pm - 9:00 pm	Presentation of Bids for 1995 Convention

Thursday - July 15, 1993

UNIFORM DAY

8:00 am - 10:00 am	Opening Ceremonies <ul style="list-style-type: none">- Presentation of Flags/National Anthems- Tribute to Fallen Officers- Governor's Welcome Address- Address by NAWEOA PresidentIntro. of NAWEOA Executive BoardIntro. of Delegates (by jurisdiction or individually)
10:00 am	Group Photograph
10:30 am - 11:30 am	Break - Lunch on your own
11:30 am	Buses Load and Depart to Warden Skills Games (Competitors leave on first buses)
1:00 pm - 5:00 pm	Warden Skills Games Competition
5:00 pm - 7:30 pm	BBQ
7:30 pm	Begin Departure for Mount Rushmore Lighting Ceremony
11:00 pm	Return to Rapid City

Friday - July 16, 1993

8:00 am - 9:00 am	General Program Session - Randy Means
9:00 am - 9:30 am	Break
9:30 am - 11:00	General Program - Randy Means
11:00 am - 12:00 noon	Business Meetings
12:00 noon - 1:15 pm	Officers Luncheon Spouses Luncheon
1:15 pm - 5:30 pm	Selected Speakers - USFWS Wildlife Forensics Lab (Lab Tools) - Therese Race Thompson (Proactive Strategies) - Aubrey Futrel (Officer Survival)
5:30 pm - 6:30 pm	South Dakota Hospitality Rooms
6:30 pm - ????	Food/Cash Bar
7:30 pm - 9:00 pm	Auction
9:00 pm - ????	Dance

Saturday - July 17, 1993

8:00 am - 8:15 am	Introduction to Concurrent Sessions/Professional Papers
8:15 am - 10:00 am	Concurrent Sessions: Professional Papers - 30 minute presentations (20 minute talk, with 10 minutes for questions - 6 sessions available) - (2 or 3 concurrent sessions - depending on number of presenters)
10:00 am to 10:30 am	Break
10:30 am - 12:00 noon	Regional Meeting
12:00 noon - 1:00 pm	Lunch on your own
1:00 pm - 2:00 pm	Officer Exchange Presentations
2:00 pm - 2:30 pm	Break
2:30 pm - 5:00 pm	Business Meeting (Vote on Bids)
6:00 pm - 7:30 pm	Pre-Banquet Social
7:30 pm - ????	Banquet

Sunday - July 18, 1993

8:30 am - 9:30 am	Church Service - Fellowship of Christian Peace Officers
9:30 am - 10:00 am	Coffee
10:00 am - 12:00 noon	Business Meeting

**NORTH AMERICAN WILDLIFE ENFORCEMENT OFFICERS ASSOCIATION
12TH ANNUAL CONFERENCE
RAPID CITY, SOUTH DAKOTA JULY 14 - 18, 1993**

PRE-REGISTRATION FORM

NAME: _____ TITLE: _____
(TO APPEAR ON YOUR NAME BADGE) PLEASE PRINT !

AGENCY: _____ TOTAL YEARS SERVICE: _____ RETIRED: _____

ADDRESS: _____ CITY: _____ STATE/PROV. _____

POSTAL ZIP CODE: _____ TELEPHONE NUMBER: (____) _____

NAME OF SPOUSE / GUEST: _____

NAMES OF CHILDREN AND AGES: _____

THE FOLLOWING REGISTRATION FEES MUST ACCOMPANY THE REGISTRATION FORM. YOUR PRE-REGISTRATION FEE INCLUDES: BLACK HILLS GOLD COMMEMORATIVE (PLEASE SPECIFY BELOW), BUFFALO BARBEQUE, BANQUET, DANCE, MT. RUSHMORE TRIP AND MUCH, MUCH MORE! **NOTE: ONLY THOSE PRE-REGISTERED BEFORE MAY 15TH WILL RECEIVE THE BLACK HILLS GOLD CONFERENCE COMMEMORATIVE. SPOUSES, CHILDREN & GUEST MUST BE REGISTERED IN ORDER TO PARTICIPATE IN CONFERENCE ACTIVITIES.**

REGISTRATION FEES PLEASE REMIT IN U.S. FUNDS ONLY			
	BEFORE MAY 15	AFTER MAY 15	SUB TOTAL
DELEGATE/GUEST	\$110.00	\$120.00	
SPOUSE	\$ 70.00	\$ 80.00	
CHILD W/BANQUET	\$ 40.00	\$ 45.00	
CHILD W/O BANQUET	\$ 30.00	\$ 40.00	
FRIDAY TOUR FOR SPOUSES AND KIDS	SPOUSE \$ 25.00 CHILD \$ 20.00	SPOUSE \$ 30.00 CHILD \$ 25.00	
GOLF TOURNAMENT	\$ 30.00	\$ 35.00	
CANADIAN OFFICERS: PLEASE REMIT IN U.S. FUNDS			TOTAL

(CHECK WHICH B.H.GOLD ITEM YOU PREFER BELOW)

BLACK HILLS GOLD PHEASANT PIN _____ NECKLACE _____

ENCLOSED IS MY CHECK FOR \$ _____ PAYABLE TO: SDCOA/NAWEOA CONVENTION COMMITTEE

VISA OR MASTERCARD TELEPHONE REGISTRATIONS: CALL (605)-773-4197

PLEASE CHARGE MY _____ VISA # _____ MASTERCARD # _____

EXPIRATION DATE: _____ NAME AS IT APPEARS ON CARD _____

YOUR SIGNATURE: _____

MAIL REGISTRATIONS TO: NAWEOA 93 CONVENTION, S.D. DEPARTMENT OF GAME, FISH AND PARKS, 523 EAST CAPITOL, PIERRE, S.D. 57501

TRANSPORTATION REQUIRED FROM RAPID CITY AIRPORT: _____ YES _____ NO

ARRIVAL DATE: _____ TIME: _____ AIRLINE _____ FLIGHT # _____

FOR SOUTH DAKOTA TRAVEL INFORMATION CALL 1-800-843-1930 AND ASK FOR SOUTH DAKOTA'S "VACATION GUIDE". FOR RAPID CITY AREA INFO, CALL THE RAPID CITY THE RAPID CITY COVENTION VISITORS BUREAU AT 1-800-487-3223. CONVENTION COMMITTEE PHONES; FLOYD DEMARAY IN SALEM, S.D. AT (605) 425-2867 OR JOHN WREDE IN RAPID CITY, S.D. AT (605) 394-2391 OR (605) 343-6702.

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SL-20X Lamp Module \$ 10.00*
* while supplies last

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HKS Speedloaders \$ 4.77
Speedloader Case #203 \$ 7.77

Danner



Lassen \$137.00
Winter Lights \$144.45
Other models available

ASP COLLAPSIBLE BATONS

F-16 \$ 45.00
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HESCO MEPROLIGHT

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ML -710 Sig-Fixed Sights \$ 58.47

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* CATALOG AVAILABLE
* QUOTES TO INDIVIDUALS OR
AGENCIES UPON REQUEST

* CHECK
* AGENCY VOUCHERS
SHIPPING CHARGES ADDITIONAL



FLASHLIGHTS - SCOPES - BODY ARMOR - GUN CASES & RACKS - CLIPBOARDS - SAFES - HEARING PROTECTION



NOTICE



Notice is hereby given to the general membership that the following amendments to the bylaws will be debated and voted on at the 12th Annual Conference, Rapid City, South Dakota on July 14-18, 1993.

3.1 THE EXECUTIVE SHALL CONSIST OF THE FOLLOWING:

(a) OFFICERS

DELETE: (5) Board of Directors: shall consist of six (6) Directors, with three (3) from Canada and three (3) from the United States. Canadian Directors are elected in even numbers years and United States Directors are elected in odd numbered years.

ADD: (5) Board of Directors: shall consist of seven (7) Directors, with three (3) from Canada and four (4) from the United States. Canadian Directors are elected in even numbered years and United States Directors are elected in odd numbered years.

BACKGROUND: Successful adoption of the bylaws amendment to 3.1(a)(5) will facilitate a much needed realignment of regional responsibilities among U.S. Directors. Currently the number of jurisdictions that each Director is responsible for is as follows: Region 1 (7), Region 2 (4), Region 3 (5), Region 4 (18), Region 5 (18), and Region 6 (25). This puts an extremely large workload on the three U.S. Directors and limits the contacts they are able to make. A proposed outline, as recommended by a committee of Executive Members and amended by the full Executive, would realign the regions as follows, Region 1 (7), Region 2 (4), Region 3 (5), Region 4 (16), Region 5 (15), Region 6 (16) and Region 7 (14). The realignment would allow grouping of jurisdictions which share common borders, problems and styles of administration, etc. This would not cause uneven Canadian/U.S. representation on the Executive as the Secretary-Treasurer is appointed and is currently from Canada. It should also be noted that no decision vote has ever been divided on U.S./Canadian lines. Initially, a recommendation was made to add two new Directors, however, the Executive felt that the cost would be too great at this time. Comments from the membership are welcome both during the conference and before. Suggestions may be made to the Secretary-Treasurer or your Regional Director. Lack of newsletter space prohibits further explanation, however, you may contact Susan Alger for additional info on the recommendation. (NAWEOA Executive)

3.2 ELECTION OF EXECUTIVE

DELETE: (e) The Secretary-Treasurer will be appointed from the general membership.

ADD: (e) Regular members of the Association are eligible to serve as members of the Executive.

BACKGROUND: During the drafting and adoption of the bylaws, criteria to establish eligibility for Executive positions was never addressed. Now that the Association is actively seeking associate and corporate memberships, the time has come to define the criteria. This amendment will limit eligibility to regular members. (Dick Mann, Region 1 Director)



WANTED!



SELF-MOTIVATED, RESULT ORIENTED PERSONS

To participate in NAWEOA's largest project to date - the Wildlife Enforcement Museum.

A market viability study has been completed by Price-Waterhouse, with a positive report submitted. NAWEOA now needs volunteers who are willing and able to take on various tasks within one of several committees.

FUND-RAISING COMMITTEE --- Chairman and minimum of six members to develop a formal, major fundraising strategy which can be implemented to raise the funds required for the entire museum project, perhaps utilizing a network of members across North America.

BUILDING COMMITTEE --- Chairman and three members to review the proposed architectural plan for the museum, research other comparable museums, and recommend revision to the current plan if necessary. Once a plan is approved and funds in place, this committee will oversee the tendering of the actual construction contract.

COLLECTIONS MANAGEMENT COMMITTEE --- Chairman and three members to develop a collections management policy for the museum, i.e., establish criteria and guidelines for type of exhibits to be collected.

MUSEUM OPERATIONS COMMITTEE --- Chairman and four members to develop a feasible operating plan which can be implemented once the museum is in place complete with exhibits.

We have reached a point where just a few people cannot continue to handle the museum project any further. It is now time for the membership of NAWEOA to become more involved, if we are to continue with this endeavor. To that end, we desperately need your help. Some of the positions, by logistics alone, require that they be taken by members within a reasonable proximity of the Peace Gardens. An example would be the Building Committee, especially when it comes time to tender construction contracts. Other positions could be filled by anyone. It is most advantageous to have members of the same committee be within a small geographic area so as to be able to meet from time to time.

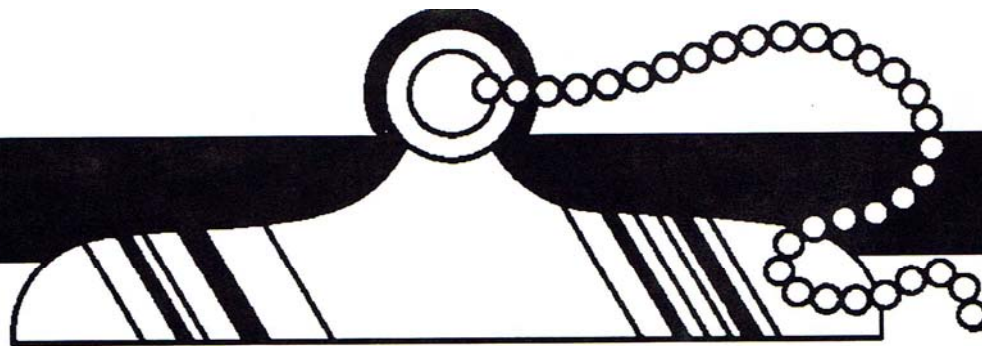
All of the above committees will work closely with the original Museum Steering Committee at this time. If you are interested in this project, are willing to become involved and especially if you have any special knowledge or skills in any of these areas, please indicate this to NAWEOA. **IF WE DO NOT HAVE SERIOUS VOLUNTEERS COME FORWARD AT THIS TIME TO TAKE AN ACTIVE ROLE, NAWEOA WILL HAVE TO CONSIDER DROPPING THIS PROJECT!** This would be tragic as a great deal of time, effort and funds have already been expended on the museum project to date. By the end of the 1993 Conference in South Dakota, we would like to have all the aforementioned committees in place and prepared to forge ahead. **WE NEED YOUR HELP!**

If you wish to help, please contact:

Rick Hildebrand
8554 McEwen Place, RR#6
Mission, B.C. V2V 6R3
Ph: (604) 820-3030

Del Tibke
560 3rd Street N.W.
Valley City, ND 58072
Ph: (701) 845-3780





>>>>THE TALE-END<<<<

On behalf of the Executive and all NAWEOA Members, our condolences go out to Region 2 Director Gary Martin and his family. Gary's Mother passed away in January as he was preparing to return home from the Winter Executive Meeting.

The International Game Warden Magazine has recently donated \$4000 to the NAWEOA Memorial Fund. Don Hastings writes "we desire that this amount be placed entirely in the NAWEOA fund for the benefit of spouses and children of natural resource enforcement officers who are killed in the line of duty in North America". We extend heartfelt thanks to Don and all the gang at IGW!

Pam Banker, of Kentucky, has graciously offered to help insure that the names of all U.S. Natural Resource Officers killed in the line of duty are inscribed on the National Law Enforcement Memorial in Washington, D.C.. If you are aware of any officer deaths and are unsure whether they have been so honored, you may contact Pam in care of "Concerns of Police Survivors", Route 7 Box 455, Murray, Kentucky 42071.

In the last issue of this newsletter, I commented that there must be numerous members out there with expertise in many fields that would be willing to help the Executive with projects to benefit the general membership (your fellow officers). One officer did stand and say "how can I help?". Daniel Tourtelotte from Guildford, Maine, will be completing a decoy use project started by NAWEOA nearly two years ago. Thanks, Daniel! Hopefully, many other officers will follow your lead as there is much work to do. As reported elsewhere in the newsletter, NAWEOA has been elected a director of the United Conservation Alliance. We have become recognized by wildlife organizations and the outdoor industry across North America as an organization that is willing to work with all groups and individuals to promote responsible and legal use of our renewable natural resources. Although this recognition is very important to NAWEOA and wildlife law enforcement in general, as we bask in our glory and congratulate ourselves, let's not forget our own members and how NAWEOA can serve them. To help the Executive serve you better, why not contact your jurisdictional rep or regional director if you have concerns or suggestions on how we may serve you better. I believe the opinion of each member is very important and vital to the continued success of NAWEOA. I also believe the Executive and general membership must continually strive to improve communications. For those of you planning to attend the conference in July, try to seek out a member or members of the Executive and say hello. If you have concerns, advise us; if you are happy, we want to hear that as well. Remember, the Executive is here to serve you and we want to hear from you. See you in Rapid City! (Art Redden, Vice-President)

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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"WORKING FOR WILDLIFE"

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