



22nd Edition Newsletter

FALL 1994

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ASSOCIATION

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THE PRESIDENT'S MESSAGE

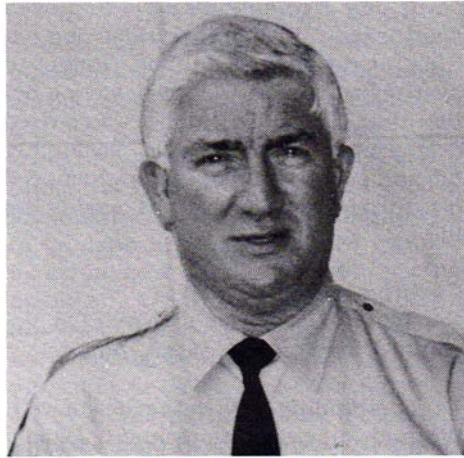
By Art Redden

Number thirteen is behind us and a good one it was. If you didn't have fun, then you couldn't have been there. Mike Lowe and his committee did a super job. In numbers it was a small crew but they demonstrated what team work and hard work can accomplish. Game wardens are used to that.

I want to welcome Kerry Wrishko to the executive board as the new director of Region 1. I also want to welcome back Gary Martin and Richard Kingston. They are serving their second term as directors for Regions 2 & 3 respectively.

I want to thank Richard Mann for his hard work and dedication during the past four years as director for Region 1. Although his term as director is up, he will continue to be the Coordinator of Officer Safety and Training. Thanks again Dick for a job well done.

On another positive note, I was par-



ticularly pleased to have so many members come forward with ideas and proposed projects they wanted discussed. Time didn't allow for all of these items to be dealt with, however, they will be

discussed at the winter executive meeting. We need much more of this type of participation from the members.

I will be asking for a retired officer to chair a meeting of retired officers at the 1995 conference in Harrisburg, Pennsylvania. I want to make sure that their concerns are not being overlooked as we carry out the business of NAWEOA. More on this later.

One couldn't help but notice the youngest person in uniform at the conference. I am sure that there wasn't an officer there that was more proud of his uniform than this young man of ten years. Wouldn't it be great to see more junior wardens at the conferences.

We soon will be starting the fall and winter hunting seasons. Please remember that the most important part of your patrol is to return safely. Have a safe hunting season.

NAWEOA AWARD APPLICATION

Name of Person to Receive Award: _____
(Surname) (First name)

Address: _____
(Street) (City) (State/Province) (Code)

Jurisdiction: _____

Title: _____

Date Submitted: _____

Award Category (Check): Award of Appreciation _____ Certificate of Award _____
 Award of Valour _____ Certificate of Retirement _____
 Lifesaving Award _____

Criteria: _____

(Please use reverse side if necessary)

I need this certificate by (date): _____

Award to be presented at NAWEOA Annual Conference Yes — No —

Please mail to the Secretary/Treasurer allowing plenty of time to process.

Make additional copies as needed.

Merrly Bustin
Secretary/Treasurer NAWEOA
R.R. #2 Whycocomagh, Nova Scotia B0E 3M0

VICE-PRESIDENT'S COMMENTS By Susan Alger



Greetings from Virginia! Actually I'm writing this report as I head home from the convention in Nova Scotia. Our editor runs a tight ship, so I'll be mailing this to him from somewhere on the road. As you may remember from the spring newsletter, I was on my soapbox about "recognition" - or the lack of it — that we show our fellow officers for their hard work and achievements. So I want to devote this space to those who were honored at our annual convention. For those of you who would like to send on their best wishes, please join the association in congratulating our fellow officers and friends.

NRA/NAWEOA Officer of the Year:
Dan Love, Missouri.

NAWEOA Lifetime Membership:
Galen Chandler, Oregon

Award of Valour:
John Adamson, California - For apprehension of an armed bank robber.
Dave McGonigal, Idaho - Wounded by suspect armed with concealed knife.

Lifesaving Award:
Jerry Hugo, Idaho - Led Fish and Game personnel to safety out of a blinding snow storm; *Kevin Primrose, Idaho* - Rescued crash victim from burning vehicle; *Sam Sheppard, Idaho* - Rescued crash victim from burning vehicle; *Scott Reinecker, Idaho* - Rescued crash victim from burning vehicle; *Lee Garwood, Idaho* - Rescued girl lost for twelve hours in blizzard; *Dave Silcock, Idaho* - Res-

cued girl lost for twelve hours in blizzard; *Jon Heggen, Idaho* - Removed overturned vehicle from girl, saving her life; *George Fisher, Idaho* - Removed overturned vehicle from girl, saving her life; *Sam Sheppard, Idaho* - Removed overturned vehicle from girl, saving her life and *Larry Jindrich, Idaho* - Removed overturned vehicle from girl, saving her life.

Certificate of Award:
For four years service as NAWEOA Regional Director. *Dick Mann, Alberta.*

For outstanding work in the field of wildlife and fisheries enforcement: *Donald Fenwick, Saskatchewan; Gregg Hitchings, Missouri; Charles Pulver, North Dakota; David Goldsworthy, Wisconsin; Dwain Lowry, Idaho; Jerry Hugo, Idaho; Donald Isabelle, Vermont; Dave Hays, Wyoming; William Carey, Pennsylvania; Kevin Osborne, Maryland; David Hoffman, Kansas; William Tuttle, Virginia; Timothy Marks, Pennsylvania and Todd Vandiveret, Washington.*

For planning and implementing the Wildlife Law Enforcement Decoy Seminar in Lamar, Pennsylvania: *Dan Tourtelotte, Maine; Susan Alger, Virginia and Willis Sneath, Pennsylvania.*

For Museum Fundraising: *North Dakota Game Warden Association.*

For NAWEOA officers' writing contest: *Deborah Palman* (Overall winner/winner in officer experience category) *Kyle Carroll* (Essay/Article category winner) *Jim Struthers* (Fiction and humor category winner).

Certificate of Appreciation:
For fundraising and executive breakfast: *Michael Maillet and Frederick DeLong, New Brunswick.*

For the Nova Scotia officers and staff for their work in hosting the annual convention: *Mike Lowe, Jack Fortune, Allan Young, Kelly Morrissey, Art Redden, Merryl Bustin, Allen Blinn, Steve Lowe, Sheila Billard, Paul Kenrick, Tina Boutilier, Daphne Porter, Catherine Spares, Derick Stoddard, Maureen Houlihan, Kerry Miller, Robin Dawe, Brian Gilbert, Blowers Stubbett, Karen Moors and Kevin Penney.*

Also worth mentioning, *Art Redden* received the International Game Warden Magazine Fraternalism Award from the Hastings' family. Congratulations to them all! A big THANK YOU to the folks from Nova Scotia for their uniquely special brand of maritime hospitality during the summer invasion - I mean convention! We appreciate all the hard work of the officers and families, as well as the support of their agency and staff who worked together to make us feel so welcome. I would like to send on my personal thanks to Susan and Richard Kingston for their warm hospitality to my travel party. Richard and Susan were very modest about the scenic and serene appeal of their native New Brunswick, but after the fast pace of the convention, it was sheer heaven! My appreciation also goes to Dan and Marilyn Tourtelotte who opened their "Maine Home for Wayward Women" as we headed back south of the border. The food, conversation and hospitality at both homes was wonderful. It's great belonging to the NAWEOA family!

NAWEOA DUES RATE FOR JURISDICTIONS

Number of Officers per Jurisdiction	Dues
20 to 50	\$ 200
51 to 100	\$ 300
101 to 150	\$ 400
151 to 200	\$ 500
201 to 250	\$ 600
251 to 300	\$ 700
301 to 350	\$ 800
351 to 400	\$ 900
401+	\$1000



REGION 1 REPORT

By Kerry Wrishko

To begin, I'd like to thank the members of the association for giving me the opportunity to serve as the new Region 1 Director. A big "Thank You" has to go to Dick Mann of Alberta who was this region's director for the past four years. Dick worked hard in that capacity (including preparing 90 % of this report). As is usually the case, Region 1 has a mixture of good and bad news.

British Columbia appears to have the most enviable position within the Region. As reported in the spring newsletter, it is now confirmed that the Conservation Officer Service will be enforcing the Forest Practices Code which may translate into 5 or 6 additional positions and more budget. The CO Service will be undergoing a pay equity reclassification which will bring their salaries in line with waste and water technicians within their Department. This translates into a \$5-6,000 per year increase, retroactive to October 1, 1993. This reclassification was triggered because of the hard work of some junior officers within the Service. Equipment quality and availability have greatly improved the past few years. All officers are supplied with residential firearm safes and telephone answering machines. After being trained and tested on the use of pepper spray, CO's are now issued this valuable tool. Their Special Investigations Unit has concluded separate cases involving the U.S. Fish and Wildlife Service and California. They received excellent sentences from the courts. Rep. Jim Hart advises that they lost an officer in February due to a heart attack. CO Bill Crystal had suffered from diabetes for many years and as a result of the disease, was legally blind. Their Department, realizing the value of a long-

time employee, accommodated Bill's needs by bringing him into headquarters and providing him with special equipment which allowed him to continue working.

In Alberta, government is downsizing which means that vacant positions are gone and budgets are shrinking. All public service employees will face a 5% cut in wages after three years of no increase. The cash overtime budget is gone, and Fish and Wildlife administration is still expecting the job to be done through increased commitment (more volunteer hours) by officers staff. On the brighter side, the Alberta Officer's Association fought very hard to successfully resolve the peace officer issue. This task was shrugged off by the Department, but because of the association's letter writing campaign during the last provincial election, contacts and presentations to non-government organizations and an excellent information brief to the Minister, the government sat up and took notice. Alberta Fish and Wildlife Officers now have amended appointments which allow them to deal with Criminal Code offenses as a peace officer and not as a citizen. Several Alberta officers attended a "Friends of the Bull Trout" Conference held in May in Calgary. NAWEOA was approached to provide two enforcement papers. Mack Long, Montana Game Warden, and Shane Ramstead, Alberta, each presented an excellent paper and both were well received.

Parks Canada has been filling various "Green Plan" enforcement positions throughout Canada. Rep Ivan Phillips has filled one of these positions and is now stationed in Kootenay National Park. Staff training has been continuing at RCMP depot in Regina and at least the Western Region Wardens are now equipped with pepper spray and ASP collapsible batons. Banff, Jasper and Elk Island National Parks are now equipped with CPIC terminals which give the officers better access to criminal background information.

The Pacific Region of Federal Fisheries is going through some uncertainties as the Federal government goes through budget cuts. Many of the officers were transferred to other duties and management issues were deleted from the responsibilities of others. The Society of Pacific Region Fisheries Officers has been formed and Randy Nelson of Kamloops, BC, is their charter president. He advised that more than 50 of the 80 officers in their region are already

members. They have a mid-August meeting set up with management to introduce themselves and to begin working on some of the officer's concerns. In other news from Fisheries and Oceans, a Safety Committee has been set up to examine several issues, including two man patrols, marked units and bear safety (while on foot).

Training opportunities for the Yukon's 16 Conservation Officers have increased since the winter. Many officers attended an immobilization drug handling course which was held in conjunction with Parks Canada. Several officer safety courses dealing with hostility, verbal judo, and tactical shooting have been recently completed. Their association is lobbying the territorial government for pepper spray training and the issue of that equipment. Spectra shield vests are now available to all officers and all sidearm holsters have been replaced with 3-point security synthetic holsters. Two native CO's recently completed seven weeks of training at the Canadian Police College in Ontario. Rep Brian Lacey will be back to full duty in August after breaking his neck in two places last October in a work vehicle accident. He was very lucky that the injuries were not fatal.

Saskatchewan's Dan McGill, reports that they have successfully resolved the peace officer issue with their Department after a lot of hard work by the Saskatchewan Association of Conservation Officers (SACO). Their Department recognized the complexity of their jobs and the need of the protection of such an appointment. They are now covered under the Saskatchewan Police Act. Their seven year battle over reclassification and salary adjustment is plugging along, hopefully resolved by February. The Public Service Commission of Saskatchewan has finally seen fit to compare the duties and wages between the Conservation Officers and other government employees involved with inspection and regulatory duties. CO's may soon see expanded environmental duties as the government has combined the two Departments. CO Don Fenwick, injured in a head on collision with a jacklighter last December, will have surgery to replace his hip this December.

SACO was well represented at the Halifax Conference. As a result of their impressive presentation, their excellent hospitality and offering delegates "a taste of Saskatchewan", they have been awarded the right to host the 1996 Conference in Saskatoon, Saskatchewan.



REGION 2 REPORT

By Gary Martin

Giddy everyone. Hope that you have all had, (and for our US friends, are continuing to have) a super summer. First, a huge round of applause to Mike Lowe and all the Nova Scotia folks for a job well done in Halifax.

In the National Capital Commission - remember, they are the boys that look after the national lands in the Ottawa area, as well as Gatineau Park in Quebec immediately north of Ottawa - things are generally upbeat. The re-org of their structure has been completed so that the officers in each province work as independent units, which was what they had recommended to their supervisors. There apparently can be movement between the provinces when necessary to support each others projects but this is the exception rather than the rule. A new wave of professionalism seems to be sweeping in at the same time with improvements to uniform issue - new parka's and field jackets, training, with a standardized exercise and self defence training program starting this fall; and efforts to standardize appointments for all officers - for not only are they appointed as N.C.C. officers, but also as Quebec Deputies and federally both under the Migratory Bird and the Fisheries Act. The only stumbling block in this standardization is, embarrassingly, Ontario, which despite having worked cooperatively with some of these officers for over twenty years, is failing to get them appointed as Deputies in that province. They are also pursuing being equipped with pepper spray (they do not carry sidearms, but are issued long guns). There were two NCC officers at the conference this year, thanks to their department, and George Tardiff, one of the two, was also at the

very successful decoy workshop in Pennsylvania as well. NCC Officers from Gatineau Park are recovering nicely from a helicopter crash incident there last fall while on an enforcement patrol, which initially had been suspected as being the result of shots from poachers. The investigation, thankfully, determined that the cause of the crash was a mechanical failure.

In Manitoba, we have a new rep who has to continue to work on old issues. Andre Desrosiers, from Thompson, Manitoba, is the new president of the Manitoba Natural Resources Officers Association and, in that capacity, inherits the long outstanding firearms issue. He advises that he will continue to lobby their administrators to finally properly arm the officers. Progress has been made on a couple of other issues. Manitoba NRO's are being trained and issued pepper spray. In addition they have relieved a pay increment of \$1.00 per hour for level III, and 30 cents for level II officers. A salute to outgoing president Luke Peloquin for his efforts on all of these issues, as well as his work with, and for, NAWEOA. Richard Labossiere, our Canadian Wildlife Service Rep advises that they continue to slowly add staff to address the new WAPPARITTA (mostly import/export and CITIES type legislation) with one or two positions being filled in each region.

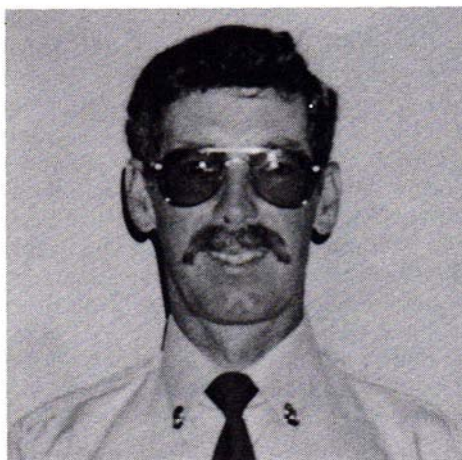
Here in Ontario, it feels like we are on a roller coaster ride with the existing management. Every week it feels like we make two steps forward and one step back. For example, because of an Occupational Health & Safety ruling, all peace officers in Ontario, including conservation officers, will now be issued semi-automatic pistols. It is unfortunate that senior managers had to be legislated into taking action on our safety, as opposed to taking what could be seen as a progressive and concerned approach. Well, it is a step in the right direction, for sure, but unfortunately the overall lesson has been lost on the bureaucrats because once you issue these firearms, you have to load them, right. So, does the provincial government say to itself "these weapons are designated only to be used in a life or death situation, we must ensure that the officers have the best ammo to protect both themselves and the public." Not! It has mandated a fully metal jacketed cartridge that is and has been the industry standard for the worst ammo possible!! There is simply not a published report anywhere which puts the FMJ

anywhere but the bottom of the list in incapacitation effectiveness. But, now more good news. We have been told that our uniform issue hat is to be changed, both for dress and field duty. The field duty will be a waxed cotton "Tilley" style, which will give greatly improved UV protection when working in the sun. The formal hat to replace the old peak style hat is to be a "stetson" style, very similar to what other jurisdictions such as New York State now wear. It will take a little getting used to for sure, and gamies are just as resistant to change as anyone else, but we can and we will. We also have a number of officers field testing new 2-piece jumpsuits which look promising. Unfortunately, while we are making progress on these issues, many of which, realistically, are being done in the face of liability charges, we are struggling with the bureaucracy over the implementation of the negotiated and agreed upon "joint MNR/OCOA" report which I had alluded to in the last issue. I have to be the first to admit that I have never been a strong proponent of unionism, but when the management side does every thing it can to impede, delay, downplay and just show no support for the field, what alternatives does it leave?

Ian Anderson, our Ontario rep, also reports that one of the largest wildlife investigations in Ontario's history is finally going to trial, starting in September. "Rainbow Country" trial will likely last for three months. This investigation led to over 300 charges being laid on 35 persons; it centered around commercialization of venison (over 4000 pounds were purchased!!); there have been 26 court appearances to date - and the trials are just about to start!. This case was worked on by 64 Ontario Conservation Officers, and started in 1988. And the absolutely ludicrous part? The Regional Director for that area has been travelling about the country telling the public that poaching does not exist anymore and that CO's like to tell war stories over beers to make sure that they still have jobs.

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REGION 3 REPORT

By Richard Kingston

Although every rep identifies having a busy spring season, not much happening out of the ordinary. You'd have to say the meat of this report is based on safety issues; near misses, assaults, new equipment and training.

Michel Morin, Quebec, reports of a game warden wounded by a fellow officer while chasing a bear. Six officers pursued a black bear through a residential area of Sherbrooke. The bear led game wardens on a four hour pursuit through backyards, wooded areas, and across streets. Dozens of area residents watched, despite the danger. Parents brought their children out to watch the game wardens try to shoot the bear. An officer fired twice at the bear with a tranquilizer gun, but the thick fur on the bear may have prevented the dart from piercing the skin. The bear became highly stressed and posed great danger to the local population. In a secluded area, one shot was fired from a shotgun which killed the bear instantly. Officer Pierre Tremblay fell to the ground after being hit in the head by a ricocheted piece of shot. At the hospital he received two stitches and was later released. The officer who fired was an excellent shot and could not be blamed for the ricochet. One officer attended the Halifax conference without sponsorship.

Jim Maloney, Newfoundland, first congratulates fellow officer Derek LeBouillon on his promotion to Regional Manager of field operations in Labrador. We meet Derek in South Dakota. Officers Earl Pilgrim and Howard Lavers were involved in an assault by surprised poachers. Although they took a few bumps, they gained control and had the last chuckle. I'd sooner tackle two grizzlies. While cooperating with fisher-

ies officers, NFLD officers are busy with fishery patrols and encounter a number of netting violations. They have a thriving wildlife population which is in good shape. The general public is behind the officers in enforcing against poaching of wildlife. This public support assisted in the officers obtaining new equipment to fight poaching and increasing numbers of temporary officers. A new fleet of vehicles rolled in, 4X4 super cabs fully equipped with winches, night vision equipment, travel trailers for undercover, and over the winter, new snowmobiles. Some of this was made possible by receiving income from increased license fees. Two officers who were sponsored by the Province and one assisted by their association were in attendance at the Halifax Conference.

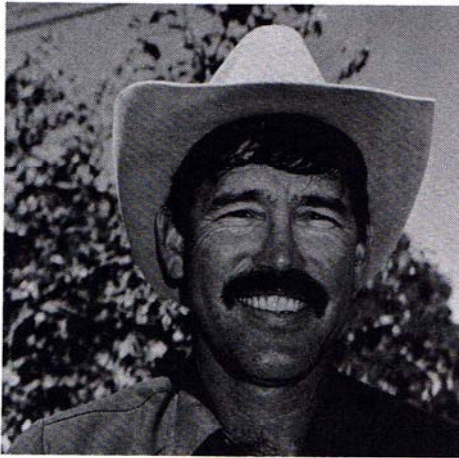
Roland Richard, Prince Edward Island, is pleased to report that their officers are now members of NAWEOA, thanks to work by John Clements and Spud Stewart. A new fleet of 4X4's also boosted moral of PEI officers, as well as receiving ASP training at the Police Academy in Summerside. No doubt curbing beaver problems is still the main activity of PEI officers, but that's not the big story for this issue. It seems Bonny and Clyde were looking to take up residency on the island. The owners of these two Siberian tigers couldn't overcome Provincial statutes therefore, they must be deported. It's thought they found a home in Nova Scotia. This issue was hot on the Island for some time and conservation officers were caught in the middle of the battle. PEI had two delegates at the conference sponsored by their agency

Dougald MacNeil, Nova Scotia, wishes to mention names of retirees who were large contributors to wildlife enforcement over the years; George Ball, Robert Matheson, LeRoy Taylor, Dave Watson, George Cameron, Charlie Wood and Murray Adams. The active enforcement staff is being trained in the use of computers for OTS (occurrence tracking system), which should be on line this fall. 19 conservation officers from Natural Resources, 4 RCMP officers, 3 Federal Fishery officers, and 1 Provincial Fishery officer took part in "Operation Mayfly" over the Victoria Day holiday weekend in the Liscombe Game Sanctuary region of Halifax and Guysborough counties. Manager of Enforcement, Hugh MacIsaac, says nearly 400 individuals were checked over the three-day weekend. Twenty-eight charges - fishing without licenses,

exceeding bag limits, off-highway vehicle Act, small vessel regulations, illegal possession, obstruction, and charges under the Wildlife Act and Narcotics Control Act. Thirty-one warnings were also issued. Hugh says, "It was a very successful weekend. We had a lot of positive feedback from people who were checked who were happy to see such a high level of enforcement being carried out".

New Brunswick's salmon runs appear healthy for the anglers. A good indication is the lack of complaints. We're still working with the native population to reduce numbers of gill nets and making progress. In my last report, I mentioned our Department also received a substantial number of new vehicles and a couple of new snowmachines. Our officers are being trained in safe handling of fire tankers, ATVs and canoes. We had approximately forty officers attend this summers conference thanks to total sponsorship by our Department of Natural Resources and Energy, and also, Conservation Services Branch. A few officers also traveled there without sponsorship. When Nova Scotia officers asked for assistance towards their putting on this conference, New Brunswick assisted as best they could. Special mention is given to officers Michael Maillet and Monty Delong who went above and beyond in raising money for the cause. Special thanks also to those who donated handcraft items to assist in fund raising; Richard McKay-deacons bench; Mrs. Charles Bell-afghan; Bob Steeves-snowshoes; DFO Officer Bob Sparks-snowshoes. NAWEOA Region 3 also had representation of officers from Federal Fishery and Oceans, Canadian Wildlife Service, and Parks Canada. The Wildlife Enforcement Decoy Workshop was a tremendous success and all in attendance thank the organizers. NAWEOA Region 3 had representation from Quebec, New Brunswick, Prince Edward Island, and Nova Scotia. Our associate membership has increased by 100 % over last year. With your help we're hoping to see the same results over the next couple of years. Thanks to the officers who made this happen. From the information I received about new equipment, training, and sponsorship to NAWEOA conferences, thanks are directed to those that made it happen.

Thanks also to all the Nova Scotia persons involved in presenting the 1994 NAWEOA conference in Halifax. May the force be with you.



REGION 4 REPORT

By Rick Pallister

Greetings from the Rockies Region! Thanks to all of you from the various jurisdictions that, over the past year, have provided me with news from your respective states. It has been my privilege to work with you. We cannot be decent Regional Directors unless you bring your concerns before us.

Congratulations to Mike Lowe and the crew from Nova Scotia. What a wonderful job they did in providing the setting for a great meeting. Wyoming did it's best to defend the Warden Competition Champeenship, but perhaps the forests and shorelines of the Atlantic coast were too much for our cowboy ways. We enjoyed our collaboration with the Colorado Officers but still got trounced.

Thanks, too, to those officer associations that have invited me and NAWEOA to participate in your annual meetings. As time and dollars permit, I'll attend as many as I can.

In news from Idaho, Officer Dave McGonigal survived an attack from a knife wielding angler in May. He suffered a severe wound to his forearm as he blocked a blow. The assailant had not been caught at the time of this writing. We're so glad you were heads up and survived, Dave! Some sportsmen have been calling for the firing of the state F&G Chief and the Region Four

commissioner. Apparently winter feeding of wildlife, predator control or "mismanagement of hunting operations" seem to be at the heart of the controversy. Hopefully, clear thinking will prevail. Idaho spearheaded an investigation which rounded up 17 in an illegal outfitting and guiding operation. Many violations were involved. Officers from Montana assisted, as well as agents from the federal government. I have enjoyed very much the ICOA Newsletter and regret to say that we don't have space to excerpt everything I found interesting. An item of extreme interest is Senate Bill 1380, signed into law 3-10-94, which exempts domestic cervidae regulation and inspection by the Department of Fish and Game. When will we ever learn, Lord?

Wyoming, along with Idaho and other states, is working on ideas to reduce the amount of comp time that officers rack up. Wyoming is undergoing extreme budget cuts and, of course, one of the ways that spending is reduced is cutting down on work time. It is particularly evident in the temporary employee area. Wyoming has undergone an all encompassing internal review process called 2010 using Total Quality Management principles. There are some major changes coming down the pike including the reassignment of some personnel. Sometimes introspection hurts but it can be helpful as well. A very important law suit was resolved in the Department's favor when a federal judge affirmed Wyoming's method of distributing hunting licenses. Ranching/outfitting interests had filed suit over the constitutionality of the system. It also seems clear, at long last, that game ranching will not be allowed in Wyoming. It's tough enough to keep the exotic out of the state resulting from travel accidents and slopover from other states!

From Montana Jim Conner reports that the covert unit (the wave of the future) made major case from an illegal outfitting and poaching group in the Stanford area involving both felony and

misdemeanor wildlife charges as well as drug charges. A large turnover in top personnel will occur since the recent retirements of Training Officer Bob Bird in 1992, Assistant Administrator Elmer Davis in 1993 and Assistant Administrator Dale Graff in March of this year. Then topped off by the July retirement of Head Administrator Erv Kent. So the top four law enforcement administrator posts will turn over in four years. The Safari Club Award winner was Bill Kopper of Great Falls and the Montana Game Warden's Association Excellence Award went to Larry Davis of Augusta. Montana officers are pleased with the replacement of the 9 mm S&W with the .40 S&W. Larry also advised me of the demise of the excellent Warden Magazine. Hopefully it can be resurrected in the future.

Utah has a mess still brewing. Wildlife law enforcement has been given a very low priority and some good folks have lost their jobs. NAWEOA has issued a letter of support for strong field law enforcement in that state, reiterating what the majority of the public has asked for in several western states that have recently polled their populace.

Good and interesting news from Washington. After combining Washington Fish and Washington Game, the two officer's associations have banded together, combined and rewritten constitutions, have produced a great newsletter and are getting along famously. Thanks to Rich Phillips for providing me with the news. WGWA is taking an aggressive role in communicating with administration, politicians and judging from the newsletter, catching lots of crooks. They too have lost officers from funding and reallocation woes.

This Region is still not getting much news from Alaska or Hawaii. Anyone out there that can help will be a hero to me. Perhaps a summer conference back in the West will help and we look forward to Colorado's bid for 1997.

ATTENTION 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 RENEWAL NOTICES TO THOSE MEMBERS WHO PAY AS INDIVIDUALS. FOR THOSE WHO PAY AS JURISDICTIONS, PLEASE CHECK TO SEE THAT YOUR DUES ARE PAID. ANY INDIVIDUAL OR JURISDICTION WHO HAS NOT PAID THEIR DUES WILL NOT RECEIVE A SPRING NEWSLETTER.



REGION 5 REPORT

By Del Tibke

The 13th annual NAWEOA conference, held in Halifax, Nova Scotia, is now past history. Hats off to the Nova Scotia Officers who put on an excellent conference. They were great hosts, and for those of you who were not there, you missed a great conference. Many excellent papers were given. One in particular, was on "Boating Safety For Enforcement Officers", given by Charles Clark of Louisiana.

The Warden Games were a challenge. Example: have you ever tried running on a sandy beach, though obstructions, with a pair of snowshoes on your feet? Many participants fell to the ground and laughing was heard amongst the crowd. The highlight of the social gathering was the lobster feed and there was plenty to eat. We also were entertained by Jimmy Flynn, a comic, who kept us all laughing. Now for some news from around Region 5.

Kansas reports that in the past year and a half, they have lost 15 field positions due to transfers from law enforcement to park enforcement duty. They received a 1.5 percent COLA for nine months and a 2.5 percent step increase in their salary. Officer Ray Beisel received the Shikar-Safari award and their association's officer of the year award. Ray retired on May 17, 1994. Eighteen of their officers are involved in a class action suit on overtime and a court decision is pending.

Iowa reports that Jennifer L. Woodley was their Conservation Officer of the Year in 1993. Their officers re-

ceived a 3 percent raise across the board and new contract talks will begin in October of this year. Their association is working with a lawyer to get meals removed from IRS taxes.

Arkansas Association is working on a constitutional conservation amendment to provide a 1/8 of a cent sales tax for conservation purposes. Forty-five percent of this tax would go for their department's use. They also now have full law enforcement authority, the same as their state troopers. They are now under a hiring freeze.

Indiana has selected their Officer of the Year and he is Bruce Clear of Monticello. They report that there have been no pay increases. They would like to see a decoy workshop held in region five. Also requested what type of computer disc will our secretary's computer take to send membership addresses.

North Dakota reports most of their officers spent a lot of time on selling moose raffle tickets to raise funds for the proposed museum at the International Peace Gardens. The raffle was a success.

Minnesota CO's are still working with Adopt-A-Warden program in Indonesia. Two CO's have been over there to train some of their officers. The CO's are collecting equipment and money to help these overseas wardens.

Oklahoma reports that their legislature passed a license fee increase. This is the main source of funding for their department. They have had eight additional positions added in law enforcement and their division will now require a college degree for the next group to be hired. Their agency is evaluating all job positions and they expect an upgrade with the new education requirements. Their state has approved a \$600 per year cost of living increase which will start October 1st. They received ASP batons and pepper spray during in-service training. Oklahoma Game Wardens and citizens lost one of the really "good guys" in August. Captain John Lowrey, Jr. died of a heart attack one day after returning from an employee conference. John was 61 years old and a 28 year veteran of the Department.


Nebraska said they have had no salary increase. Mark Reeves of Loup City received the Shikar-Safari award and Gayle Woodside received the Loren Bonny award as officer of the year which is selected by the field officers. They would like to see a survey done in regards to the type of training each state department provides for its CO's.

Missouri agents have been notified that their raise for FY95 will be 2 percent plus \$200.00. Conservation Agent Jack Stowe retired in July and Supervisor Paul Cook will retire in September. They recently started a four page newsletter for their association members. The department has added ten new agents who have just completed training.

Illinois reports they will receive a pay increase of 3 percent July 1st. A class of 16 new officers are now in training. Jeff Vaile of Peoria received the Skikar-Safari award. They would like to see a survey done on the good and bad points of becoming state police. A new association magazine is being worked on and they are accepting associate members. Officer Glenn Cornett from East St. Louis was assaulted by an assailant with his fist, however Glenn was not injured and the assailant was apprehended. Their officers are now carrying .40 cal sidearms and they will complete their transition by August 1st.

Wisconsin field wardens will receive a 2.5 percent raise in June. Their state is conducting a law enforcement survey which may help increase salaries and bring them in line with other Wisconsin law enforcement agencies. Their enforcement bureau has gained three warden positions and the total warden force stands at 185 full-time positions. David Goldsworthy of Three Lake was awarded the Haskell Noyes Award for the "Warden of the Year". Wisconsin has developed an Educational Initiative to present a DNR Law Enforcement program to 5th grade classes in the state. All wardens would be involved to get the message out about the importance of hunting, fishing, trapping and resources to people of the state. A course outline and a short video have been developed to be instructional aides for the 40 minute program. This project is to swing into high gear in the fall of 1995 and is expected to consume over 7,000 hours of time.

WILDLIFE TRADITIONS



WILDLIFE ART
WILLIAM PETERS
P.O. Box 1954, QUINCY
CALIFORNIA 95971
(916) 283-4355





REGION 6 REPORT

By Dave Hohman

By the time you have received this report I will have gained 10 pounds from eating lobster in Halifax at the NAWEOA convention. I'm sure that I will be able to work that off this fall during the hunting season chasing the bad guys' around. I sure wish the folks in the southeast could have shared the rains they were getting this summer with us in the mid-atlantic area. They had water in their living rooms and we were watching the fish get sunburned.

Maryland extends a welcome to their newly appointed superintendent, Colonel John Rhoads. He is retired from the Prince Georges County Police Department and was recently a member with the planning commission at Maryland National Capitol Park Police. Hopefully he won't have the budget problems that plagued our past superintendent, retired Colonel Frank I. Wood. Colonel Rhoads brings with him some new ideas and we hope he will have an effective regime while in charge of protecting our natural resources. In other news, Corporal Paul Hanyok was selected as our outstanding officer of the year. Good work, Paul. Maryland Officers are now carrying ASP batons along with having been trained in the use of pepper spray.

Ed Selfe, in Virginia, tells me that they have a temporary executive director and may be going through a name change from Department of Game and Inland Fish to Department of Natural Resources. They just had a class of recruits graduate, the first in 4 or 5 years. They are getting ready for their in-service training in August and will be getting pepper spray during this training. A word of congratulations is extended to the "Virginian", Phil Parrish, an active member of NAWEOA. Phil was just promoted to lieutenant.

In South Carolina, Mike Hardy's department has gone through a restructuring and now goes by the name of South Carolina Department of Natural Resources Police. Mike said that along with the name change came new uniforms (dress and utility), 40 cal Glock pistols, new boats and they are going to start a K-9 program. If anyone can help Mike with any info on a K-9 program send it to: Michael L. Hardy, RT 6, Box 380 C, Seneca, SC 29618. Mike will be most appreciative of any response. In November of 1993 they received an upgrade in rank and pay.

Good news from Mike Stockdale. The Tennessee Wildlife Resources Agency, has joined NAWEOA as a jurisdiction. Welcome aboard! (Thanks Susan for all your help.) The state's officer association hired a lobbyist in order to get some pay adjustment and their investment paid off. Mike said that their return was substantial. Tennessee may be hiring 22 part-time boating officers to supplement the full timers. These officers will be certified police officers with other agencies who will fill in during busy time of the boating season. In their upcoming in-service training they will be getting ASP batons and using "paint ball" guns. They will be acting out various work related scenario, very similar to what we have seen in the "Warden Games".

The "cajun", Keith LaCaze, reports that Louisiana had two wildlife agents

recognized as outstanding law enforcement officers this summer. Agent Chris Cormier, a Region 5 agent was selected by the Southwest Louisiana Bar Association to receive its 1994 Law Enforcement Award. Agent Leon "Buddy" Henderson, a Region 2 agent was selected by the Fifth District American Legion as their 1994-95 Lawman Award recipient. Congratulations to both officers for a job well done.

Summer activity involved a great deal of boating safety work and extensive enforcement of creel and size limits, particularly in the Atchafalaya Basin where Hurricane Andrew caused massive fish kills. Approximately one million black bass fingerlings were released and a 14" minimum and 10 fish creel limit were placed in effect in the area. During early summer, fishermen began catching amazing numbers of the rapidly growing fingerlings and wildlife agents were encountering a multitude of violations of the size and creel regulations. Strict enforcement and publicizing the problem have brought most of the fishermen into compliance.

Louisiana's state strike force continues to work well and has had a real impact on commercial fishery violations. The strike force is an 18-man unit that works statewide to assist resident agents when they are faced with busy times or excessive violations. The wildlife enforcement scuba dive team has trained extensively throughout the summer and has responded to numerous requests from the Department and many local agencies for assistance with drowning victim recoveries and other problems. The dive team is proving to be not only a valuable asset to the division, but a good public relations tool as well. An academy class is tentatively scheduled for the fall and they will once again be looking for "a few good men and women."

Be safe in all you do and never let the bad guys know what you're up to.

ADVERTISING RATES

Full page	\$500 per issue
One-half page	\$250 per issue
One-quarter page	\$150 per issue
Business card ad	\$ 50 per issue

PLEASE SEND ALL AD MATERIAL WITH CAMERA READY ARTWORK TO:
MIKE GABBARD, PO BOX 187, ELGIN, OK 73538. MAKE CHECKS TO:
NAWEOA NEWSLETTER.



REGION 7 REPORT

By Dan Tourtelotte

I can't believe its almost conference time again. Where did the year go? Well, I guess if I thought back for a minute it wouldn't be too hard to remember. Certainly the wildlife decoy workshop would stand out as a highlight during my short involvement with NAWEOA.

This workshop was an example of the quality training that can be offered with good cooperative effort. The seminar was attended by approximately 130 wildlife officers from 35 jurisdictions, allowing for a very interesting agenda and a lot of agency interaction. The Pennsylvania Game Commission, represented by Willis Sneath, did an outstanding job putting the logistics of the conference together and should be given much of the credit for its success.

Vice-President Sue Alger also deserves a huge round of applause for her effort in getting everyone signed up and keeping the financial side of the seminar in order. Recognition should also go to Galen Chandler for his technical expertise, President Art Redden for his support and historical perspective and Tony Robinson of North Carolina (who I'm sure by this time has a black bear decoy that will climb a tree).

In addition to the people mentioned above, I would like to thank all of the people who made presentations on behalf of their agencies. Everyone who made a presentation did an excellent job and offered a different perspective on the use of wildlife decoys. I would like to thank everyone who completed the critique's passed out at the conference as they gave us a good look at how we can improve future seminars and what to offer for future training subjects. It was obvious from reading the critiques that there is a very real interest in train-

ing in a variety of issues. One of the keys to future success of these seminars will be determined by the involvement of the various agency administrations and their ability to recognize good training opportunities.

If anyone has a doubt on how far reaching the interest was with this type of seminar you may be interested to know that Augusto Atturo of Genova, Italy contacted me for any information I may have gathered at the seminar. Augusto is a conservation officer who is interested in starting a decoy program in Italy.

While at the seminar, I had an opportunity to meet officers from many of the jurisdictions that I represent as Region 7 Director. Massachusetts attended with four officers present, they are in the early stages of their decoy program and are going to have an approved policy by the fall season. One of their officers went home with a Bushnell spotting scope which was raffled off at the seminar.

Rhode Island was present with several officers to get some new ideas and give everyone an insight on their program. They purchased some decoy deer from the "Fur, Fin, and Feather" taxidermy shop in Wisconsin last fall and had some success along with some interesting experiences. The Pennsylvania Game Commission was in attendance with approximately thirty officers. Their decoy program is several years old and has been very effective. It was a pleasure to have a chance to meet so many of the Pennsylvania Officers and to be on the receiving end of their hospitality.

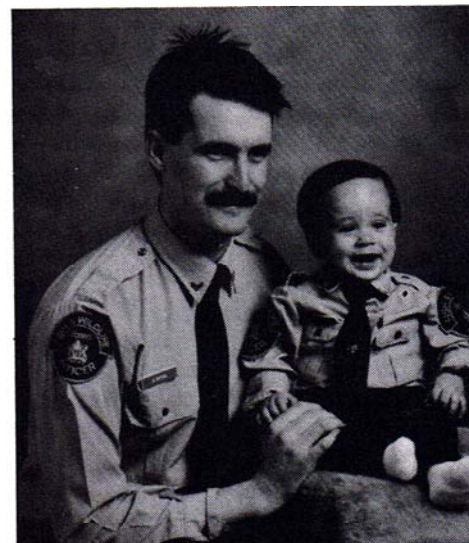
Peter Malette and Luis Perez made the trip from Michigan giving those in attendance an overview of their decoy program. Peter also was runner up in the story telling competition. He was the recipient of the "burdock bird" award. I was pleased to see four officers from Ohio who made the trek and offered a look at their decoys. They have used decoys for several years with great success.

Mike Massey and a handful of New Jersey officers attended the seminar, giving a rundown on using decoys in densely populated areas. Lt. Bob

Bingham and three other officers from Vermont were in attendance. They were able to shed some light on the state law court decision on decoy use. This was a good decision in favor of the state, which allowed using decoys for closed season violations. The Maine presentation was done by Warden Dave Georgia who has been actively using deer decoys to apprehend night hunters with great results. He has apprehended approximately eighty night hunters in the past three hunting seasons.

The long awaited decision in New York concerning the Fair Labor Standards Act lawsuit was reached this past May. Judge Munson, U.S. Federal Circuit Court, 2nd District, held that New York State Environmental Conservation Officers and Investigators do fall under the requirements of the Fair Labor Standards Act. The decision makes it clear that New York ECO's and ECI's must be paid time and a half for overtime work hours. A second trial is expected to decide back overtime moneys and punitive damages New York will owe. This could affect some officers back to 1986. Currently, the governor's Office of Employee Relations is meeting with the officer's labor union and the Department of Environmental Conservation to develop a system for recording and paying overtime.

I'm looking forward to seeing you all in Halifax shortly and hope that we'll have a good turn out from Region 7. Keep me posted on your agency news and let me know if I can be of assistance. Remember, have fun and stay in the tree line.



They start them off young in Alberta. Fish and Wildlife Officer Darryl Midtdal with son Ryan Allan.



COME ALIVE IN '95!

If you have ever had the good fortune to attend one or more NAWEOA Conferences in the past, I'm sure you did everything possible to be in beautiful Halifax, Nova Scotia, in 1994. For a conservation officer, these annual meetings can be a valuable, personal and professional experience. They are doubly good because much emphasis is put on family involvement. That is as it should be since a CO's spouse and children are forced to bear many of the same burdens we all seem to share.

Most wildlife officers look to these gatherings for information that will help them grow professionally. However, we and our families also gain personal benefits and relationships that truly make the effort and expense of attending these conferences all the more worthwhile.

Although Pennsylvania's Conservation Officers only recently became aware of and got involved in NAWEOA, we as a body subscribe to NAWEOA's goals and objectives. In a further gesture of support and commitment toward our fellow officers from across North America, the Conservation Officers of Pennsylvania Association, with the support of our agencies, is committed to hosting the 1995 NAWEOA Conference.

Therefore, on behalf of Pennsylvania's Conservation Officers, the Pennsylvania Game Commission and the Pennsylvania Fish and Boat Commission, all wildlife enforcement officers and their families are cordially invited to come to the Keystone State in 1995. We will do our best to make your visit to our Commonwealth as enjoyable, interesting and rewarding as possible. Hope to see all of you!

*Sincerely yours,
Bernie Schmader, President and Chairman
Conservation Officers of Pennsylvania Association
1995 NAWEOA Conference Committee*

The Radisson Penn Harris Hotel & Convention Center, located across the Susquehanna River from Harrisburg, the state capitol, will serve as convention headquarters. A block of 250 rooms have been set aside for our use at a rate of \$70 per night up to quad occupancy. Radisson officials advise that July 11, 1995 will be the cut-off date for reservations. The same room rate applies from July 18 through August 6. The Radisson is located on Routes 11 & 15 at Erford Road in Camp Hill. Phone number is (717) 763-7117.

Summerdale Travel is the official travel coordinator for the conference. They are located near the convention center and are well informed on NAWEOA and our 1995 conference plans. They may be reached in the United States at (800) 327-8297, or outside the U.S. at (717) 732-3661. Summerdale Travel will monitor airfares to provide you with the lowest possible prices and will refund any cost difference back to you from the time your ticket is purchased.

Highlights include tours of Gettysburg Battlefield, Lancaster County Dutch Country, Hershey Gardens, Pennsylvania Game Commission Headquarters, William Penn Museum and the Hershey Park and Amusement Center. A golf outing or sporting clays will be available for those arriving early. The infamous "Warden Games" will be held at the Fort Indiantown Gap Military Reservation, followed by a barbeque and authentic Pennsylvania Dutch pig roast.

We're always searching for ways to keep up with the many changes and new directions modern conservation law enforcement is taking and a series of seminars will offer excellent forums to advance your career as a professional. Topics will include Stress in Law Enforcement, Conservation Aviation, Building a Network of Informants, Use of Camouflage in Conservation Enforcement, Post-Traumatic Stress and others.

Although complete information and registration forms will be available in the spring newsletter, those desiring to make their plans early may write to: COPA, PO Box 654, Jersey Shores, PA 17740.

And the winner is.....

by Rick Pallister

As was mentioned in the last issue of the newsletter, NAWEOA sponsored a contest for officers who had written material that had been previously published. The only rule was that the story/article/essay/whatever had to have been published in some other area than our newsletter. We were very gratified with the participation as about twenty pieces were submitted to be judged by Keith LaCaze and myself.

After a first review, we realized that one category was not going to do justice to a lot of good works. Keith and I decided to create three categories, pick a winner from each and an overall winner from among those three. In the category of Officer Experiences, Deborah Palman of Maine was the winner with an article entitled "One Moment In Time" regarding training and using a search dog. For fiction/humor, Jim Struthers of Alberta won for "Routine". In the Essay/Article category Kyle Carroll of Missouri placed first with an essay from the Missouri Agents Association newsletter.

Deborah Palman was selected the overall winner and will be given a copy of the Kingfisher print painted by our famous in-house artist, W. C. (Bill) Peters. Jim and Kyle are to be presented certificates and belt buckles in the near future.

Keith and I intend to keep offering the contest. We want to keep it simple and we want you to know that your hard work with the pen (wordprocessor) is really appreciated. We hope to try to get these items republished for your pleasure in the near future. Our present format for the newsletter won't allow printing at this time, but you'll see them in future editions. Continue to submit copies of your work to Rick Pallister, along with the name and issue date of the publication wherein it appeared. The sole drawback to judging such a contest is that Keith and I can't submit our own work.

The pen may well be mightier than the sword, and it can certainly be a major ally for the badge. Congratulations and keep up the good work.



Canadian Park Warden Association Formed

In April of 1994, a small group of park wardens in the Ontario Region got together to initiate the formation of the National Park Warden Association. In Canada, there are currently over 475 National Park Wardens mandated to protect special areas of the country. An association will provide support and comraderie for these professionals.

Currently, across Canada, there are many different issues facing park wardens. Some of these are specific to a region or even an individual park, where others are of national concern and importance. The association will recognize that park wardens are unique from region to region and may have different concerns or needs. An association will help to break down those barriers that inhibit us and strive to bring us together.

Mark Halley, Park Warden at Georgian Bay Islands National Park, is coordinating the effort. It doesn't take much to join and it will benefit you. Complete details and an application form are available from:

National Park Warden Association
Box 257
Honey Harbour, Ontario P0E 1E0
Telephone (705) 756-4524

From The Editor's Desk

I am still not getting much support from most of the members out there. If you would like to see photos of officers from your jurisdiction, you need to get out and take some. Color photos are fine, as long as they are sharp and clear.

Advertising is another area where help is needed. I know that every company is being constantly hit on, but you only need to get a few business card ads. Tell them you won't be back for three or four years if they can help us out. Ad prices are listed on page 8.

In the last issue, Merryl pointed out that individuals or jurisdictions who had not paid dues by July 1st would not receive a fall newsletter. Dues paid after that date will apply to a 1995 calendar-year membership and will start with the spring newsletters.

EXECUTIVE MEETING HIGHLIGHTS

The summer meeting of the NAWEOA Executive Board was held on July 20th through 24th, 1994, in conjunction with the annual conference held in Halifax, Nova Scotia. The following is a summary of business discussed and acted upon by the Board. Included are major items of business voted on at the annual general membership meeting.

The meeting was opened at 8:00 AM by President Art Redden. Members present were: Del Tibke, Rick Pallister, Al Nicholson, Gary Martin, Dick Mann, Art Redden, Jeff Wells, Stan Webb, Dave Hohman, Susan Alger, Dan Tourtelotte, Richard Kingston, Mike Gabbard, Merryl Bustin, W. C. Peters, Kerry Wrishko, Dan McGill and John Edwards.

Minutes of the previous executive meeting and current financial report were presented by Merryl Bustin. Motion to accept these reports was made by W. C. Peters and seconded by Gary Martin. Motion Carried.

Some discussion was held on several jurisdictions not having paid their 1994 dues to date. This would affect voting privileges at the general conference for some officers in attendance. A motion was made by Susan Alger and seconded by Gary Martin that those members in attendance at the conference and who are in arrears of dues for 1994 be allowed voting privileges at this meeting, subject to completion of a binder signed by the member. Motion Carried.

Membership in some Canadian Federal jurisdictions was discussed. A motion by Dick Mann and seconded by Gary Martin to have Department of Fisheries and Oceans (Canada) divided into three regions (East, Central, and West) and be represented by the corresponding Director. Motion Carried.

Memorial fund report was presented by Merryl. To date, 47 contributors make up the fund. Bank balances were included in the financial reports. Motion to accept the report as presented was made by Richard Kingston and seconded by Dan Tourtelotte. Motion Carried.

The executive was advised of the sudden passing of former active NAWEOA Michigan Representative and Member Stan Poreda. Merryl Bustin will send official condolences to the family.

Officer Safety and Training Report was presented by Dick Mann. Dick has made some preliminary work on several workshops. The western region is prepared to hold a workshop on forensics. Some general discussions were held on the pros and cons of holding these workshops regionally, jurisdictionally, or nationally. To provide direction for the committee, a motion was made by Dan Tourtelotte and seconded by Susan Alger that NAWEOA support a maximum of three (3) workshops for the coming year. Sites and topics to be determined by the Officer Safety and Training Committee. Motion Carried.

The report on the Library of Presentations Project was presented by Gary Martin. Due to cost of reproduction and distribution, it was determined that copies would be available directly from Gary at a price to be determined later. A list of available papers will be included in the newsletter as soon as possible. All presentations made at future conferences must be accompanied by a hard copy for inclusion in the library. Members are encouraged to submit research papers and articles.

Interest Related Network: Dave Hohman advised that he has a small list, so far, of interested individuals. He plans to send out a questionnaire soliciting various expertise from known sources. An update should be ready for the newsletter.

Del Tibke presented a report on the Museum Project. The Museum is now a separate body and is incorporated (NAWEM Inc.). It has so far achieved tax-exempt charitable status in Canada and currently seeks same in the US. Final approval for the site has been granted and 1.80 acres has been leased to the corporation. A new executive has been administering NAWEM Inc. since its first board meeting in Minnesota earlier this spring. Motion by Gary Martin, seconded by Richard Labossiere, that NAWEOA confirms the operation of the museum project by NAWEM, Inc., and that NAWEOA continues to support and endorse the project. Motion carried.

Mike Gabbard presented the newsletter report. The newsletter was published within the allotted budget during the year. Canadian distributor Al Farrer reported, through Mike, that due to work commitments, he was no longer able to continue with his efforts in this regard. The executive recognized Al for his fine work over the years. Michael Mailett of New Brunswick has volunteered to take over distribution of newsletters to all Canadian Members.

Strategic Planning for NAWEOA: Gary Martin reported receiving little in the way of published questionnaires from the newsletter. He solicited more during his attendance at the NAWEOA Decoy Workshop held in May. Preliminary findings were presented, however more data will be solicited during the conference. Gary presented an overview of the process to date and related the data to future planning and trends.

Dan Tourtelotte was given the task, at the Winter Meeting, to draft a proposal to change the bylaws to include a new membership category for unsalaried, volunteer officers found in many jurisdictions. The criteria for these "deputy wardens" varied considerably upon examination, and the proposal put forth seemed an equitable compromise. Motion by Dan Tourtelotte, seconded by Jeff Bridi, to add a new, non-voting category of deputy warden memberships with dues of \$10 per year. Motion passed. (6 nay votes)

Art Redden's Information and Policy Manual was reported as being well received and should serve the executive and reps well over the years. Updates are needed regularly and will be provided as soon as the information is available.

Gary Martin reported on his efforts and meetings in Ottawa concerning the Canadian Peace Officers Memorial. NAWEOA is committed to seeing the names of all Canadian Officers included on the memorial and it is hoped this will be accomplished soon. More meetings with the Memorial people are planned in the near future.

The NAWEOA Budget proposal for 1994-95 was presented. Having determined an amount of \$59,000 of capital for the coming year, the following amounts were delineated: \$35,000 for operating capital, \$10,000 to be set aside in contingency and \$14,000 available for NAWEOA projects. This proposal was presented to the general session for vot-

ing. Motion by Allan Young, seconded by Andre Desrossier to approve the budget. Motion carried.

A proposal on a NAWEOA "Request for Funding Policy" was presented by Art Redden. A motion was made by Dan Tourtelotte and seconded by Richard Kingston to accept the request policy as amended. Motion Carried.

Kerry Wrishko presented a proposal for executive vote. As an incentive for future hosting jurisdictions, profits generated at annual conferences should be shared between the host and NAWEOA. Motion by Bernie Schmader and seconded by Dick Mann that 15% of all convention proceeds be retained by the host jurisdiction. Motion defeated. Motion by Rick Pallister and seconded by W. C. Peters that host jurisdiction be allowed 10% of the usual convention profits and be allowed to continue to sell jurisdictional promo items as in the past. Motion Carried.

Rick Pallister presented the details regarding the previously unreported circumstances of an officer death. Wyoming Officer Kay Bowles died while on duty of a heart attack. Kay was actively engaged in a big-horn sheep census when he succumbed to heart failure. Motion by Dan Tourtelotte and seconded by Keith Lacaze that Memorial Fund death benefit be paid to the survivors. Motion Carried.

Merryl Bustin reported that NAWEOA has received a financial donation of \$250 from an officer in Texas, to be used as a Reward Fund. Recently, a request was also received from Idaho for a contribution to a reward fund established for the McGonical case. Motion by Rick Pallister and seconded by Dick Mann to contribute \$50 towards the McGonical Reward Fund.

Keith Lacaze gave a slide presentation which he has been developing for use as NAWEOA promotional. Keith is soliciting more slides of officers in field situations. When completed, all executive members will have a copy.

Through a letter to Gary Martin, the general membership learned of a proposal from Don Hastings for NAWEOA to purchase the "International Game Warden" magazine. Gary explained that the executive board had more details, but were not permitted to reveal them at the time, due to legal implications. He also explained that the board was, by and large, pretty well split in its opinion of the benefits to NAWEOA. The executive board asked the general members for guidance. Motion by Randall Reigh, seconded by Kerry Wrishko, giving the executive approval to pursue the proposal by conducting a complete review and investigation and to make a decision on purchase at the winter meeting in early 1995. Motion carried. (7 nay votes). The executive was asked to catalog specific questions that they feel must be answered before a final decision is made and get these to Gary as soon as possible. Motion by Gary Martin and seconded by Dan Tourtelotte that NAWEOA allocate up to \$1000.00 to finance a feasibility study for the IGW purchase. Motion approved.

New member decals were distributed to the members in attendance during the banquet. The remainder will be given to Pennsylvania Rep for inclusion in 1995 conference registrations.

Motion by Susan Alger and seconded by Keith Lacaze to further examine convention planning assistance proposal as forwarded by Susan. Motion Carried.

Elections Chairperson W. C. Peters announced the nominations for the three Canadian Director positions. For Region 1; Dave Williams, Northwest Territories and Kerry

Wrishko, Saskatchewan. For Region 2; Gary Martin, Ontario and Richard Labossiere, Canadian Wildlife Service. For Region 3; Richard Kingston, New Brunswick. Motion by Mike Gabbard, seconded by James Mundle, that nominations cease. Motion carried. Results of the elections were: Region 1 Director, Kerry Wrishko; Region 2 Director, Gary Martin and Region 3 Director, Richard Kingston.

Dick Mann presented proposed by-law changes regarding house-keeping, grammatical and syntax errors existing in current by-laws. The board approved all changes and they were presented to the general membership. Motion by Dick Mann, seconded by Jeff Bridi, to ammend by-laws as submitted. Motion carried.

Dan Love presented a plan to undertake a research study on "Citizen Perceptions of Wildlife Law Enforcement. This study would be in the form of a questionnaire given at random throughout North America. He requested that NAWEOA endorse the project in some fashion. Motion by Dan Tourtelotte, seconded by Willis Sneath, that the project be supported by allowing the NAWEOA letterhead and name to be used on the study and for use in seeking public funding.

Del Tibke presented two resolutions for approval. One was on law enforcement funding and the other on simplification of waterfowl regulation. Both were approved by the general membership.

Meeting adjourned by President Art Redden at 3:30 PM on July 23, 1994.



As Rumors Go.....

A conservation officer died and was met by St. Peter at the Heavenly Gates. "I have bad news," said St. Peter, walking along with the CO. "You're certainly qualified for residence here in Heaven, but there's no room to squeeze you in." St. Peter waved to a crowded hill behind a gate. "As you can see, the section reserved for conservation officers is full."

The CO thought for a moment and then asked if he might just say three or four words to the present occupants. St. Peter agreed to the proposition. The CO cupped his hands and yelled, "They're overfishing in Hell!" In a split second, the gate opened and the compound emptied as all the conservation officers scrambled to be the first down to Hell.

St. Peter, amazed, invited the CO to move right in. The CO shook his head and headed for the gate. "No," he said, "I think I'll go along with the rest of them. There just might be some truth to that rumor."

Reprinted from "OCA News and Views" (Ontario Conservation Officers Association)



Del Tibke, Region 5 Director and Secretary-treasurer of the North Dakota Game Warden Association, presents the first "Once In A Lifetime" moose license to Charles L. Stowman of Valley City, North Dakota.

MUSEUM UPDATE

By Del Tibke

In April of 1994, a meeting was held in East Grand Forks, Minnesota, to establish the North American Wildlife Enforcement Museum (USA), Inc. By-laws were approved and elections held for a board of twelve directors. Elected were: Del

Tibke, President; Rick Hildebrand, Vice-president; Gary Rankin, Secretary-treasurer and Lee Johnson, LeVon Grinde, Bruce Mitchell, Carol Drury, Richard Knapp, Gary Friesen, Mitch Walker, Steve Henwood and Dan Tourtelotte.

Directors for NAWEM (Canada), Inc. are: Del Tibke, President; Rick Hildebrand, Vice-president; Mitch Walker, Secretary-treasurer and Bruce Mitchell, Gary Friesen and Gary Rankin as members.

A charitable tax exempt status has been obtained in Canada, and an application for 501(c)3 tax exempt status is being sent to the IRS. As the Canadian tax exempt status has already been obtained, all funds raised for the museum in Canada should be sent to Mitch Walker at PO Box 820, Boissevain, Manitoba R0K 0E0.

The North Dakota Game Warden Association raised \$22,383.83 with their moose license raffle. Seventy-five percent of this amount (\$16,787.87) will be held in trust until construction begins on the museum. The North Dakota Game Wardens and all others who worked on raffle sales are to be commended for their effort.

Final approval for the site has been granted and 1.80 acres in the International Peace Gardens has been leased to the museum corporation. All NAWEOA members are urged to continue supporting this worthwhile project through fund raisers, collection of historical materials or by volunteering for one of the committees. Contact Del Tibke or Rick Hildebrand if you want to help.

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:

NAWEOA - C/O MERRYL BUSTIN
RR#2 - WHYCOCOMAGH, NOVA SCOTIA
B0E 3M0

_____ Individual Membership (\$25 per year)
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NRA - NAWEOA OFFICER OF THE YEAR

Dan Love, Conservation Agent for the Missouri Department of Conservation, was honored July 23 by the National Rifle Association and the North American Wildlife Enforcement Officers Association with their 1994-95 Officer of the Year Award, given to the outstanding enforcement officer in the U.S. and Canada.

Love, an eleven-year Department veteran, had previously been honored in 1991 as an Outstanding Conservation Agent for the West Central Region in Missouri and again in '93 and '94 with Outstanding Achievement Awards. He is a member of a host of professional organizations including the Missouri Conservation Agents Association, the Southeastern Association of Fish and Game Agencies, the Mid-West Association of Fish and Game Agencies and the National Anti-Poaching Foundation.

Before joining the Missouri Department of Conservation, Love served as a police officer in Ashland, Oregon; as a Jackson County, Missouri Park Ranger and as a Jackson County, Missouri

Sheriff's Deputy. His educational accomplishments include a bachelor of science degree in criminal justice from Central Missouri State University. Professionally Love has brought a number of ideas into reality. He was instrumental in the production of a slide and video series designed to increase public awareness of wildlife regulations. In ongoing efforts to inform the public, Love averages two programs a month on local radio. He also writes newspaper and magazine articles related to wildlife regulations and conducts annual programs in each school in his assigned district. A desire to promote Missouri's Operation Game Thief program led Love to arrange for donations of materials and rent-free land for the construction and display of Missouri's first OGT highway billboard.

Other achievements include the development of a video on the history of wildlife law enforcement, creation of a wildlife law enforcement annual writing contest and public availability of the "International Game Warden" magazine at

the Missouri Dept. of Conservation's Runge Nature Center and at the Central Missouri State University library. He also created a sign language handbook to be used by conservation agents when in contact with the hearing impaired.

Love received recognition when he and fellow Conservation Agent Rob Farr rescued a hunter whose boat capsized in near freezing temperatures. They are credited with saving a life by responding and effecting a rescue before hypothermia could overcome the victim.

"Dan didn't just go to work for the Missouri Department of Conservation, he joined as a member of the team", said Allen Breshears, Regional Supervisor. "He carries out an excellent program in all job responsibilities and his desire to enhance wildlife law enforcement in the attitudes of conservation agencies and the public is commendable".

Love, a resident of Clinton, Missouri, was presented his award in Halifax, Nova Scotia at the Summer Conference.

NAWEOA MEMORIAL FUND

To date we have not achieved our goal of fifty sponsors. However, the program is proceeding smoothly with only a few delinquent members. Due to a large balance in the memorial fund account, the Executive voted to send the full amount of \$2500 to the survivors of any fallen officer. 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

WILDLIFE FORENSICS: A NEW APPROACH TO CONSERVATION AND PRESERVATION OF SPECIES

**by Kenneth W. Goddard, Director
National Fish & Wildlife Forensics Laboratory**

In the Spring of 1989, in order to assist the law enforcement efforts of federal, state and international wildlife officers, the United States Fish and Wildlife Service established a new and unique federal crime laboratory in Ashland, Oregon.

Housed in a modern 23,000 square foot, concrete and glass building, and located in a small Southern Oregon town of 16,700 that is known both nationally and internationally for its Shakespearean Festival, the National Fish & Wildlife Forensics Laboratory is unique in the sense that it is the only full service crime laboratory in the world dedicated solely to wildlife forensics.

In terms of functional operation, the lab is divided into three analytical sections (Criminalistic, Serology and Morphology) and three support sections (Administration, Evidence & Property Control, and Technical Support). The lab is currently staffed with 18 forensic specialists of widely varying disciplines, and 15 technical and clerical support personnel.

The mission of this new laboratory is to provide wildlife forensics support to 1) approximately 220 special agents and 80 wildlife inspectors of the U.S. Fish and Wildlife Service's Division of Law Enforcement; 2) any other federal agency investigating wildlife violations (ie: The National Marine Fisheries Service, The National Park Service, The Forest Service, etc.); 3) all 50 state fish and game agencies; and 4) the 119 signatory countries of the Convention on International Trade in Endangered Species (CITES) Treaty.

THE PRIMARY FUNCTIONS OF THE LABORATORY:

Very much like any of the other 309 state and local crime laboratories and 40 Federal crime labs in the United States, this new wildlife forensics lab has two primary functions: first to identify seized evidence items, and then to link—in a triangular fashion—suspect, victim and crime scene using physical evidence.

The process of linking the suspect, victim and crime scene is a fairly straight forward operation that—for the most part—utilizes long established crime scene investigation procedures. And much like any other crime lab, we do utilize a number of standard police forensic lab techniques (such as the comparison of fingerprints, footprints, tire tracks, bullets, tool marks and questioned documents) to assist wildlife law enforcement officers in resolving the classic investigative questions of who, what, when, where, why and how.

In fact, in terms of linking suspect, victim and crime scene together, the only significant difference between our lab and the FBI crime laboratory (other than size, of course) is that in wildlife forensics, the victim is always a non-human animal. And something that our forensic specialists must always keep in mind: every now and then, the primary suspect may be non-human as well. We must be able to distinguish between the natural interaction of animals in the wild, and the activities of human violators of wildlife laws.

But if investigating wildlife crime scenes is a relatively simple and straight-forward process, the task of identifying evidence seized in a wildlife crime is anything but....which leads us directly to the basic forensic problem being addressed by the scientific members of our laboratory staff.

THE BASIC FORENSICS PROBLEM:

Simply stated, if the approximately 9,000 federal agents, wildlife inspectors, game wardens and conservation officers who comprise our primary user groups always seized whole animals (eg: whole elephants) as evidence, we wouldn't have much difficulty in making the necessary species identifications. If nothing else, I think we could expect the average juror to be able to recognize an elephant if one were brought into court (based upon well established elephant-defining characteristics, such as large ears, tusks, trunk, etc.). And trained biologists are certainly capable of using morphological 'keys' to distinguish, for example, African from Asian Elephants, and testifying as to that identification in court.

Continued on next page.....

But in reality, the wildlife investigators who submit their cases to our laboratory rarely seize whole animals as evidence. Rather, they tend to seize wildlife parts and products in which those long-established, species-defining characteristics are no longer present. And because there are few established methods for determining the species source of wildlife parts and products, it is often necessary for us to conduct extensive research into the characteristics of a species before we can examine evidence on a submitted case.

Thus, the primary task of our laboratory is to establish and verify new species-defining characteristics that will allow us to write a report, and testify in court with absolute certainty, that a seized part or product came from a certain species, and from NO OTHER animal species in the world.

THE CURRENT CAPABILITIES OF OUR LABORATORY:

The Criminalistic Section:

To date, the criminalistic section of our lab, under the supervision of Dr. Ed Espinoza, has had some of the more notable successes in that they have developed 1) a method of identifying the species source of all ivories; 2) a non-destructive means of distinguishing African and Asian elephant carvings from Mammoth and Mastodon carvings when the ivory in question is NOT fossilized (NOTE: for obvious reasons, it is not illegal to kill a mammoth or mastodon); a chemical means of distinguishing bear gallbladders from visually identical pig gallbladders; and most recently, a means of utilizing fractal mathematics and chaos theory to computerize the striation aspects of a bullet match.

In recent months, the criminalistic section has begun conducting chemical and instrumental analyses of submitted poison, pesticide and gunshot residue evidence. In a typical example of a gunshot residue case, we might examine the tissue of an excised wound where a hunter—during bow season—is suspected of using a gun to kill deer, and then pushing a broadhead arrow into the wound.

In addition to his conventional wildlife forensics work, Dr. Espinoza has also assisted investigators in trying to match Tyrannosaurus Rex bones suspected of being stolen from a protected archeological dig (shades of Jurassic Park!). As the director of the lab, I have the uneasy feeling that some day I am likely to find on my desk a purchase order from our criminalistic and serology sections, requesting a dozen frog eggs and an extra large choker chain.

The Serology Section:

During the last five years, the serology section of the lab, under the supervision of Wayne Ferguson, has made tremendous progress in utilizing both protein analysis and DNA analysis techniques to identify the species source of blood and tissue samples from any animal source in the world.

In general, using DNA and protein analysis, we hope to be able to answer a number of basic questions typically asked by wildlife investigators, which include:

Species identification. This is the most basic question of wildlife forensics, and is usually resolved in the serology section by a combination of protein and DNA analysis techniques.

Gender identification. An example of this type of case would be the situation in which a hunter spots a doe during buck season, determines that no one is looking, kills the doe, removes the head and genitals, and then attempts to bring a 'generic' deer past the check-point. Our serologist have discovered a DNA 'probe' which seems to be capable of resolving this gender identification issue for a large number of species. However, because a DNA analysis can typically take 10 days from start to finish, because the cost of such a test involves about \$50.00 worth of supplies, we are now trying to refine and automate the procedure so that hundreds or thousands of 'gender' samples can be analyzed during open hunting seasons. The ultimate goal, of course, is to develop a test kit that would give the wildlife officer probable cause in the field to seize a questioned carcass.

Matching of individual characteristics. This is, perhaps, the most significant advance made by our laboratory staff to date. In summary, using DNA technology, it is at least theoretically possible to match tissue from a kill

Continued on next page....

site (ie: 'gut pile') with absolute certainty to meat from a freezer, or blood from a vehicle or a suspect's clothing. While this may sound more like science fiction (or at the very least, wishful thinking) to many of our field investigators, our lab is now capable of making such 'individual matches' for all curvets (except moose), bear, wild sheep, walrus, and a limited number of bird species. As we continue on with our DNA research into the priority wildlife law enforcement issues, it is anticipated that this list will continue to grow....much to the delight of our user group investigators.

Determining the number of animals involved. Using a combination of protein analysis techniques (which give us species identifications) and DNA analysis (which give us individual characteristics), our scientists can often determine how many individual animals are involved in a seizure of, let's say, dozens of wrapped meat packages from a suspect's freezer.

The Morphology Section:

The morphology section of our laboratory, under the supervision of Dr. Stephen Busack, is responsible for visual and microscopic identifications of submitted wildlife parts and products, which are based upon long-established morphological characteristics. The section is divided into three units: mammals, birds and reptiles.

A considerable amount of the section's efforts is directed toward the development of a comprehensive collection of vouchered or 'known' specimens. To do so, our scientists are actively engaged in cooperative efforts with museum and zoo experts throughout the world. In addition, a large number of our known specimens are collected and submitted to the lab by game wardens and conservation officers throughout the United States, as well as the signatory CITES countries.

The Technical Support Section:

The technical support section of our laboratory, under the supervision of Stu Mitchell, consists of a photo/video unit (with the capability of processing and printing a wide variety of film formats, as well as video recording and editing); a computer support unit (involving 45 in-house and networked computers, and a growing number of link-ups with external databases); an electronics support unit (involving the use of transmitters, receivers, recording devices, and radio communications in the field); and a graphic arts unit (that creates courtroom displays for our experts).

The primary mission of the technical support section in our lab is to assist our forensic experts in documenting their research and casework, and making their presentations in court. One future role of this section will be to establish a robotics capability within the lab, to increase the number of samples which can be analyzed with a fixed number of scientists, and to minimize the hazards to our lab staff in dealing with potentially lethal pesticide and poison evidence.

The Evidence & Property Section:

The evidence and property section of our laboratory, under the supervision of Tom Rayl, consists of an evidence control unit (which receives, logs, tracks, packages and returns evidence on submitted cases); a central repository (currently holding over 200,000 seized evidence items), an eagle repository (which received and transfers bald and golden eagle carcasses to American Indians), a crime scene unit (which, in addition to going out and collecting evidence in the field, processes latent print and impression evidence); a lab maintenance unit (which maintains the facility); and a veterinary services unit (which includes a veterinary pathologist and a veterinarian who conduct necropsies, determine cause of death, and deal with live animals in field situations).

IN SUMMARY...

All in all, in the first five years of operation, the staff scientists of the National Fish & Wildlife Forensics Laboratory have made tremendous advances in their individual areas of forensic research, and have managed to transfer a great deal of that technology to the agents, game wardens and conservation officers in the field. By continuing to work together with state, federal and international wildlife officers, we hope to be able to report similar accomplishments—and have a similar impact on our user groups in our next five years.

PURE BULL!!

by Merryl Bustin

I guess it has been some time since you've heard from the Secretary-Treasurer in these pages. Don't let the title fool you, I simply find it appropriate, given the moniker from my "friends" on the executive at a recent meeting. Let me update you on business from this side of the pasture.

Keeping track of you guys (and gals) out there over the past several years has been a challenge. Most of you don't often move, but those that do don't always leave forwarding addresses, or forget to send me a note indicating change. You wonder why you missed some newsletters? Towards the end of each year, I send a printout of members to each of the reps for their perusal, giving them a chance to update any changes or corrections.

Yes, I know, some of you are without a rep, but time does not allow me to send out individual dues notices. If you pay as an individual, read the reminder in the newsletters regarding dues renewals. Reps themselves have on occasion went missing as well. In this issue, Mike has printed what we know to be a current listing from our files. Please scrutinize the list for any errors, and let me know! If you see your name down as a rep, and this is the first time you've heard of it, DON'T

PANIC!! Following the policy of long ago, if you are the only member from a jurisdiction, we put you down as the rep automatically. Since you were wise enough to join this association in the first place, you should be one to hopefully spread the news of NAWEOA among your fellow officers. I know that is how I started out back in '85, and I know of several more.

Earlier this year, we made an investment by upgrading our computer hardware and software. For those of you conversant in geekish, NAWEOA owns a 486 DX/33 and a laser printer. Past secretaries Gene and Grant were very wise in choosing the initial software used to keep NAWEOA files and info in order. The old computer came with Microsoft Works, an integrated package which gives us a database for member lists, a word processor for generating letters and such and a spreadsheet for lists and calculations. I have since upgraded this with the newest Windows version of MS-Works, and find it outstanding. Our financial records are kept straight with Quicken. This program is very easy to use; Game Warden proof, you might say. This past spring, I installed a fax/modem to add some communications to the business. Take the time to jot down the **NAWEOA FAX LINE**. It is **1-902-756-2551**. If you need NAWEOA info quick, or have an address correction to make, you can use this service 24 hours a day. In fact, I invite you to fax me your fax number so that I may begin a directory. This will save time and even money and establish a new network for Game Warden communications! Have a safe fall and winter season. See you in the spring issue. Keep your stick on the ice!

LET'S STOP RE-INVENTING THE WHEEL!

Dave Hohman, Region Six Director, is compiling a resource list of experts among wildlife officers from across North America. If you or someone you know has a particular area of expertise dealing with the wildlife enforcement profession, please send that information to:

DAVID HOHMAN
6904 COLONIAL AVENUE
THURMONT, MARYLAND 21788

Dave would then be able to provide those who request it with the names of contacts to help them as they create or improve projects in their own jurisdictions. Some possible areas include:

K-9 - Photography - Hunting Accident Investigation - Forensics - Decoys -
Ice Rescue - Interview/Interrogation - Firearms Training - Other Related Topics

N.A.W.E.O.A. EXECUTIVE

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Region 3 Director	Richard Kingston	P.O. Box 119	Red Bank, New Brunswick	E0C 1W0	506-622-7615
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Region 6 Director	Dave Hohman	6904 Colonial Ave.	Thurmont, Maryland	21788	301-898-5256
Region 7 Director	Dan Tourtelotte	RR#2, Box 194	Guilford, Maine	04443	207-997-3722
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JURISDICTION REPRESENTATIVES FROM CANADA

<u>JURISDICTION</u>	<u>REGION</u>	<u>NAME</u>	<u>ADDRESS</u>	<u>CITY</u>	<u>CODE</u>	<u>TELEPHONE</u>
Alberta	1	Webb, Stan	#200 Sloane Square	Calgary, AB	T2H 0G3	403-297-6423
British Columbia	1	Hart, Jim	Bag 1000	Fort Nelson, BC	V0C 1R0	604-774-3547
Canadian Park Service	1	Phillips, Ivan	Box 433	Radium Hot Springs, BC	V0A 1M0	403-852-518
Saskatchewan	1	McGill, Dan	364 Mayes Drive	Swift Current, SASK	S9M 4H1	306-778-8522
Canadian Wildlife Service	2	Labossiere, Richard	CWS, 513 - 269 Main St.	Winnipeg, MB	R3C 1B2	204-878-3654
Manitoba	2	Desrosiers, Andre	Box 28 - 59 Elizabeth Dr.	Thompson, MB	R8N 1X4	204-677-6635
National Capital Commission	2	Tardiff, George	Conserv 3rd flr 161 Laurier	Ottawa, ONT	K1P 6J6	613-837-3619
Ontario	2	Anderson, Ian	P.O. Box 264	Gore Bay, ONT	P0P 1H0	705-282-2874
New Brunswick	3	Maillet, Michael	#22 Abbott St.	St. Stephen, NB	E3L 3C4	506-466-4527
Newfoundland	3	Maloney, James	Gen. Del.	Pasadena, NFLD	A0L 1K0	709-686-5051
Nova Scotia	3	MacNeil, Dougald	Gen. Del.	Whycocomagh, NS	B0E 3M0	902-756-2112
Prince Edward Island	3	Richard, Roland	P.O. Box 58	Willington, PEI	C0B 2E0	902-854-2777
Quebec	3	Morin, Michel	143 Principale	Windsor, Quebec	J1S 2E1	819-845-2434

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Alaska	4	Campbell, Joseph W.	3835 Hampton Dr.	Anchorage, AK	99504	907-337-5755
Arizona	4	Kohls, Ray	10621 N. 39th St.	Phoenix, AZ	85026	
California	4	McKiver, Dennis	P.O. Box 1977	EI Granada, CA	94018	415-726-0658
Colorado	4	Claassen, Jerry	P.O. Box 654	Grand Lake, CO	80447	303-627-8449
Fed Indian Tribes & Bands	4	Martineau, Ferdinand	1908-1 I 2 W Superior	Duluth, MN	55806	
Idaho	4	Nicholson, Al	975 9th St.	Idaho Falls, ID	83404	
Montana	4	Flowers, Tom	Box 598	Choteau, MT	59422	
National Park Service	4	Kendrick, Randall	P.O. Box 51	Fancy Gap, VA	24328	

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Nevada	4	Eckhardt, Todd	PO Box 1755	Tonopah, NV	89049	
New Mexico	4	Case, Glenn T.	3811 Torrey Pines SE	Rio Rancho, NM	87124	505-896-1162
Oregon	4	Oriet, Greg	1502 N. Hwy. 99W	McMinnville, OR	97128	503-472-2184
Utah	4	Green, Karen	10428 N. 4800 W	Highland, UT	84003	801-756-9335
Washington Fish	4	Loffler, R. K.	1502 W. 27th Pl.	Kennewick, WA	99337	
Washington Game	4	Phillips, Rich	P.O. Box 1481	Stanwood, WA	98292	
Wyoming	4	Peterson, Bob	Box 27	Dayton, WY	82836	307-655-9495
Arkansas	5	Wallace, Gary	P.O. Box 1041	Mtn. Home, AR	72653	501-431-8876
Fish & Wildlife Service	5	Kuncir, Frank	5955 Longhorn Dr.	Sanger, CA	93657	209-787-2449
Illinois	5	Rhoades, Kim	#6 Shallow Run Ctr.	Bethalto, IL	62010	618-377-2959
Indiana	5	Wells, Jeff	27 Pineway Drive	Brownsburg, IN	46112	317-852-2046
Iowa	5	Schnoebelen, Randall	23 Park Lane	Clear Lake, IA	50428	515-357-7795
Kansas	5	Dawson, Larry	822 W. 10th	Goodlands, KS	67735	913-899-5912
Kentucky	5	Bowman, Mike	HC 74 Box 167C	Monticello, KY	42633	606-348-6352
Louisiana	6	LaCaze, Keith	P.O. Box 98000	Baton Rouge, LA	70898	504-765-2980
Michigan	5	Malette, Peter	3358 W. 23 MI Rd.	Tustin, MI	49688	616-779-1332
Minnesota	5	Jacobson, Steve	Box 5	Albany, MN	56307	612-845-4767
Mississippi	5	Waggoner, Greg	Rt. 2, Box 407	Carthage, MS	39051	601-267-7854
Missouri	5	Jarvis, Gordon	606 Nora	Washington, MO	63090	314-239-4190
Nebraska	5	Klammer, Dan	P.O. Box 15	Hastings, NE	68902	402-461-3389
North Dakota	5	Lothspeich, Pat	Box 787	Belfield, ND	58622	701-575-8855
Oklahoma	5	Reigh, Randall	802 E. Erie	Yale, OK	74085	918-387-4151
South Dakota	5	Demaray, Floyd	Box 118	Salem, SD	57058	605-425-2867
Texas	5	Tarpley, Gary	4500 Airport Frwy, Ste E	Fort Worth, TX	76117	
Wisconsin	5	Harkins, Patrick W.	101 S. Webster St., Box 7921	Madison, WI	53707	608-266-2141
Alabama	6	Woodard, James D.	Box 212	Cherokee, AL	35616	205-359-4380
Connecticut	7	Lewoc, Thomas M.	81 Towpath Lane	Cheshire, CT	06410	203-272-1939
Delaware	7	Yingling, Terry E.	Box 607	Odessa, DE	19730	302-378-9759
Florida	6	Henwood, Stephen E.	133 Eider Court	Royal Palm Beach, FL	33411	407-793-1657
Georgia (LE)	6	Greenlee, Lysie	P.O. Box 786	Calhoun, GA		
Georgia Game & Fish Div	6	Thacker, William H.	Rt. 1, Box 1805	Dawsonville, GA	30534	404-265-3040
Maine	7	Perkins, Lloyd	P.O. Box 120	Manchester, ME	04351	207-623-1180
Maryland	6	Hohman, David C.	6904 Colonial Ave.	Thurmont, MD	21788	301-898-5256
Massachusetts	7	Fletcher, Glenn	P.O. Box 221	East Brookfield, MA	01515	508-867-2258
Nat. Marine Fisheries	7	Hansen, Ken	1211 Gibson Cove Rd.	Kodiak, AK	99615	907-486-3298
Nat. Military FW	7	Armstrong, W.F.	54 North Hills Drive	Rising Sun, MD	21911	301-658-6271
New Jersey	7	Massey, Michael	220 New Brooklyn I	Sicklerville, NJ	08081	609-625-2770
New Jersey State Park Police	7	Emory, William	Box 208	Titusville, NJ	08560	609-737-3547
New York	7	Huss, Timothy C.	64 Brook St.	Islip, NY	11751	
Ohio	7	Ray, Larry	Rd 2	Butler, OH	44822	419-883-2577
Pennsylvania COPA	7	Lizzio, Raymond A.	HC 2, Box 2153	Jim Thorpe, PA	18229	717-325-2253
Pennsylvania Fish	7	Bridi, Jeffrey	703 Washington St.	Berwick, PA	18603	717-759-6976
Pennsylvania Game	7	Schmader, Bernie	General Delivery	Millmont, PA	17845	
Rhode Island	7	Gingerella, John	21 A Old Boom Bridge Rd.	Westerly, RI	02891	401-596-9791
South Carolina	6	Hardy, Michael L.	Rt. 6, Box 380-C	Seneca, SC	29678	803-882-0464
Tennessee	6	Stockdale, Michael	P.O. Box 95	Big Sandy, TN	38221	901-593-3568
Vermont	7	Lewis, Robert W.	RR 1, Box 1178	Derby, VT	05829	802-766-8824
Virginia	6	Lemment, Bruce	21 S. Church St.	Lovettsville, VA	22080	703-822-4219
West Virginia	6	Long, David R.	Rt. 4, Box 34	Keyser, WV	26826	304-788-0923



GAME WARDEN GOODWILL GAMES

Warden skills participants running high and low hurdles in snowshoes at the Halifax Conference. This event will never make the Olympics!

"WORKING FOR WILDLIFE"

Mike Gabbard - Editor
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