

# NORTH AMERICAN WILDLIFE ENFORCEMENT OFFICERS ASSOCIATION



*"The Voice of Resource Law Enforcement"*



**2019 NAWEOA OFFICER OF THE YEAR**  
**Warden Dale J. Hochhausen**  
**Wisconsin**  
**Department of Natural Resources**

Vice-President Rick Langley (Right) presenting the Officer of the Year Plaque to Warden Dale Hochhausen, (Left)  
Wisconsin, DNR

**FALL 2019**  
**72nd Edition NAWEOA Newsletter**

# NAWEOA EXECUTIVE BOARD MEMBERS

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## SOUVENIR PATCHES AVAILABLE



← 2017 NAWEOA conference patches are **available for purchase**. The cost per patch (including shipping and handling) is \$7.00 each USD. Patches are available online at [NAWEOA.org](http://NAWEOA.org)

*All 2018 and 2019 patches are sold out.*

## The President's Report

By Rick Langley



It's hard to believe that the Summer 2019 Conference in Oklahoma is behind us and we are into the beginning of the hunting seasons already! It is also hard to believe the changes that have happened around us and

within NAWEOA. I look back to my first conference in 2005 and never thought I would be writing an article for the newsletter as the President of this 9,000 member association! The first thing I want to say is "THANK YOU" to Conference Chair Jay Harvey, the Oklahoma Game Wardens Association and the Oklahoma Department of Fish and Wildlife for an incredible experience in Oklahoma City! This team put on an incredible conference with a lot of great entertainment and cool venues. I am sure that all of these folks are finally catching their breath and tying up loose ends, but they should feel confident that they put on a great show and it is appreciated by all of us who attended.

I want to thank all the members who attended the Oklahoma conference and voted in the Executive Board elections. I also want to thank all of those who sought positions on the board and congratulate those who won, and express my condolences to those who did not. It was a wonderful thing to see some competition for the Vice President position and all of the Regional Director positions. As we see a changing of the guard and say "goodbye" to two of our Regional Directors; Jason Blaylock (Region 6) and Jeff Jones (Region 5), I cannot express how much I appreciate your contributions to NAWEOA over the past 4 years. It was a pleasure to serve with you and I hope to see you again in Nashville. We also say goodbye and "THANK YOU" to Past President Lew Huddleston. Your 8 years of service are very much appreciated and we all wish you well in your retirement!

Now that I have said "GOODBYE", I want to say "WELCOME" to our new Regional Directors; Jesse Gehrt (Region 5) and Daniel Fagan (Region 6). Please take the time to welcome these fine Officers and help them accomplish their obligations to the membership. I also want to welcome Kurt Henry from Manitoba back to the board as Vice President.

Kurt served his 2 terms as a Regional Director and decided he could not stay away. His experience and commitment will be very welcome. I am just glad that I did not have to make the decision between Kurt and Roger Selesse from New Brunswick as both were worthy nominees and good friends!

There are many things to accomplish in the next 2 years and being President is a huge weight on my shoulders. I feel like we have a Board that can accomplish great things! I want to make a difference for our membership and keep this association solvent and relevant. We are still facing the challenge of having conferences hosted by associations and we do not want to go back to hosting conferences as the Board. Currently, there are discussions and a couple of options for 2021, but nothing is set in stone yet. We have several potential hosts for 2022 through 2025. I am keeping my fingers crossed that by the time you read this, we may have a host for 2021. If your association has interest in hosting a future conference, please talk to anyone on the Board or Rich Cramer our Conference Liaison.

Lastly, I want to encourage you all to attend a future conference; they are a blast! The 2020 conference is in Nashville, TN. Yes, that's NASHVILLE! I have had the opportunity to visit Nashville several times and it is an experience not to be missed. The Tennessee crew has been working it hard and pulling together a great conference. The host hotel has been selected and reservations are open. You will want to book soon because I think the room block will be sold out quickly. I know a lot of folks who have already booked their rooms and I am hearing from lots of folks who are making Nashville their first conference. It will be INCREDIBLE!

Respectfully and Fraternaly yours!



# The Vice President's Report

By Kurt Henry



Hello I hope we all are working safe as the busy fall season approaches. I am your new vice president of the NAWEOA, the association WE all need to take ownership in and make it the association we need now and in the future.

Omaha. I have seen the association change and to be honest run thru some hard times without host agencies for convention. My plan is with all yawl's help to insure that the associations grows and develops into its greatness again. This means reaching our to our young officers and getting more interest from our near 9000 members.

Since the day I was elected it has been guns blazing figuring out the roll of VP and juggling the work load of the home agencies, the association and personal life. If I have learned nothing in these short few months it is a life work balance is very hard to keep!.

I look forward to our winter meeting and hammering out the final details for future convention hosts and the daily business of NAWEOA. please reach out to me if you have questions concerns or possible solutions to what you see as our Association.

Be safe, work safe, play safe it is imperative we make it home after each and every shift.

Kurt Henry  
Vice-President.

I am a Conservation Officer from Manitoba. I was hired in 1997 and have worked mostly in the northern part of our Province. I have held within our local Manitoba Conservation Officers Association positions of regional director, vice President and President. I help organise the famous warden skills day where the tug of war rope broke. PS I think Canada was winning!! I have held the Regional 2 directory for NAWEOA for two terms and was honored to run and be elected as the Vice President in Oklahoma City.

NAWEOA conferences have been a special event of my summers since I attended the first one in

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## OKLAHOMA CITY 2019



# The Past President's Report

By Shawn Farrell



would also like to thank the Oklahoma State Game Wardens Association and as well the Oklahoma Department of Wildlife Conservation. From what I witnessed and heard a good time was had by all.

On the election front the positions of President, Vice President and the 4 US Directors were open this year. In the past we have had several director positions run uncontested and as well the Vice-president position also. This year was a change. The following individuals ran for the following positions:

- President: Rick Langley (Arizona)
- Vice President: Kurt Henry (Manitoba)
- Roger Selesse (New Brunswick)
- Region 4: Jason Sherwood (Wyoming)
- Region 5: Jesse Gehrt (Kansas)
- Susan Swem (Missouri)
- Carlos Gomez (Oklahoma)
- Region 6: Daniel Fagan (Florida)
- Brandon Gavrock (Tennessee)
- Region 7: Larry Hergenroeder (Pennsylvania)

## Election Results

- President: Rick Langley
- Vice President: Kurt Henry
- Region 4: Jason Sherwood (Second Term)
- Region 5: Jesse Gehrt (First Term)
- Region 6: Daniel Fagan (First Term)
- Region 7: Larry Hergenroeder (Second Term)

Congrats to all who were elected. I would like to thank all those that ran for positions. It's great to see that there is interest in our regional director positions. I would like to recognize two of our outgoing Directors. Region 4 director Jeff Jones (Nebraska) and Region 5 Director Jason Blaylock (Mississippi) have both completed two terms and have certainly committed

The summer conference is now behind us and fall is just around the corner and it's the time of year most of us look forward to. I would personally like to thank Jay Harvey and his crew for hosting an excellent conference in Oklahoma City. Along with the organizing committee I

ted their time and effort into their respective regions. It was a privilege to work with both and I wish them the best. Next year our Canadian Director positions (Region 1, 2, 3) will be up for election.

At the NAWEOA conference the executive board conducts various business meeting throughout the week. These are not closed meetings. We encourage the general membership to attend so they too can be involved with discussion and decisions that are made. Complete meeting minutes from the 2019 NAWEOA summer conference can be found on our "Protected Site" under "Meeting Minutes". I encourage you all to visit and read. Once you have signed up for the NAWEOA site you will then have access to the protected site. Below are some brief highlights of the executive and membership meetings.

## Executive Board Meeting (Tuesday July 16)

It is customary for the NAWEOA Executive board to meet all day prior to the opening of the summer conference. This is to ensure that things are in place before the conference starts. Items that have arisen during the year are discussed under "Old" and "New" business. The entire board present their individual reports. Committee reports are also provided. The board is updated with the current conference and a conference report is presented from last years conference. Some items discussed this year included the following:

- Elections
- Review and approval of NAWEOA Membership Benefits memo
- 5K Fundraiser
- Attendance Pins
- Conference Liaison Position
- Constitution and By-Laws Clean-up/Format
- Henry Rifle Partnership
- Future Conference Hosts

Again, these are only a few of the items discussed. Complete meeting minutes from the 2019 NAWEOA summer conference can be found on our "Protected Site" under "Meeting Minutes".

## General Board Meeting (Wednesday July 17)

The first general board meeting took place in the afternoon after the completion of the opening ceremonies and officer luncheon. During this time our Secre-

## The Past President's Report (continued)

By Shawn Farrell

tary/Treasurer Steve Beltran present the budget and opened the floor for comments. After some discussion the budget was approved. This year we had three officer exchange presentations to be delivered. Mike Reeder (Pennsylvania) was the first to present. Mike visited New Brunswick.

General Board Meeting (Thursday July 18)

This year the annual Torch Run took place during the morning. When the officers returned to the conference center candidate speeches were given for the open US Director Positions as well as President and Vice President. The membership had until 3 pm Saturday to register their votes.

General Board Meeting (Saturday July 20)

The remaining two Officer exchange presentations were given at the meeting. Amy Biensch (Saskatchewan) travelled to Hawaii and Kevin Clayton (Massachusetts) travelled to Manitoba. Upon completion of the presentations the floor was opened for general discussion.

Closing Ceremonies & Banquet (Saturday July 20)

A closing ceremony took place late in the afternoon. Oklahoma officers turned the flags over to officers from Tennessee. Next years conference will take place in Nashville. During the evening banquet Tennessee gave a brief update on next years conference and provided a brief video. Several awards were presented, and election results were given. After the meal a live auction took place followed by karaoke.

Executive Board Meeting (Sunday July 21)

The executive held their final meeting. Newly elected President Rick Langley (Arizona) chaired the meeting and welcomed our new vice president and regional directors to the board. Discussions revolved around bringing the new members up to speed with what is expected from them in their new positions. It was also a time to discuss any outstanding business.

As I move into the position of Past President I look forward to fulfilling the duties associated with this position. I pray that each of you have a safe and productive fall and winter. Take care and stay safe.

## Region 1 Director Brock Lockhart



It always amazes me just how quickly time passes by! Here I am having wrapped up my third year as Region 1 Director and beginning year 4. I can tell you it has been a pleasure and an honor to represent our region on the NAWEOA board and I thank you for the opportunity to serve for 2 terms.

Having said that, next year's convention will approach quickly and Region 1 will be looking for a new candidate. I encourage any who are interested to put your name forward at that time and do what you can to contribute to our association.

As per usual, the annual NAWEOA convention was another great success this year and one that I am pleased to have attended. The folks in Okla-

homa did a stand up job as conference hosts and I thank them on behalf of Region 1 for working so hard to ensure the entire program ran so smoothly. Especially noteworthy was the noodling game at the Warden Skills Event. It was terrific and exciting to see the teams and especially the kids splashing around and chasing catfish in the bid tank of water! Great work Oklahoma!

I would like to take this opportunity to congratulate Chris Maier who was chosen as Sas-



## Region 1 Director Brock Lockhart

katchewan's Officer of the Year. Chris is our J-Rep for the province and is a very hard working and dedicated officer who is also a very close friend of mine. It goes without saying that he is very much a worthy candidate of the award! Congratulations Chris!

I'll wrap up by saying how much I look forward next year's conference in Nashville and I truly hope to see all of you there!

Thanks for the support and the great work you all do on behalf of and for NAWEOA!

Brock Lockhart

### Saskatchewan

Greetings from Saskatchewan. Since the spring of 2019 we have been busy with lots of training, more training, and a little bit of work and training. Saskatchewan Conservation Officers have all been training on the newly acquired Sig Sauer MCX patrol rifle. Saskatchewan was the first resource enforcement group in Canada to be issued a carbine style patrol rifle. Between April and September Saskatchewan's training unit and instructors trained all sidearm carrying Conservation Officers as part of the Provincial Protection and Response Team. Good job to the training unit and the trainees for adding another week away from their districts and families for more training.

Saskatchewan currently has 7 future Conservation Officers attending the Western Canadian Law Enforcement Academy (WCLEA) in Hinton, Alberta, WCLEA has recruits and trainers from Manitoba, Saskatchewan, Alberta, British Columbia, and the Yukon and is currently in its 12th year of training future game wardens. The recruits train for two months, then return to their home provinces for 2 months of work placement, then wrap it up with 2 more months of training. After their graduation they will be offered placements back home in Saskatchewan. We look forward to some new, smiling faces out in the field protecting the resources.

In April, the Meadow Lake area hosted the 38th annual SACO convention (Saskatchewan Association of Conservation Officers). As always the convention was a lot of fun, with a lot of good presenters and a lot of laughs. One of the presenters talked about the recovery of a Cessna recently recovered from Peter Pond Lake in north west Saskatchewan. In

1959 Conservation Officer Harold Thompson and pilot Ray Gran left Buffalo Narrows on a float plane for a patrol. The Cessna never reached its destination, with rumors of the plane going down shortly after takeoff. This past winter the plane was recovered through the ice with the remains of both Harold Thompson and Ray Gran. After 60 years the families finally have closure. The CBC wrote an excellent article on the discovery of the plane and if you haven't read it yet it can be found at the link below.

<https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnewsinteractives.cbc.ca%2Flongform%2Fsonar-secrets&data=02%7C01%7CBrock.Lockhart%40gov.sk.ca%7C7e0ab348887747a2bf2d08d729d0bc75%7Ccf4e8a24641b40d2905e9a328b644fab%7C0%7C637023848800271339&data=Gzo%2BSDuWk3Ksv9o2%2BOBR6mhfs3KdiymGPHmOer8IeAM%3D&reserved=0>

Big thanks to the Oklahoma Conservation Officers Association for hosting a great NAWEOA convention and showing the Saskatchewan crew what Noodling was all about. We didn't noodle just drank beer and watched. It was great watching them bring in a bunch of kids to try at the end of the skills event.

As my tenure as SACO president wraps up this may be one of my last entries as J-rep but hopefully see some of you at NAWEOA in the coming years.

Take care and be safe

Chris Maier  
President SACO  
J-Rep Saskatchewan

### Alberta Game Warden Association

On March 29th 2019, our association held our Annual General Meeting in conjunction with its annual hockey tournament in Camrose, AB. Many of our members, families and guest attended the weekend and had a great time. During the banquet dinner, the 2019 Alberta Fish and Wildlife Officer Award was presented to the Fish and Wildlife Officer Christopher Watson, Hinton District. This honor is presented annually to a Fish and Wildlife Officer who has been

## Region 1 Director Brock Lockhart

nominated and chosen by their peers for demonstrating the very best within our ranks. Congratulations Chris!

The two-year term of our association expired and a new executive team was voted in. Here is a list of our new team.

President: Jason Lefrancois

Vice President: Craig Styba

Treasurer: Cole Herle

Vice Treasurer: Arlon Barz

Secretary: Jason Vanderwal

Regalia: Erik Graf Von Platen

Social Chair: Dana Brand

Fundraising Chair: Calvin Mazur

Communication Chair: Morgan Rosadiuk

Magazine Chair: Kole Fitzsimons

Health and Safety Chair: Darren Unreiner

South Rep: Alex Bolland

Northwest Rep: Lukas Madsen

Central Rep: Matt Brown

NE/HQ Rep: Sam Pidwerbeski

Veteran/Honorary Rep: Bill Peters

Past President: Charles Best

The summer has been slow with not many other developments to report on.

Jason Lefrancois

President

Alberta Game Warden Association

**National Park Wardens Association**

Well hello there NAWEOA, it's been a while! Considering spring 2010 was the last time we talked, I'll try and cram 9 years of updates into a paragraph or two.

As you'll remember Park Wardens were finally armed in 2009, and since then the Law Enforcement Branch has come a long way. In the last 10 years we have received quite a bit of new equipment including but not limited to load bearing vests and hard body armour. We swapped out green shirts for grey last year and received new shoulder flashes. We drive well kitted out enforcement vehicles that are rumoured to be the envy of other agencies. Specialised teams of wardens have been put together and trained in areas such as Covert Internet Investigations, Search Warrant Writing, as well as our own firearms and PDT instructors. New recruits are still receiving training at RCMP depot in Regina.

On the HR side we have hired lots of new faces and lost a lot of old and some of the new faces along the way due to retirements and transfers out to other agencies. Right now negotiations are currently ongoing for a new collective agreement where we hope to have our rates of pay brought in line with some of our other federal enforcement partners.

OK that is 10 years in a nutshell, however we hope to contribute more regularly and future updates can be a little more detailed.

All the best from your National Park colleagues.

## Region 2 Director Martin Thabault



Greetings from the Canadian Capital,

The summer conference is now behind us and this year's event was another clear success thanks to the dedication and efforts of the members of the Oklahoma State Game Warden Association and the Oklahoma Department of Wildlife

Conservation. This was my first time in the Sooner State and I truly enjoyed it. Our summer conferences often take us to places we wouldn't think of visiting otherwise. I highly encourage you to participate and to plan side trips with friends and family to enjoy what our summer destination has to offer. You won't regret it. On that note please remember that next year we will be going to Nashville, Tennessee, which happens to be a rather popular tourist venue. Please plan accordingly and make your reservations as early as possible so that you can join us in our conference hotel, the Maxwell House Millennium.

## Region 2 Director Martin Thabault

I would like to use this opportunity to remind all NAWEOA members about our awards program, especially the Torch Award. This award presented annually to an officer from each region who has worked less than 5 years in the field of wildlife enforcement and who demonstrates great initiative and potential. I will ask your J-Reps for submissions early next spring. In the meantime pay attention to your new officers, share your knowledge with them, help them progress and by all means think of them when the times comes for submissions for the Torch Award. Recognition by your peers is most rewarding.

Please also keep in mind that I will gladly prepare and send out retirement certificates for our colleagues who have reached the end of their active careers. Ask your J-Rep for them and I will mail them out to you directly.

Read on to get an update from some of the Region 2 Jurisdictions.

Martin Thabault

### **Manitoba**

Joey Foxon, Conservation Officer, The Pas Jurisdictional Representative, Manitoba Department Sustainable Development

Manitoba Sustainable Development is continuing to move forward with the separation of the Manitoba Wildfire Program and the COS (Conservation Officer Service). This will take years to fully transition, but the goal is for Conservation Officers to focus their attention on Fish and Wildlife enforcement. The Manitoba government has recognized that with this transition, there is still a shortage of Conservation Officers throughout the Province. Manitoba currently has 8 recruits in WCLEA training that are scheduled to be in the field in October. The Deputy Minister has assigned a team involving several Conservation Officers to determine ways to improve the Provinces recruitment and retention.

The Manitoba Conservation Officer Service is saddened by the recent passing of retired Conservation Officer K9 “Rebel”, on September 12, 2019. Rebel was trained in March of 2010, and was certified for work by the fall of 2010, with Conservation Officer Chad Duchek. Rebel was trained and certified on the

detection of walleye, lake trout, firearms, and human scent. He participated in many search and rescue operations and assisted many outside agencies. Chad and Rebel worked and trained with the RCMP (Royal Canadian Mounted Police), Brandon City Police, Winnipeg City Police, Canadian Military, Dakota Ojibway Police, Canadian Border Services, Office of the Fire Commissioner and many others. Rebel retired in mid-January of 2017 and stayed with Chad and his family. The Department graciously covered the cost of some extensive back surgery that gave him a wonderful quality of life in retirement. Rebel was recently diagnosed with cancer and started fading rapidly. Chad and his family kept Rebel as comfortable as they could until his recent passing. The Manitoba COS wishes to thank CO Rebel and handler Chad Duchek for all their years of excellent service they provided for the COS in educating the public and protecting our provinces valuable resources.

### **Ontario**

Davis Viehbeck, Conservation Officer, Thunder Bay Jurisdictional Representative, Ontario Ministry of Natural Resources and Forestry

The Ontario Conservation Officers Association (OCA) is pleased to announce that Marco Grigio has been selected as the 2019 Conservation Officer of the Year. Marco currently works for the Thunder Bay Enforcement Unit.

The Conservation Officer of the Year announcement was made at the OCA annual general meeting on Saturday August 17th, in Owen Sound. “Marco is a very deserving recipient of this year’s award,” said OCA Vice President Todd Steinberg, “Marco is a top notch field officer, he has been a coach officer and a mentor to many new and aspiring Conservation Officers and has been an integral part in shaping and delivering the marine training program for the Ministry of Natural Resources and Forestry Enforcement Branch and the Ontario Provincial Police. He has been an instructor with the O.P.P. marine training program for the past ten years.”

Marco is an accomplished team member and enforcement officer who has demonstrated his commitment to the job and to protecting the public and our natural resources. Some of Marco’s career highlights include:

## Region 2 Director Martin Thabault

Being a Conservation Officer in Ontario for over 25 years while serving with professionalism, honesty and integrity

Being a Defensive Tactics Instructor

Being an instructor with the OPP Marine training program for the past 10 years

Helping develop and deliver the marine training program for the MNR Enforcement Branch

Organizing and leading a number of successful projects targeting public safety related issues and offences

Being a long-time volunteer in his community as a coach, a trainer and a board member in his local youth hockey organization

Upon learning he had been selected as the 2019 Conservation Officer of the Year, Marco stated, "We have the best job in the world. Full of spice, challenges, fun, adventure, and most importantly, rewarding in catching those who cheat our resources. All we have to do is care and everything falls into place. I can honestly say that I have never met a CO who said "I hate my job". Sure there's frustration, everyone has some, but it doesn't come close to trumping all the good. So, it's for this reason, that this

award is so special. It comes from my peers, who enjoy and appreciate the profession as much as I do.

### ECCC

Amy Biensch, Wildlife Officer, Saskatoon (SK)  
Jurisdictional Representative, Environment and Climate Change Canada

The Canadian Wildlife Service is currently making amendments to the Migratory Birds Regulations which will have an impact on how officers do migratory bird enforcement. The current proposed regulations have the concept of once a bird is processed, it will no longer be counted towards the hunter's possession limit. Also, once a bird is processed, it will no longer need a fully feathered wing. This may pose a challenge for US officers inspecting American hunters returning home from hunting in Canada. If the hunters freeze their birds in Canada (which will be considered processed), there will no longer be a requirement in Canada to transport it with a fully feathered wing. It is still a US requirement that there is a fully feathered wing attached, so US officers may be dealing with issues of American hunters with naked birds trying to cross the border.



2019 Conservation Officer of the Year,  
Marco Grigio from the Thunder Bay  
Enforcement Unit.



## Region 3 Director Jason Thibodeau



Hello everyone, I now have a year under my belt as the Region 3 director and I would like to thank everyone for the opportunity. I really enjoy my role as Region 3 director and staying very involved in this great association.

The 2019 summer conference in Oklahoma City did not disappoint, I would like to thank the Oklahoma State Game Wardens Association, and all involved in putting this conference together. It was a great week of comradery, training and business. Hats off to Oklahoma!

During the summer conference there was some changes to the NAWEOA executive board as certain positions were up for election. I would like to thank former past president Lew Huddleston, former region 6 director Jason Blaylock and former region 5 director Jeff Jones for their dedication to NAWEOA. I would like to congratulate newly elected Vice President Kurt Henry, Region 5 director Jesse Gehrt and Region 6 director Daniel Fagan and welcome them to the executive board. I would also like to congratulate Region 4 director Jason Sherwood and Region 7 director Larry Hergenroeder on being elected for a second term. I would also like to acknowledge Rick Langley and Shawn Farrell on their new positions on the board; president and past president respectively. I look forward to working with everyone!

I would like to thank all the J Reps for their hard work and dedication being the connection between their jurisdictions and NAWEOA. The work you do is very important and does not go unnoticed. Thank you again!

I am looking forward to seeing everyone at the 2020 summer Conference in Nashville and I plan on running again for a second term as regional director. I take pride in representing Region 3 and NAWEOA and will continue to do so to the best of my ability.

Take care and stay safe!

### **QUEBEC** Outdoor Meeting 2019

On August 9th to 11th the agents de protection de la faune du Quebec association held a family outing at Stoneham Quebec. Over 240 participants took part at this event. The weekend consisted of fishing, golf and volleyball tournament.

There were over fifty children who participated in a variety of fun-filled activities. It was a sunny weekend and good-fellowship had by all which led to a very successfully event.

Submitted by J-Rep Michel Morin

### **NEW BRUNSWICK**

Congratulations to Conservation Officer Cassandra Thomas-Long on being the recipient of the Region 3 2019 NAWEOA Torch Award. Cassandra was nominated by her supervisors and currently works in the Southeast area of New Brunswick. Cassandra's hard work and dedication to her duties as a Conservation Officer did not go unnoticed. The Torch award is presented annually to an officer from each region, to encourage the professional development of recently appointed officers. The officer must not have worked as a wildlife enforcement officer more than five years, must have demonstrated a genuine desire to protect the resource and develop professionally, must demonstrate exceptional ability and initiative in the performance of his or her duties, including public education, and must be respected by his/her peers and the public. Well done Cassandra!

Submitted by Region 3 director Josh Thibodeau

### **PRINCE EDWARD ISLAND**

Congratulations to Conservation Officer Roland Richard on his retirement after 29 years of dedicated service. Roland retired in July. Well wishes as you begin this new phase of your life.

Submitted by J Rep Locke Jones

## Region 4 Director Jason Sherwood



As I put together information from Region 4, my heart is heavy with news of two unexpected deaths from our game warden “Ohana” (family) in Hawaii. One is still under investigation, and the other appears to have been a sudden cardiac

issue at home. Please keep our Hawaii members and their families in your thoughts and prayers—and it might be a most appropriate time to take a moment of observation for your own health and well-being. As fall hunting seasons open across the region, I’m sure many of us are sleeping a little less and facing more of the “usual” work stresses.

We all know “busy” (this time of year especially) and with mounting numbers of retirements and a couple agencies securing new positions, many jurisdictions in Region 4 are busy recruiting/testing/hiring new wardens. Montana recently added a License Fraud Investigator position, which has been much-needed for many years. The workload of investigating

these cases is time-consuming for field wardens and they often snowball into a multitude of charges. Wyoming is in the process of hiring three investigators to replace two recent retirees and (finally) filling a position that was lost to budget cuts roughly a decade ago. New Mexico and Wyoming also have open application windows for new game wardens and several others are in the hiring process. Nevada is also recruiting for a new chief game warden if anyone is looking for a promotion and/or change of scenery!

Montana was also happy to report they were finally allocated some funding to replace vehicles and some other equipment. Todd noted many of their boats and OHV’s were between 15 and 25 years old! Unfortunately, they are also doing some additional testing for Chronic Wasting Disease and have already documented CWD in three of their seven regions.

Find a little time for yourself to enjoy the outdoors this fall. One Newfoundland warden encouraged me to “never forget why you’re in this line of work,” as we snuck out for a quick fishing trip, and each year I recognize the value of his advice a bit more.

INTERNATIONAL  
**Game Warden**  
THE WORLD'S LEADING MAGAZINE FOR CONSERVATION LAW ENFORCEMENT

## Region 5 Director Jesse Gehrt



Greetings everyone. At this summer's 2019 NAWEOA conference in Oklahoma City, I was elected to serve as your Region 5 Director.

Thank you to the Oklahoma Game Warden Association for a fantastic conference, and to all of those that attended;

A good time was had by all. I would like to send out a thank you to Jeff Jones, who just wrapped up his second term as the Reg. 5 Director. He is still involved with NAWEOA, again serving as the J-Rep for Nebraska.

Summer of 2019 marks 14 years of my being a Game Warden for Kansas Dept. of Wildlife and Parks. I reside near the small town of Alma, in the North Eastern part of Kansas. I was hired as a Park Ranger for my first year, and have been a Game Warden ever since stationed near where I now live, on the family farm. In 2016 I was promoted to Game Warden II, serving as a Boating Enforcement Specialist until the fall of 2017, when my longtime supervisor retired. I was promoted to fill his position. I now serve as the Lieutenant for my district, supervising six officers, three of which are Game Warden II.

My wife is a middle school teacher, and we have three great, but very rambunctious and busy, children. Between practices and their sporting events, coupled with my work on our family farm, I have little to no free time these days. When I do find some, is it spend recreating outdoors, hunting/fishing/boating, and then traveling with my family during the summer months.

In 2016, I was selected as the Shikar Safari Game Warden of the year for Kansas, and was able to attend the 2016 NAWEOA conference in Burlington, Vt. My wife happily tagged along, leaving our kids at home, and enjoyed my first conference. There I met most of the current/past NAWEOA board, and realized what a great group of officers is leading this organization. Just prior to attending the Conference, I was selected to serve as the J-Rep for Kansas. At the conference, I found out that Kansas was going to be

the feature agency for the International Game Warden Magazine. So, I was thrown right into the mix and hit the ground running. Our current President Rick Langley and now PP Shawn Farrell have been of great assistance to my beginnings with NAWEOA, and for that I thank them both.

So far, it all has been a great experience, and I look forward to many more years of involvement with NAWEOA. I hope to see many of you all at the 2020 Conference in Nashville, TN. Be safe as you all slide into the fall/winter hunting seasons, and keep your powder dry!

Jesse Gehrt  
Lt. Game Warden  
Kansas Wildlife and Parks  
Region 5 Director

### Oklahoma

Here is the latest from Oklahoma. We just wrapped up the 2019 Conference. Thank you all who assisted and attended, as it was a great time. We just went to a new online licensing system, meaning no more hand written licenses. This new system now allows officers in the field to search license databases from our cell phones or a home computer. It also allows us to access our online big game check station data. We can also now sell our temporary licenses and give administrative fines using the online data system. The payments are processed digitally and directly deposited. Our Chief of law enforcement just retired, so the search for a replacement begins. Oklahoma also had a district chief (Captain), a warden supervisor (Lt), and several wardens retire so several opportunities for advancement are in place. We just had our new Operations Chief announced. Game Warden Marni Loftis has been promoted to the position in the central office. Across the state the spotlights are out already. In the SE district several bunches have been caught in August, and on Saturday August 24th Game Warden Andrew Potter (Choctaw County) caught three men spotlighting. After securing the scene GW Potter found a large velvet racked ten point buck in the bed of the truck that the men had killed earlier in the night. Several fish shocking cases were also made in the summer resulting in the seizure of multiple boats. Undercover wardens worked a special emphasis on Lake Texoma and apprehended a striper guide with 34 fish over the legal limit. His fines and costs will pos-

## Region 5 Director Jesse Gehrt (continued)

sibly be over \$5000.

That's all I have for now. More to come after a busy fall!!! Stay safe

### Kansas

KS currently has around 8 vacant field level Game Warden positions. We are right in the middle of the hiring process, and hope to fill around 6-7 of them when it is complete. These vacancies are caused by the usual retirees and younger officers leaving for greener pastures in other states and agencies.

Rain, rain, and more rain this spring and summer has kept of our Federal reservoirs at record levels, with currently no relief in sight. When water is allowed to be discharged, it rains again, but they are slowly drop-

ping. Our officers have been dispatched multiple times to flooding events and successfully rescued numerous families. Downstream flooding has kept the Kansas River maxed out as well. It has definitely been an interesting summer season. The high water discharges have meant great fishing for those who go out, and in turn some violations dealt with on our end. September means the start of hunting seasons in KS. The Dove opener was so far a success across the state. With the water levels up, the sporting public has been itching to pull the trigger on something and we anticipate a busy fall and winter to come. Wardens have wrapped up the boating season and are now getting geared up for the Hunt.

## Region 6 Director Dan Fagan



I am very excited and honored to be serving as the new Region 6 Director. First and foremost, I would like to send my sincerest thanks and congratulations to Jason Blaylock for his successful tenure as he retires his director duties to me. I have big shoes to fill. Sit back and relax Jason, you

deserve it! I would also like to thank the members of NAWEOA who put their trust in me to hold this position, Thank You! Last, but definitely not least, to my wife Kacee and daughter Fallon, their support for me is unprecedented and I cannot thank them enough.

Born and raised in Florida, wildlife has always been a part of my life. I come from a family of state licensed nuisance and private lands alligator trappers. All through middle and high school I spent many days and nights working with my father trapping alligators on a large amount of private lands in central Florida. After graduating high school, I received my alligator agents license and continued the family business while continuing my education at the University of South

Florida as a Geography major. Go Bulls!!

Upon graduation from USF in 2009, I was employed by the Florida Fish & Wildlife Conservation Commission as a GIS & Database Specialist at the Florida Fish & Wildlife Research Institute in St. Petersburg, FL. I remained with FWRI until July of 2012, were almost 3 years to the day, I found myself in the front leaning rest position in the chow hall parking lot. This was the beginning of a new adventure in my life as a law enforcement officer for the Florida Fish & Wildlife Conservation Commission. I graduated in February 2013 with my first assignment in Highlands County. I was able to transfer back home in 2014 and have been assigned to Hernando County ever since.

I am an avid collector of challenge coins and patches from fish and wildlife agencies throughout the US and Canada, which lead me to NAWEOA and my attendance to the conference in Oklahoma City, OK in 2019. The NAWEOA conference is like non other. During this year's conference, I attended trainings, participated in the NAWEOA 5K Torch Run/Walk, and visited the Oklahoma City National Memorial Museum. This is an experience I will cherish for the rest of my life.

As the Region 6 Director, one of my goals is to increase the number of attendees from the region at the conference. Promoting NAWEOA is essential to in-

## Region 6 Director Dan Fagan

creasing membership and attendance. I look forward to working with the Jurisdiction Representatives of Region 6 and hopefully together we can accomplish this goal. I will also work closely with the Jurisdictional Representative of Florida, the FWC Officer Association, and the command staff of the Florida Fish & Wildlife Conservation Commission to explore the possibilities of Florida hosting a NAWEOA conference in the future.

Whether you are a law enforcement officer, game warden, conservation officer, conservation police officer, game ranger or wildlife agent we are all here for the same reason; to protect and preserve the wildlife of the world for future generations. I look forward to working with each one of you throughout

my term as the Region 6 Director. Stay safe out there brothers and sisters, watch each other's backs and return home safely to your loved ones at the end of your shift.

### Mississippi

The Mississippi Department of Wildlife, Fisheries, and Parks are currently in the middle of trying to hire 25 wildlife conservation officers. Once hired the cadets will go through 10 weeks of the Mississippi Law Enforcement Officers Training Academy and then on to 10 weeks at the MDWFP MS Conservation Officers Training Academy. Upon completion of both academies, the officers will be placed in their assigned counties and be given an FTO to train under.



## Region 7 Director Larry Hergenroeder



Greetings NAWEOA members. Upon my return from the sun and heat of Oklahoma City, I was greeted by dark clouds and rain when my wife Missy and I touched down at Greater Pittsburgh International Airport. I would

like to recognize the efforts of Conference Chairman Oklahoma Game Warden Jay Harvey, the Oklahoma Department of Wildlife and the Oklahoma Game Wardens Association, that hosted a fantastic event in Oklahoma City, Oklahoma. The accommodations were second to none at the Renaissance Hotel. Several side attractions in the area also made visiting Oklahoma City very memorable. Conference attendees visited the Oklahoma City Bombing Memorial and most toured the museum. No detail was skipped with much of the tragic day's event on display, even down to the actual vehicle driven by the offender in the April 19, 1995 bombing of the Alfred P. Murrah Federal Building. While at the memorial we met one of the Park Rangers and learned that he is the grandson of a retired PA Game Warden. The same game warden that I purchased my first service revolver from when I became a deputy wildlife conservation officer. At night, the memorial welcomes visitors as it is illuminated with a calming sense of peace.

I am very grateful for being re-elected to a second term as your Region 7 Director. I bid farewell to the outgoing board members that have full filled their term limits and welcome the newest members elected to their positions on the NAWEOA Executive Board of Directors.

Looking ahead, the NAWEOA Executive Board has high expectations for growth as we move forward with future conferences. Nashville, Tennessee will be the host location for the 2020 Summer Conference running July 12, 2020 through July 18, 2020. While we have several other officer associations in-

quiring to host an upcoming NAWEOA Summer Conference we do not have any other associations under contract to host for 2021 or beyond. If your association is interested, please contact Rich Cramer the NAWEOA Conference Liaison. (Contact information can be found on the NAWEOA website at NAWEOA.org).

Region 7 was the host to two game warden events in late August. The Conservation Officers of Pennsylvania Association and Maine Warden Service Association each hosted a field days event in their respective state for current and retired game wardens. Attendance at both included game wardens from US and Canada. Each event was full of great food, friendly competition and comradery.

### **Maine**

Jurisdictional Representative Kris MacCabe provided the following information from the Maine Warden Service / Maine Department of Inland Fisheries and Wildlife.

Maine Warden Service Retirements:

Congratulations to Corporal Michelle Merrifield on her recent retirement from Maine Warden Service after a 25-year career with the agency.

Corporal Merrifield was hired by Warden Service in 1994. She spent several years as a District Game Warden in the northern regions of the state. Corporal Merrifield also served in the landowner relations specialist and whitewater boating specialist positions during her career.

Corporal Merrifield spent much of her career as a Game Warden in the mid-coast region of the state. She was assigned to the Camden patrol, which is one of the busiest patrols in the mid-coast region. Corporal Merrifield understood the importance of "community policing" and created a strong network of stakeholder support in her district and surrounding areas. She is extremely well known in the communities that she served and the public speaks very highly of interactions that they have had with her.

## Region 7 Director Larry Hergenroeder

Corporal Merrifield was a member of the Maine Warden Service K-9 Team for 23 years. She dedicated countless hours to the team in support of their mission and roles in the agency. Corporal Merrifield and her several K-9 partners were part of hundreds of search and rescue missions throughout her career, bringing many people home to their families and helping families find closure in tragedy.

Corporal Merrifield received many awards and recognitions throughout her career. Corporal Merrifield was the recipient of the 2010 Maine Warden Service K-9 Team search and rescue case of the year award. She was recognized for her assistance in locating evidence as part of a Maine State Police homicide investigation as well as locating an autistic child in the woods and bringing him back to his family. Corporal Merrifield and K-9 Piper were also the recipients of the 2014 William R. Roseberry Spirit of America Award. In 2016, Corporal Merrifield and K-9 Piper were awarded the Maine Warden Service SAR case of the year award. This award recognized the team's effort on a call for a missing elderly man. Their quick response and expertise likely saved the man's life.

Game Warden Jim Davis retired at Midnight on April 30, of 2019 working right till the last minute. Game Warden Jim Davis didn't start out wanting to be a Game Warden. He began working in the wood industry at an early age. With the wood industry in a down turn and he needed to make a change. As Jim so eloquently stated "So, at 34 I applied. A year later I was in the Academy, a guy with a high school education was now in class with guys with a 4-year degree in criminal justice. On to a first district in Danforth and then a transfer to the Medway District. It was here I got to live the dream of a Northern Maine woods game warden with the big lakes, trout ponds, endless miles of dirt roads, woods, sled trails, hiking trails and plenty of resource. I've had the opportunity to work with some great wardens. Some had 20 years on and some had 2 months on. I've always been impressed with the quality of people the Dept. hires. I learned

something from all of them. Maybe that's our strength. Let's hope it continues."

"The life of a Game Warden has been good to me. I have a lot of memories. My family has shared my experience. How many people can say they have had a moose, deer, or bear living at their house? I'll miss (some of) the hunters and fishermen I've met, the school visits, and the roaming around the woods. I will miss the camaraderie, the stories, and the laughs. Mostly I will miss the feeling of satisfaction when I had a good ticket, a great case, a successful search warrant or pulled off a difficult rescue."

The Maine Warden Service want to congratulate both of these retirees on successful Game Warden Careers but most of all continued success in their future endeavors.

Maine Warden Service Promotions:

Corporal Lucas Bellanceau (K9 Corporal) is a graduate of Unity College, started with Warden Service as a Deputy Warden in 2012 and was hired fulltime in 2013 and assigned to the Fryeburg district. Lucas's extensive experience and passion for competitive retriever training led him to pursue a K9 position on the Warden Service K9 Team in 2016. From early on it became apparent that Lucas and his K9 partner Breezy had the skills and drive to become a highly successful team. Together they have had numerous successful search and rescue missions as well as evidence detection. In 2019, Lucas spent 12 weeks serving as an assistant trainer at the 34th Maine State Police Basic Patrol Dog School, where he provided training in the areas of tracking, aggression, evidence searches, agility, and obedience. During this time Lucas demonstrated time and time again his ability to be a strong trainer, leader and coach.

Jurisdictional Representative Jackie Peterson provided the following information from Rhode Island Environmental Police Department of Environmental Management.

## Region 7 Director Larry Hergenroeder

### Rhode Island

The Rhode Island Environmental Police had another busy year in 2019. The Division lost some outstanding officers to retirement and career changes this year and will be announcing available positions soon. Apply at <https://www.governmentjobs.com/careers/rhodeisland>. The patrol demands of Rhode Island parks and beaches continue to detract from the ability of officers to work fish and game cases in the summer months. However, many notable cases were made thanks to the diligence and concerted efforts of field officers. Several arrests of commercial draggers were made for possessing multiple state limits while dragging exclusively in RI waters. Officers also concentrated on working cases for over the possession limit of Striped Bass; this continues to be a problem in the area off of Block Island. As the summer months end the division is looking forward to working on hunting enforcement and shifting to a more fish and game centered patrol. Lt. Steve Criscione received the boating safety officer of the year award for 2019.

### New York

Jurisdictional Representative Rob Johnson provided the following information from New York Environmental Conservation Police.

On May 09, 2019 award recipients were announced by Director Bernie Rivers. Award recipients are:

1) NYCOA Future of the Division Award, awarded to ECO Justanna Bohling - Presented to a Member with five or fewer year's total time in service with the Division who has done an outstanding job in their area of responsibility.

2) NYS Rifle & Pistol Association Award, awarded to ECO RJ Ward - Presented to a Member who promotes and personally participates in marksmanship competitions and one who encourages such participation by New York's youth.

3) Shikar – Safari Award, awarded to ECO Nathan Doig - Presented to the Member who has done an outstanding job in the area of wildlife law enforcement.

4) Northeast Conservation Law Enforcement Chiefs Association Award awarded to ECO Rick Head - Presented to the Member who has done an outstanding job in his or her areas of responsibility.

The Statewide ECO transfer bidding process began in July. Four rounds have occurred as of today. Transfers allow ECOs to transfer sectors based on seniority and vacated sectors will be filled by members graduating from the 22nd Basic School for Uniformed Officers.

Recruits attending the 22nd Basic School for Uniformed Officers are currently in week 14 of 29 weeks. They are scheduled to graduate on December 06, 2019. Recruits have completed academics in core curriculum areas such as Penal Law, Criminal Procedure Law, Article 11 (Fish and Wildlife Law) of the Environmental Conservation Law, and Defensive Tactics. Shortly recruits will begin emergency vehicle operations training, firearms training, and waterborne vessel operations training. This week marks the first week of scenario-based patrol tactics, or reality-based training.

A 20-year retirement bill passed the NYS Senate and Assembly and is awaiting the Governor's signature. Members of the PBA of NYS, comprised of NYS Park Police, State University of New York Police, NYS Forest Rangers, and NYS ENCON Police, currently have a 25-year retirement and are some of the only agencies in the state without a 20-year retirement.

Jurisdictional Representative Josh Zientek provided the following information from Ohio DNR Division of Wildlife.

The process for hiring 15 new wildlife officers began in July, 2019. This will be the first back to back hiring in over thirty years, as ten officers were hired in 2018 and are completing their field training program. With strong administrative support to fill vacant positions

## Region 7 Director Larry Hergenroeder

and have an assigned wildlife officer in each Ohio County, we are looking forward to adding some excellent men and women to our ranks. Over 930 applications were received – a new record high. We emphasized social media and purchased Facebook advertising to get the word out and it was very effective resulting in thousands of shares and visits to our wildlife officer career page and the job announcement. Instagram and our traditional website was also utilized, along with communicating routinely with over 1,500 people via email from our recruiting database. This is truly the way information is distributed and shared with the current generations applying for our positions and we have embraced this technology to reach as many people as possible. Qualified applicants are taking the written exam with interviews and additional testing and evaluations continuing this fall and winter until the selected 15 cadets are hired in January, 2020.

### Pennsylvania

Jurisdictional Representative Rick Finnegan provided the following information from the Pennsylvania Game Commission and Conservation Officers of Pennsylvania Association.

2019 COPA Field Days Event took place August 23rd & 24th – Tunkhannock, PA. About 30 officers were present and there was a lot of good food, fun, prizes and camaraderie amongst everyone there. We are looking for someone to take this challenge on and start the planning process for next year.



The PA Game Commissions Woodland Tracking team recently completed some excellent training with Land Managers / District Officers, etc. During this training exercise, they all came together to put the skills to work that they learned in SAR / lost person behavior / running a mobile command post.

PA Game Commissions Woodland Tracking team received certificates of appreciation from US Marshals Service for assisting with the investigation & apprehension in the Shawn Cristy Search along with the Eastern District of Pennsylvania Violent Crimes Fugitive Task Force - 2018.

Background checks are currently being done on candidates for the 32nd class of game warden cadets. The class should start sometime in March of 2020.

Columbia County Deputy Zapart recently came upon a motorist with a severe laceration to her leg along the highway in which he responded by applying a tourniquet which stopping the heavy bleeding.

## Secretary/Treasurer Steve Beltran

This year summer conference I presented a comprehensive account of all of our financial positions. A line by line account of all income and expenditures was presented to the membership and it was voted unanimously to except the proposed budget for fiscal year 2020 as well as excepting our stated expenditures from fiscal year 2019. Shortly after July 1 all of our financial data was sent to our certified public accountant for processing of our annual taxes.

To view the financial perspective as presented at the meeting as well as our annual membership information please visit the protected area at [WWW.NAWEOA.ORG](http://WWW.NAWEOA.ORG). As always I am proud to serve as your secretary treasurer and welcome any questions or concerns. Please feel free to contact me, your regional director, or anyone on the executive board for further information. Fraternally yours, Steve Beltran

### Draft Budget

**Last updated 3/4/2019**

Income	2018-2019	Comments
Conference	\$ 25,000.00	11500 seed plus 1/2 of profit
Dues	\$ 35,000.00	Estimate base on recent years dues
IGW Profits Share	\$ -	
Interest	\$ 250.00	
Advertising	\$ 10,000.00	Projected AD revenue
Promotional Sales	\$ -	
Travel Reimbursements		
<b>Total Income</b>	<b>\$ 70,250.00</b>	
Expense	2018-2019	
Administrative Costs	\$ 16,086.00	See Administrative Worksheet
Affiliation Dues	\$ 750.00	ANRET, IAFWA and NACLEC dues.
Awards	\$ 4,500.00	See award sheet for detail
Conference Expenses	\$ 5,000.00	See conference expenses sheet for detail
Donations	\$ -	See Donation sheet for detail
Meetings/Travel-Executive	\$ 30,000.00	See Meetings and Travel sheet.
Meetings/Travel-Service	\$ -	See Meetings and Travel sheet.
Membership Services	\$ 4,000.00	See membership services sheet,
Memorial Donations and Expenses	\$ 1,550.00	See Memorial Services worksheet
Newsletter	\$ 3,100.00	See Newsletter Expenses worksheet
Promotional Items Expenses	\$ 2,750.00	
Web Site Expenses	\$ 1,130.00	See Website Expenses worksheet
<b>Total Expense</b>	<b>\$ 68,866.00</b>	

<b>Income</b>	\$ 70,250.00
<b>Expense</b>	\$ 68,866.00
<b>Surplus/Deficit</b>	\$ 1,384.00

## Conference Liaison

# NAWEOA CONFERENCE LIAISON POSITION

NAWEOA is soliciting candidates for the NAWEOA Conference Liaison position. The person selected for this position will, in years where there exists a traditional jurisdictional host, act as the direct liaison between the NAWEOA executive and all summer conference organizers. In those years the liaison will administer the NAWEOA conference hosting agreement, the conference planning guide, chair meetings between past and future conference hosts, assist with the coordination of future conference bid presentations and review all conference financial statements. The person selected for this position shall, when no traditional conference host exists, actively seek out conference locations and venues, deal directly with any planning organization hired by the executive as a representative of the Executive, act as chairman of the summer conference and ensure all needs of the Association are met at the summer conference. A candidate must be a regular member in good standing of NAWEOA. The candidate must possess excellent computer skills, have home access to the internet and been an attendee to at least 3 NAWEOA conferences.

Having served on a previous conference planning committee is recommended but not required. The liaison is expected to attend each annual NAWEOA conference and winter Executive board meeting as required by the NAWEOA president. The liaison is fully reportable to the executive. The liaison shall be compensated for travel costs at the same rate as members of the NAWEOA executive. For more detailed information on this position please visit the NAWEOA website at [www.naweo.org](http://www.naweo.org) and access the protected site under "members only". Once there click on the "Constitution and By-laws" and look at the "Conference Liaison position". A copy can be sent to you via email upon request. Interested candidates are asked to provide an electronic letter/resume outlining their skills and abilities to NAWEOA President Rick Langley at [president@naweo.org](mailto:president@naweo.org) by May 15, 2020.

## 2019-2019 NAWEOA Executive Board



(Left to Right): Newsletter Editor/Webmaster Mike Reeder (Pennsylvania), Region 7 Director Larry Hergenroeder (Pennsylvania), Region 5 Director Jesse Gehrt (Kansas), Secretary/Treasurer Steve Beltran (Illinois), Vice President Kurt Henry (Manitoba), President Rick Langley (Arizona), Past president Shawn Farrell (New Brunswick), Region 4 Director Jason Sherwood (Wyoming), Region 3 Director Josh Thibodeau (New Brunswick), Region 2 Director Martin Thibault (Ontario) and Region 1 Director Brock Lockhart (Saskatchewan). Missing from photo Region 6 Director Daniel Fagan (Florida)

## 2019 NAWEOA Awards Rick Langley

### 2019 Officer of the Year

At the 2019 Conference we recognized Conservation Warden Dale Hochhausen of the Wisconsin Department of Natural Resources as the NAWEOA Officer of the Year. The Officer of the Year was selected from a pool of 12 nominees this year. 3 NAWEOA Executive Board members voted on the selection and it was a very close run! Warden Hochhausen's excellence in all facets of the varied duties edged out the competition. It was an honor to present this award to Dale in front of his wife and parents. Congratulations Warden Hochhausen and keep up the hard work and thank you for coming to the conference so that we could recognize the excellent work you do!



#### *Officer of the Year:*

*Must be a fully certified conservation officer in the state, province, territory, or country in which employed.*

*Must be a full time field officer, up to and including first line supervisors from the field in the last calendar year.*

*Both the nominee and person submitting nomination must be a member of NAWEOA.*

*An officer whose character is beyond reproach.*

*An officer who is competent, knowledgeable and capable.*

*An officer who promotes wildlife law enforcement.*

*An officer who demonstrates professionalism in every facet of life.*

Warden Nominee: Dale Hochhausen Station: Onalaska, WI Years of Service: 21

Nominating Warden Supervisor: Lt. Tyler Strelow  
Overall Law Enforcement Program:

Conservation Warden Dale Hochhausen is stationed in Onalaska WI encompassing northern La Crosse County. Dale's administrative area is focused around the Mississippi River bordering MN. Dale's station has both urban and rural areas including the vast National Upper Mississippi River Wildlife and Fish Refuge. Dale's program is built on the community policing model with support from the local communities and resource users. Dale focuses on natural resource education, community involvement, and enforcement. Dale participates in nearly every organized natural resource event in his area. Dale recorded participating in public relation events including media contacts, conservation club presentations, school talks, fishing clinics, and youth days. Dale instructs at all of his safety classes. Dale is instrumental in assisting local municipalities with navigating complex ordinance issue. Dale is well respected by the citizens he serves, natural resource professionals and other government employees in his area.

Dale has a strong enforcement presence in his area and appropriately balances enforcement efforts between fish and game, recreational vehicles, recreational property, and environmental. Dale documented over 2,000 patrol contacts throughout the year. Dale's cases were primarily civil in nature with some more significant criminal fish and game cases documented. Dale's enforcement program is strong in all areas including environmental, fish and game, recreational vehicles, recreational property, and commercial resource use.

Dale contributes a great deal of energy into the training program for the bureau. Dale serves as a field training officer (FTO), academy instructor, background investigator, and serves on the hiring panel. Dale willingly takes on training multiple new wardens every year. Dale is active as a Remote Operated Vehicle (ROV) operator and has responded to multiple body recovery efforts. Dale's willingness to bring the ROV over to the river has added even more value from the DNR into the local communities. Dale often pilots new initiatives for the DNR, serves on multiple committees, and is an armor. Dale recognized the continued police radio issues and volunteered to work through the issues on a regional and state level and created the regional template which is now in every warden's police radio. Dale is available at a moment's notice to respond to calls for service and to assist other wardens. Dale participates in nearly all team initiatives and group checks and planned multiple group checks

## 2019 NAWEOA Awards

### Rick Langley

throughout the year. Dale is the point person when it comes to the commercial fish rules on the boundary waters and assisted with the rewrite of the administrative codes. Dale is routinely contacted by neighboring states of IA and MN as well as the USFWS as a WI resource.

#### **Attitude:**

Dale always displays a positive attitude toward his profession and the department. Dale's consistent positive attitude helps keep the team moral positive. Dale's attitude does not change even during times of stress and increased work load. Dale's attitude and willingness to take on and embrace the new recreational property work (state park enforcement) this past year was exemplary and helped keep the overall teams attitude about this new reality positive.

#### **Investigative Abilities:**

Dale is an excellent investigator. Dale's ability to stay organized in his work life greatly assists him in his investigations. Dale actively organizes his case load and routinely updates and manages his complaints. Dale is very timely and thorough with hotline response. Dale's ability to manage his investigations over lengthy periods of time is remarkable and continues to prove fruitful year after year.

#### **Community Wardening:**

Dale's law enforcement program is built based on the community wardening philosophy. Dale is involved with all members of his community including; schools, conservation clubs, army corps of engineers, town officials, local store owners, local law enforcement, safety education instructors, USFWS staff, and neighboring state and federal law enforcement. Dale is involved with the local schools in his area and participates in numerous career days and school talks throughout the year. Dale works closely with local conservation clubs and attends youth conservation days at multiple clubs. Dale has been instrumental in a local event that honors a woman that was killed in a homicide. Dale organizes the fishing event for the kids to participate in.

Promoting the safety programs has been one of Dale's big initiatives and he has managed to build a relationship with all the DNR safety instructors in his area. Dale continues to make safety course participation a main focus of his warden program and enjoys going to

speaking at all the courses in his area as well as routinely filling in for neighboring wardens at their safety classes.

Dale attended multiple youth days, school talks, and Cub Scout talks throughout the year including: Concerns Of Police Survivors (COPS) camp, Kicking Bear youth event, Day at the Lake youth event, participated in learn to trap event, and multiple safety course events.

#### **Teamwork:**

Dale is an outstanding team member who attends nearly every group check and call for assistance from neighboring wardens. Dale is known by his team members and wardens around the state as someone that can be counted on for assistance. Dale assisted in multiple group checks throughout the year including boating OWI enforcement, aquatic invasive species (AIS), pheasant enforcement, and snowmobile enforcement. Dale enjoys group enforcement events and helps plan multiple checks throughout the year.

#### **Integration:**

Dale works with all other programs to integrate law enforcement interests in other DNR programs. Dale works closely with customer service, wildlife, fisheries, environmental, parks, and lands programs. Dale attends meetings with other DNR programs to work cooperatively. Dale addresses law enforcement concerns and is used as a resource to other DNR staff. Dale actively integrates the WI DNR with the USFWS Refugee staff. Dale has the busiest USFWS Refuge District located in his area. Dale has been proactive about integration with the staff at the USFWS. Dale puts on a fall update to help refuge staff understand the changes that are occurring at the state level and maintains an open line of communication. Dale is very active in integration with all states and agencies that have jurisdiction over the Mississippi River. Dale attends the Upper Mississippi River Conservation Committee meetings and multiple Tristate meetings every year to address issues on the river and build relationships with other states and government agencies.

Dale strived with the integration of the bureau LE into the recreational property enforcement world. Dale was a leader on the team and was a positive role model for other wardens when it came to this shift in work prior-

## 2019 NAWEOA Awards

### Rick Langley

ities. Dale worked cooperatively with park staff to help with this transition and was a resource to both parks and BLE during this transition time.

#### **Continuous Improvement:**

Dale is heavily involved in improving the bureau of law enforcement. Dale's most beneficial role is as a field training officer (FTO). Dale has served as an FTO for many years and does an outstanding job training new wardens. Over the past year Dale had two new wardens train with him. Dale willingly takes on the challenge of mentoring and training multiple new wardens per year; Dale has averaged two new wardens per year for the past 5 years. Dale does an exceptional job coaching, mentoring, training, and evaluating new wardens. Dale serves to improve the department in multiple other capacities including armor, PBT calibrator, background investigator, ROV operator, tactical boat operator, multiple committees (equipment, radio), academy instructor, and serves on hiring panels. Dale assisted with tactical training with DCI and other county swat agencies. Dale trained fire department staff and Sheriff's Office Deputies on the use of side scan sonar.

#### **Criminal Justice Relationships:**

Dale is very active with the criminal justice professionals in his area. Dale has made a point to build relationships with the professionals in the court system he deals with. Dale routinely serves as the court officer and attends appropriate pretrial meetings. Dale is proactive with making contact with the clerk of courts, district attorneys, and judges. Dale hand delivers reports to the district attorneys and takes the time to explain case work. For the more complex cases Dale organizes meetings with District Attorneys to discuss criminal charges, confiscations, and revocation requests. Dale is very involved with local law enforcement and routinely responds to calls for assistance while on patrol. Dale helps train local law enforcement every year in boat operation and enforcement.

#### **Developing Informants:**

Dale's strong community wardening program has resulted in a strong base of trusted informants. Dale receives the majority of complaints from citizens in his area. Dale's laid back and easy going personality has led to relationships with local hunters, fishers, trappers, and landowners. Dale has a wide range of informants including other local law enforcement offic-

ers, DNR employees, business owners, lock & dam attendants, general resource users, and even people that have been cited by Dale in the past. Dale's efforts have paid off with numerous civil and criminal cases made due to these contacts.

#### **Recreational Vehicle Enforcement, Education and Investigation:**

Dale has a strong recreational vehicle program consisting of education, patrol, and investigations. Dale enjoys working with recreational vehicle users, making a point to attend all the boat, snowmobile, and ATV safety classes in his area. Dale recorded over 500 recreation vehicle contacts with over 200 warnings issued for recreation vehicle issues. Dale is very active in OWI enforcement and is involved with multiple arrests every year. Dale is also an instructor at recruit boat school and helps train wardens on the Mississippi River Team on airboat operation.

#### **Relationships with Environmental Quality Staff:**

One of Dale's strongest areas of performance is in environmental enforcement and complaint response. Dale's environmental program is made possible by the relationships Dale has made with DNR environmental staff. Dale documented responding to numerous wetland fill, storm water; un-permitted ponds, air, hazardous waste and open burning complaints. Dale works with program staff and subjects to resolve situations without requiring formal enforcement action.

#### **Enforcement of Fish and Game Laws:**

Dale's station is bordered by the Mississippi River and the inland portion is rural consisting of wooded bluffs with streams/ rivers running through the valleys. Dale's station is a high use fish and game station. Dale spends the majority of his enforcement time patrolling and responding to fish and game related complaints. Dale is passionate about fish and game enforcement and makes numerous civil and criminal cases every year. Dale evenly distributes his enforcement activity based on the seasons and is well versed in all fish and game activities. Dale addresses both the recreational enforcement and the commercial enforcement of natural resource use. Dale's outstanding work in this area is shown by some of his highlighted cases. (PICK A COUPLE TO READ?)

- Wardens Hochhausen and Lowry checked on a report of a deer that got caught in a fence and died.

## 2019 NAWEOA Awards

### Rick Langley

Upon investigation, it was determined the deer died because it got caught in an illegal dry-land snare that was placed adjacent to the fence. The wardens contacted the trapper and determined there were several violations, which included trapping without a license, no trapper education, untagged traps, fail to check traps and illegal dry-land snares. Several illegal coyote-catcher snares and a coyote were seized. Enforcement action was taken.

- Wardens Dale Hochhausen, Edward McCann, Robert Kneeland and Minnesota Conservation Officer James Fogarty had investigated a case involving multiple juveniles shooting deer and turkeys from the roadway. The wardens met with the juveniles and their parents. Enforcement action was taken for the violations.
- Warden Hochhausen had a shine/shoot deer case that was adjudicated, which had been submitted three years prior. A stipulated plea agreement had been reached and the defendant was found guilty of three civil charges, his DNR privileges were revoked for 3 years and a firearm was confiscated.
- Warden Hochhausen contacted a fisherman that Hochhausen had seen fishing Lake Onalaska several days in a row. Hochhausen discovered the person had 205 bluegills in his possession, along with other panfish. The bluegills were seized and enforcement action was taken.
- Warden Hochhausen checked a couple duck hunters in the field and they had nine ducks in their boat, two of which were hen mallards. Upon further questioning it was determined the each hunter had shot an extra hen mallard that they had left in the woods. The hen mallards were seized and enforcement action was taken.
- Warden Dale Hochhausen, of Onalaska, investigated a trapping case in La Crosse County. The trapper had out about a half dozen traps that Hochhausen seized. The traps weren't being checked as required and none of the traps were properly tagged with the trapper's information. Two traps were untagged, two other traps had trap tags belonging to the suspect's friend and the last two traps still had tags from a MN trapper, from whom the suspect purchased the traps. The suspect also placed out an illegal 220 body-gripping trap on dry land that caught a neighbor's dog. Contact was made with responsible trapper and enforcement action was taken.
- Wardens Hochhausen and Supervisor Tyler Strelow contacted a group of hunters during the gun deer season. It was determined that one individual in the hunting party had shot an extra antlerless deer with a crossbow and had his brother tag the deer because the hunter had already filled his one antlerless tag. The same hunter also shot two bucks with a crossbow during the 2017 archery season. A member of the same hunting party also had a loaded rifle on an ATV and there was illegal bait that had been placed on the property. La Crosse County is a no baiting county. Deer antlers were seized and enforcement action was taken.
- Wardens Hochhausen and Trevor Tracey, of Vernon County, were working gun deer enforcement in La Crosse County. The Wardens observed a person dressed in blaze clothing walking back to their vehicle. The person had a firearm slung over their shoulder. When the person saw the Wardens truck, the person stepped into some standing corn and disappeared. The person was located, but was no longer in possession of the firearm. The person hid their rifle in the standing corn, but Warden Tracey found the rifle a short time later. The person initially claimed they were not hunting, even though they possessed a valid gun deer license. It was determined the person was a convicted felon. The person was arrested and transported to jail.
- Although this case was closed out the year prior Dale still gets a lot of attention from local resource users about the excellent work. Warden Dale Hochhausen, of Onalaska, attended a sentencing hearing regarding a panfish overbagging case. In November 2015 the suspect had been arrested for overbagging violations and 2572 panfish had been seized from the suspect's residence. Fines for the violations totaled close to \$25,000 and the suspect's boat, motor and two freezers had been seized. The person was a habitual violator of fishing laws and he had been cited eight times since 1989. The suspect's fishing privileges had been previously revoked on two separate occasions. For

## 2019 NAWEOA Awards

### Rick Langley

this case, the judge ordered 12 years revocation of person's fishing privileges and confiscation of the person's boat, motor and freezers. The person was fined a total of \$4803.00.

#### **Public Relations:**

Dale has a varied public relations program including media, school talks, club talks, official meetings, and service center customer service. Dale recorded 17 education, outreach and preventative enforcement contacts throughout the year. Dale is interviewed by TV stations at least 6 times per year covering, deer season, ice safety, and unique events. Dale writes informational safety related newspaper articles and has been featured in the outdoor news for outstanding cases/events. Dale speaks at all conservation clubs in the fall to give a laws update. Dale participated in Western Tech. College Career Day where over 100 participants attended. Dale worked at the La Crosse Youth Outdoor Fest where over 1000 kids and families attended. Dale makes customer service a top priority.

#### **Sustained Performance:**

Dale has sustained a high level of performance throughout his career. Dale's past supervisors have commented on his outstanding commitment and performance. Dale's past performance evaluations show sustained exemplary performance with similar work product. Dale's coworkers commented that Dale has done an outstanding job throughout his career and that he is deserving of recognition. It is easy to acknowledge Dale for the work product that he continually produces. The "what" Dale accomplishes is outstanding but the "how" Dale goes about his work is the most impressive. Dale's character is what should be recognized over anything else. Dale is an extremely dedicated, selfless, and passionate employee. Dale's continued loyalty to the DNR and the people of WI and his nobility as a law enforcement officer is truly exceptional. Dale is a valuable member of the warden service and should be recognized for his outstanding character.

The deadline for the Officer of the Year nominations will be COB February 1, 2020. Late nominations will not be accepted as we send the nominations to the selection committee immediately and notify the officer and chain of command of the selection by March 15, so they can make plans for travel to the conference.

NAWEOA reimburses the selected officer for up to \$1000.00 of travel costs and their conference registration.

#### NAWEOA Awards 2019

NAWEOA believes deeply in recognizing the commitment of the wildlife law enforcement professional. The awards recognize people and agencies that have performed outstanding work, exemplary service to the public or have contributed to wildlife law enforcement in other ways. Our awards program is ingrained within the constitution of the Association and many of our objectives speak to the importance of recognizing our own officers. Awards are presented annually at the summer conference. Officers in attendance are presented with their award in front of their peers. Submitting an award is easy. Go to [NAWEOA.org](http://NAWEOA.org) and sign in to the webpage. If you do not have an account register for one. In the main menu under "Awards", is "Award Application". Click that link after you are signed in and you will be taken to the online Award Application.

This year I'm pleased to announce that we received 125 nominations for the various awards. I credit all those officers who have taken the time to nominate a fellow officer because the honor of being nominated by a peer is, in essence, the real reward. Going into 2020, we have made a few changes to the awards program. First, we have modified the timeline for award submittal. The new deadline for all awards is February 1, with notifications to the nominators and the recipients by March 15. This is designed to allow for presentation at the annual conference for that year. With the exception of Officer of the Year and Torch Award nominations, other award nominations may be accepted up to the time of the conference, and if time allows, may be considered and awarded at the conference.

The Executive Board also created two new awards. The "Loyal Partner Award", which is awarded to an outstanding K9 Handler and K9. The inaugural award in 2019 went to Jeremy Judd of the Maine Warden's Service.

The other new award is for the Jurisdictional Representative of the Year. As many of you know, this can be a thankless job, but it is the backbone of the com-

## 2019 NAWEOA Awards Rick Langley

munication from the NAWEOA Board to the membership. The “Muddy Boots Award” for 2019 was awarded to Robert Johnson of the New York State Dept. of Environmental Conservation.

**Torch Award:** Presented annually, to an officer from each region, to encourage the professional development of recently appointed officers. The nominated officer must not have worked as a wildlife enforcement officer more than five years. The officer must have demonstrated a genuine desire to protect the resource and develop professionally and has also demonstrated exceptional ability and initiative in the performance of his or her duties, including public education.

Region 1: No nominations

Region 2: No Nominations

Region 3: Conservation Officer, Cassandra Thomas-Long, New Brunswick Dept. of Public Safety

Region 4: Game Ranger, Dennis Fogle, Arizona Game and Fish Dept.

Region 5: Conservation Warden, Kevin Christorf, Wisconsin Dept. of Natural Resources

Region 6: Game Warden, Bobby Sanders, Georgia Dept. of Natural Resources

Region 7: Game Warden, Jeremy Schmid, Vermont Dept. of Fish and Wildlife

**Valor:** This award is given to the officer who performs a heroic act, or risks or receives serious injury, in the line of duty in an attempt to protect him/herself or a member of the public from a dangerous situation or circumstance. It infers bravery in the face of adversity.

Casey Young, Lieutenant, Oklahoma Department of Wildlife Conservation

Dan Scott, Lieutenant, Maine Warden Service/Maine

Department of Inland Fisheries and Wildlife  
Jeremy Judd, Game Warden, Maine Warden Service/  
Maine Department of Inland Fisheries and Wildlife  
Chris McCabe, Game Warden, Maine Warden Service/Maine Department of Inland Fisheries and Wildlife

**Life Saving:** “Anyone who is eligible to be a regular or deputy member of the association or anyone who is a member of the association may be nominated for this award. It is given for any act at any time which saves the life of another person”. We awarded 38 Lifesaving Awards in 2019

**Outstanding Service:** “Anyone who is eligible for regular membership may be nominated for this award. It is given for outstanding achievement or service in the field of Wildlife Law Enforcement, and to NAWEOA Executive or outgoing NAWEOA Directors.” We awarded 20 Outstanding Service Awards in 2019

**Honorary Lifetime Membership:** This award is given to anyone who has performed an extraordinary service to the association over a number of years may be nominated for this award. It is one of our most prestigious awards and may only be given in rare circumstances. Anyone who is eligible for regular membership in the association who receives this award shall maintain their voting privileges within the association.

**Certificate of Appreciation:** “Anyone who in any way is helpful to the association and/or its members may be nominated for this award. This includes, but is not limited to speakers, conference or workshop hosts, fundraisers, committee or special project members, citizens or politicians.”



## Opening Ceremonies 2019 NAWEOA Conference Review By Jason Sherwood

In typical fashion, the 2019 NAWEOA Conference formally opened with a series of welcome addresses from the hosts and local dignitaries, including Director JD Strong and Col. Bill Hale of the Oklahoma Department of Wildlife Conservation, as well as long-term president, Tony Clark, of the Oklahoma State Game Warden Association. The Oklahoma Department of Wildlife Conservation's Honor Guard presented the colors and later led the group to the Fallen Officer Memorial. Kendra Bennet sang the national anthems beautifully and retired Oklahoma Game Warden Lt. Frank Huebert provided an opening invocation. After introducing the NAWEOA Board and completing the roll call of jurisdictions, attendees walked up

the street to the Oklahoma City Bombing Memorial. A brief ceremony was held near the "Survivor Tree" to honor Minnesota Conservation Officer Eugene Wynn, who drowned while participating in a search for a body in Cross Lake on April 19, 2019. With the special location, the ceremony was especially quiet and somber.

Attendees were afforded time to reflect and learn a little about the 168 victims and the 1995 bombing that occurred at the Murrah Federal Building before returning to the Cox Convention Center for officer business and spouse luncheons.

## What is Garrity? 2019 NAWEOA Conference Review By Jason Sherwood

Kimberly Rennie, Esq., an Oklahoma attorney with experience on both sides of trials involving government agencies and a game warden spouse, provided conference attendees with a simple training session to discuss an often-confusing topic: Garrity rights. *Garrity v. State of New Jersey (1967)* provides the basis for what are now understood to be rights protecting public employees from being compelled to incriminate themselves during investigatory interviews conducted by their employers. In that case, police officers were interviewed as part of an investigation into fixing tickets. Eventually, the Supreme Court held their statements were not voluntary and it was unconstitutional to use them for criminal prosecution because, "the option to lose their means of livelihood or to pay the penalty of self-incrimination is the antithesis of free choice to speak out or remain silent."

When a government employee in the United States is compelled to respond to questions or face termination (some states only require a "substantial economic penalty"), employees are required to answer the questions and may still be subsequently terminated for breach of agency policy. However, those statements may not be used in a criminal trial. To ensure you are fully protected, it is important to confirm, "Is this an administrative inquiry and am I under orders to respond?" (answer questions in an administrative inquiry to avoid insubordination) and start written or

oral statements with, "At the direct orders of \_\_\_\_, understanding I can be disciplined and/or terminated for violating a direct order, I am making this statement." Ms. Rennie provided wallet cards to attendees so the proper language to invoke Garrity rights can be recalled easily.

Garrity does not magically provide complete immunity. Voluntary statements, statements made to non-supervisory co-workers or other third parties, or statements to other agencies or private or off-duty security employers are not protected. Likewise, physical evidence found without the use of compelled statements to your employer will still be admissible in court.

For more information on Garrity rights, contact Rennie Law Offices at 248-515-8266.



## **Interview Techniques (Jeff Baile) 2019 NAWEOA Conference Review By Steve Beltran**

This year Jeff Baile did an outstanding job in presenting a condensed version of his instruction on body language, interview and interrogation and confessions. Jeff's experience in the conservation field include a career as an Illinois conservation police officer and dozens of courses and certification in interview and interrogation. Jeff presents a logical and easily integrated process to gaining knowledge about your suspect first thing in the field all the way to the interrogation room. Jeff's signature move is a wave upon contact. The wave is a base line measure for legality. In Jeff's research he has discovered those sportsman who wave back are less inclined to be engaged in unlawful activity.

In summary if you haven't been to Jeff's class you should request him for dedicated conservation law enforcement training. [Jbaile.com](http://Jbaile.com).



## **US Fish and Wildlife 2019 NAWEOA Conference Review By Steve Beltran**

US fish and wildlife service presented a stellar program on the illegal trade and importation of hummingbirds to be used in spiritual ceremonies. This underground prayer ceremony often involves manipulating the dead birds to cater to the style of healing desired. Eclectic rituals are conjured with special scents and other oddities which aid in the summoning of spir-

itual desires. It seems the hummingbird is a staple product in many southern cultures which use the bird to achieve a desired outcome. Be it money, love, or spite wishes upon a foe the international trade and use of dead hummingbirds is a problem local officers should consider when checking pet shops and other markets.

## **2019 NAWEOA Officer Exchange Winners By Martin Thabault**

As per NAWEOA tradition on the first day of the summer conference, during the Officers Luncheon, the names of two active Officers (who must be NAWEOA members in good standing) in attendance are drawn for the Officer Exchange Program. It is the duty of the Region 2 Director to facilitate this activity, with the assistance of the Secretary-Treasurer (Steve Beltran) for all financial aspects. Previous winners are not eligible. This year's winners are Matthew Sabo from Washington State and Trevor Johnson from Alberta Fish and Wildlife. Alternate names are also drawn should one of the winners be unable to take advantage of this opportunity. Eagerly standing by are Liza Bobseine from New York State and my Region 1 colleague on the NAWEOA Executive, Brock Lockhart from Saskatchewan. As I write these lines Matt is planning a trip to Saskatchewan (good choice Matt!)

and Trevor has chosen to go back to Oklahoma to further enjoy this southern State's hospitality. NAWEOA will reimburse the winning Officers for up the \$1000 in travel expenses and will cover their registration fees for the 2020 Summer Conference in Nashville. Winners have agreed to write an article for publication in an upcoming newsletter and will have a presentation ready for the audience in Nashville.

I would like to close by personally thanking the Oklahoma State Game Warden Association and the Oklahoma Department of Wildlife Conservation for making Trevor's trip possible, and the Saskatchewan Association of Conservation Officers along with the Saskatchewan Ministry of the Environment, Conservation Officer Service for hosting Matt on his exchange trip next spring.

# 2019 Warden Skills

## By Mike Reeder

This year's Warden Games were held at the Wiley Post Park in Oklahoma City along the Oklahoma River. Even though the temperature was in the 90's there was plenty of shade and several cooled off in the noodling tank! The games were made up of several stations this year, testing both the wardens physical and mental prowess.

The first station tested the ability of wardens to set up and teardown a deer decoy. Participants were given a deer decoy and required to set the decoy up in 3 different locations. A judge followed the group to make sure the decoy had all the parts in the correct places.



Next was the atlatl. Wardens tried their skills on launching the atlatl at targets at different distances with different points. For many this was the first time with this type of weapon in their hand.

Bow and arrow was also on the list. This wasn't your normal bullseye or 3D target. A launcher would throw up disks in the air and participants would try to hit them with modified arrows. Needless to say it was much harder than most expected.

What Warden skills game wouldn't be complete without an ID portion. Many of the participants and non-participants enjoyed this station, as it was held in an air conditioned building. This gave the officers a chance to cool off and use their brain power and not so much muscle.

And the final station was probably the most unique maybe ever at a warden skills day. The association arranged for a noodling trailer. Participants were exposed to a popular Oklahoma pastime of noodling for catfish. Wardens would climb into the tank and were timed in diving down and catching the

catfish from their hiding areas bare handed. After the event even some of the kids that were attending decided to jump in the tank and give it a try.

At the end of the games a great dinner was provided for everyone. Even though the temperature was a little high everyone had a great time at the end of the day.



## Results

### Senior Division

- 1st—54pts—Sooner or Later
- 2nd—52pts—A-OK
- 3rd—42pts—Tex-Can

### Open Division

- 1st—44pts—Chicken Fingers
- 2nd—42pts—New Muts
- 3rd—39pts—Blackout Boys
- Hon Men—36pts—Mississippi Mudcats

# 19th Annual Torch Run By Tom Caifa

The 19th Annual NAWEOA Torch Run/Walk was held on Thursday morning, July 18th, in Oklahoma City. The runners were treated to a scenic view of the Oklahoma River as they followed the River Walk Trail. This was the first year that the run was held in the morning and it was a beautiful morning for a run! After the race, the participants enjoyed a hot, hearty breakfast with all the fixings, complete with homemade cinnamon buns, courtesy of the Oklahoma State Game Warden Association.

## YOUTH DIVISION

1ST	Rylan Packett	29:00	NE
2ND	Daniel Pink	29:05	ON
3RD	Lizzie Polk	38:55	OK

## WALKER DIVISION

1ST	David Hohman	39:27	MD
2ND	Roger Selesse	39:28	NB
3RD	Dave Palmer	39:50	ON



After breakfast, the awards ceremony was held to recognize the winners in the five classes of competitors. Top honors for fastest time of 22:08 overall went to Bayli Christorf of Wisconsin. Congrats Bayli! Other runners and walkers placing in their respective classes were:

I would like to thank all the sponsors, volunteers, the Oklahoma State Game Warden Association, NAWEOA and the North American Game Warden Museum Board of Directors for making this event a success. Thanks to all of you, we raised close to \$13,000 for the North American Game Warden Museum. I hope to see you all in Tennessee next year!

**OVERALL WINNER - Bayli Christorf 22:08 WI**

## MENS DIVISION

1ST	Kris MacCabe	22:27	ME
2ND	Sean Spencer	23:45	UT
3RD	Albert Canamero	24:03	FL

## WOMENS DIVISION

1ST	Bayli Christorf	22:08	WI
2ND	Megan Kemp	27:37	ME
3RD	Gwen Bergstrom	28:23	NE

## OVER 50 DIVISION

1ST	Ken Snowden	27:30	ON
2ND	Ray Dierking	27:45	NE
3RD	Linda Snowden	31:51	ON



# Conference Youth Activities

## 2019 NAWEOA Conference Review

By Jason Blaylock

This year's NAWEOA summer conference in Oklahoma City was an amazing experience for officers and their families. There were so many places to go, sights to see, and things to do that you could hardly get them all in during the entire week. While the adults had their normal hospitality room every night, the children had their own hospitality and activity room down the hall.

On Wednesday the kids had a youth lunch in their room and later that evening enjoyed another activity session in their hospitality room. Activities included (according to my 6-year-old Bailey) drawing, coloring, and movies to go along with the all-important pizza meal. On Thursday night in the youth room, the kids were treated to a reptile show with lots of lizards and snakes. If your child was lucky enough to be in on this demonstration, you got to hear about it all week. For those thinking about youth rooms in the future, you can't go wrong with the reptile show. I know the Warden Skills Games weren't exactly for the youth, but the loudest cheers of the day went to the youth who braved the water to go hand grabbing in the fish tank. I must say I was amazed at how all ages of boys and girls got in the tank and grabbed their first catfish. To me, and I'm sure for many others, this was one of the highlights of the summer conference. If that wasn't enough for the youth on the day, they were treated that night in the youth room to making "Wildlife Bling" and "Building Fishing Lures". The final night of the conference the youth were again treated to a pizza dinner and movie night.



Oklahoma officers knocked it out of the park with the kid's activities for the week. If you go by how the kids reacted too and how long they talked about it, you know you did good. I would like to thank all those who took time out of their schedule to help in making the youth room and activities super special this year. Getting to see my oldest and youngest hand grab their first catfish is a memory I will cherish forever. To the Oklahoma officers, you accomplished making us all feel like one big family this year and being able to get away from work for a week and do that is priceless. Thank you all.



**Federal Case Review: Operation Russian Snag**  
**2019 NAWEOA Conference Review**  
**By Martin Thabault**

Officers who attend our summer conferences know that they always feature a training schedule that provides an excellent opportunity to learn something different. One of the sessions I attended in Oklahoma City this past July was presented by Matt Bryant from the U.S. Fish and Wildlife Service. Matt is an Air Force Veteran who served in the Gulf War. Following his military career Matt joined the USFWS where he has worked for the last 25 years, the last 12 as the Special Agent for the State of Oklahoma. Matt's presentation featured Operation Russian Snag, a multi-agency sting targeting the illegal harvest and trafficking of American Paddlefish (*Polyodon spathula*) in the State of Oklahoma. Russian Snag ran concurrently with Operation Roadhouse, also addressing American Paddlefish, which was taking place in the neighboring State of Missouri.

The current range of the American Paddlefish, also known as "Spoonbill" is contained within the Mississippi River basin with the northeastern part of

kind of bait or lure, they have to be snagged in areas where they congregate in the spring. They are caught using a long and stiff fishing pole fitted with a heavy duty reel loaded with braided line to which a sinker weight has been attached above a large treble hook. Paddlefish are closely related to Sturgeons and their roe is a valuable commodity, especially in Europe and Asia. The demise of European stocks of sturgeon has created a shift towards alternative sources of caviar. Female paddlefish fish can yield up to 25% of their body weight in roe. Male have no value to poachers looking to make a profit selling illegal caviar.



*Oklahoma State Record American Paddlefish (angler caught), 132½ lbs.  
Photo Oklahoma Department of Wildlife Conservation*

Oklahoma having one of the best sport fishery in the US. These fish can live up to 50 years and the Oklahoma rod and reel State record is a whopping 132.5 lbs. On average sport caught paddlefish will weigh between 30 and 40 lbs. and a mature fish will be about 15 years old. Paddlefish are filter feeders. They use their specialized gills to glean zooplankton and insects suspended in water. These fish will not bite on any



*Snagging "Spoonbills" below the Hudson Dam on the Neosho River (Northeast Oklahoma)  
Photo USFWS*

The original intelligence available to the USFWS at the beginning of the investigation in 2013 indicated that their suspects were mostly from the Eastern European community and were involved in the illegal trade in paddlefish caviar. During the course of their investigation they discovered that the suspects came from as many as 20 different States from all over the US, some were even foreign nationals from overseas. Fifty to sixty persons of interest were initially identified. Eventually Operations Russian Snag focused on half a dozen key players. Paddlefish are especially vulnerable when they prepare to spawn. They concentrate in large numbers below dams and in other funnels. The peak period for their harvest starts in late March and runs until early May meaning that authorities only had

**Federal Case Review: Operation Russian Snag  
2019 NAWEOA Conference Review  
By Martin Thabault**

about 8 weeks to monitor illegal activities each year. All law enforcement techniques had to be employed to maximize efficiency: rural surveillance where camouflaged officers directly monitored suspects, static methods using various types of cameras and mobile surveillance where officers “spinned” suspects, all the way to Minnesota on one occasion. Several U/C Operators from various wildlife enforcement agencies were employed, Matt even assumed the role of a fishing guide, taking suspects out to harvest paddlefish.



*Eastern European subject in parking lot near Kaw Lake Dam (Arkansas River) taking roe from harvested female paddlefish. Photo USFWS*

The probe identified that the demand for the illegal caviar originating from Oklahoma was in the Eastern European communities of major US cities and potentially into Canada. A decent female paddlefish could potentially yield up to \$3000 in net profit, maybe more if the roe could be passed as prized sturgeon caviar. Given the short annual 8 week window Operation Russian Snag ran for 5 years before all the evi-

dence could be gathered. The investigation wrapped up in 2018. The Oklahoma Department of Wildlife Conservation dealt with offenders who contravened State Law. The USFWS handled interstate wildlife trafficking violations through charges under the Lacey Act. The operation led to substantive fines and seizures of various assets. Intelligence acquired pointed the authorities to several other wildlife violations down the road. However it is the adoption of emergency conservation measures by the State of Oklahoma for the protection of paddlefish, given the extent the illegal activities documented, that were the most rewarding accomplishment for Matt.



*Seizure of 305 lbs. of caviar destined to Seattle, WA  
Left to Right:*

- Lt. Brek Henry (Oklahoma Department of Wildlife Conservation)*
- Special Agent James Markley (USFWS)*
- Resident Agent in Charge (RAC) Mike Merida (USFWS)*
- Special Agent Matt Bryant (USFWS)*
- Special Agent Brian Gourgues (USFWS)*
- Captain Brown Jeff Brown (Oklahoma Department of Wildlife Conservation)*

*Photo USFWS*



# Fallen Officer Presentation/Grove Family

2019 NAWEOA Conference Review

By Larry Hergenroeder



The Fallen Officer / Grove Family presentation was scheduled to be presented to the membership in Meeting Room 19, but due to the overwhelming response, the presentation had to be moved to Ballroom D to accommodate seating for those in attendance. I had the honor of introducing Dana, Lucy and Jennifer Grove, parents and sibling of Pennsylvania Wildlife Conservation Officer David L. Grove who was tragically killed in the line of duty on November 11, 2010 near Gettysburg, PA.

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was played, Mike Reeder (NAWEOA Webmaster/ Newsletter Editor and RLSC classmate of David) and I wished we would have known about it when we were in the academy together as good nature ribbing was always the constant. The video showed David's sense of humor and of course it was deer hunting related. A collage of photos from David's youth was presented as it progressed into his collegiate years and his quest to become a Wildlife Conservation Officer for the Pennsylvania Game Commission. David became a Deputy Conservation Officer in 2001 and after graduating from Penn State University, realized his life's goal when he was accepted to the Pennsylvania Game Commission's Ross Leffler School of Conservation in 2007.

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Since David's passing, the Groves' have become regular attendees at the NAWEOA Summer Conferences. After the moving Fallen Officer Ceremony for Indiana Conservation Officer SGT. Edward Bollman in Cheyenne, Wyoming, I approached the Grove's with an idea for a presentation. Unfortunately, many of us walking the thin green line have suffered the loss of a colleague and know first-hand the pain and emptiness that comes with it. Being a classmate and roommate of David at the Ross Leffler School of Conservation, I asked the Grove family if they would share their story? I asked that they not only expound on the loss of their son David but share their life before and after this tragedy. Immediately, Dana and Lucy embraced the idea and put the wheels in motion to build a presentation for the 2019 Conference in Oklahoma. Conference chairman Jay Harvey graciously accepted the request for the Grove Family to present their story.

With Ballroom D at near full capacity, Dana Grove began the presentation with a disclaimer that he would do his best to keep from getting emotional as he tells the story of his son David. A disclaimer I and nearly everyone else in the room didn't or couldn't make. A video of David and a friend in high school

After graduating in March of 2008, David was assigned to Adams County which encompasses the area of Gettysburg, PA that most would easily recognize from US history. On the night of November 11, 2010, David was patrolling near the Gettysburg battle fields due to information he received in reference to illegal night hunting. Just prior to 10:30 pm, David observed a spot light shining the fields quickly followed by gun shots being fired. David caught up to suspect vehicle and called in the registration number and his location to County Dispatch. Once David got the vehicle stopped on Shriver Road, David stated to dispatch that he was going to wait for back up as he knew they had a firearm in the vehicle. Dana's presentation included the audio recording of the radio call which a narrative was displayed on the screen as it was hard to interpret without the written narrative. The next transmission was only minutes later when the responding backup Officer stated.... Officer Down! Officer Down!

Dana, Lucy and Jennifer then spoke regarding their recollection of the knock on their door at 2:30 am. They were used to David stopping by at all hours of the day and night, so they were not surprised to see a PA Game Commission patrol vehicle in the driveway. When Dana opened the door and greeted by four PA Wildlife Conservation Officers their life was forever changed.

## Fallen Officer Presentation/Grove Family

2019 NAWEOA Conference Review

By Larry Hergenroeder

The suspect was taken into custody by the Pennsylvania State Police the following morning. There was a co-defendant in the poaching incident, and he was let out of the suspect vehicle a short time after the incident. Suffering gunshot wounds from the ferocious gun fight with David, the suspect was taken to the local hospital then to county jail to await arraignment. The two poachers had shot and killed a deer in the field in front of David, furthermore, the suspect was a convicted felon not to possess firearms. The facts are still unknown what facilitated David to act prior to backup arriving, however David was placing handcuffs on the suspect when the suspect pulled a .45cal handgun hidden in his waistband initiating the gun fight.



Dana, Lucy and Jennifer each gave their account of the hours and days that followed the early morning notification of David's death. Jennifer remembers waking to the screams of her mother Lucy. The nightmare would continue in the days after as unscrupulous reporters began knocking on their door followed by posts on social media. The Grove's couldn't say enough about the support from the PA Game Commission, COPS Chapter representatives and the whole "Thin Green Line" of brothers and sister officers from all over North America.

Dana outlined the details of the funeral and the overwhelming response from North American Wildlife agencies to state, local and national police departments that attended David's funeral. The event was held at a local school auditorium in order to accommodate all of those that came to pay their respects. The roadways of the town of Chambersburg, PA were

lined with citizens holding the US flag and signs of respect for David.

The court trail took place two years after the incident and due to the local media coverage, it was held in an adjacent county. The jury deliberated less than four hours before finding the suspect guilty of first-degree murder in David's death. Facts and circumstances that were testified to had left no doubt in the juror's minds. In Pennsylvania, the death penalty was pursued in this case since it involved the murder of a law enforcement officer. At the sentencing hearing, again jurors took little time to deliberate and handed down the penalty of death.

The outpouring of support and memorials were a constant for the Grove family. Although appreciated beyond words, the constant reminder and having to relive the events of 2:30 am November 12, 2010, Lucy had to say she's had enough, as to let herself and her family grieve in privacy. Lucy commented regarding the loss of a child, "It is something you never get over, but you just learn to live with". Lucy knows David is waiting for her in heaven as David's faith in God was one of his greatest attributes.

In closing, the Grove's wanted to address the attendees with the do's and don'ts regarding notifying families of a fallen officer. Agencies need to adopt a protocol with predetermined representatives of the agency to make these difficult notifications. Most important, Groves stated, "Do Not" notify the family by any means other than in person. Have all law enforcement personnel understand the ramifications of social media or the wrong way for a family to find out their loved one has been killed in the line of duty.

The Grove's concluded the presentation with a nothing is off limits questions and answers segment for the attendees. Some embraced the opportunity to ask questions, but most sat in silence as they wiped the tears from their eyes for a man most had never met. After the presentation had concluded, the attendees lined up to embrace the Grove family one by one with a hug and a tear, grateful for sharing their story.

**Closing Ceremonies**  
**2019 NAWEOA Conference Review**  
**By Larry Hergenroeder**

The NAWEOA Executive Board took their positions on the stage in Ballroom C of the Cox Conference Center for the Closing Ceremonies. The membership in attendance watched as New Brunswick SGT. Shawn Farrell, in his last official action as President of NAWEOA, gave the final strike of the historic wooden gavel closing the 2019 NAWEOA Summer Conference. The gavel is made from various hardwoods donated by Officers from all seven Regions of North America. It's base, dons' gold brassards naming all Officers that have held the title of NAWEOA President since its inception in 1980. As the membership stood in silence, the Oklahoma Department of Wildlife Conservation's Honor Guard, marched onto the stage, retiring the US, Canada and Oklahoma colors. Following the retirement of the flags, Oklahoma Game Wardens Chad Strang and Kody Moore presented the NAWEOA Conference flag and the Fallen Officers candle to Tennessee Game Wardens Jeff

Webb and Brandon Taylor. This being the customary passing of the torch from the current host to next year's conference host, our brothers and sisters of Tennessee. The closing ceremonies are always a fitting formal end to a fantastic week of professionalism, training and comradery among the continents finest



**Spouse and Guest Luncheon**  
**2019 NAWEOA Conference Review**  
**By Larry Hergenroeder**

Spouses and guests of the general membership met in Ballroom D for the annual Spouses Luncheon. Round tables accommodating eight guests were donned with white table cloths and pecan pie as attendees awaited the main course. Surrounding tables were covered with door prizes that were raffled off during the dinner. Attendees were given a single ticket and the winning ticket holders were able to choose from the host of prizes. When faced with the reality of their preexisting travel plans and the ability to check certain items in their luggage, the early winners didn't necessarily choose the biggest prize. Each attendee was fortunate enough to take at least a small trinket home with them as the Oklahoma planning committee had several prizes donated for the drawing. During past conferences the spouses and guests have been privileged to have a guest speaker as part of the luncheon. This year, the format didn't include a guest speaker and after speaking with many of the spouses, they welcomed the change. The new format allowed for a relaxed atmosphere where the spouses were able to initiate their own dialogue. Several returning attendees were able to speak openly with those that were attending their first NAWEOA conference. This fostered

several new friendships and as the week continued it was apparent as attendees were seen meeting at hospitality and making plans for attending next year in Nashville, Tennessee.

After the luncheon had concluded, attendees were invited to the sip and paint event held at the same location. Guest were charged a small fee to cover the costs of their supplies to include paints, brushes and canvas. A great time was had by all as some artist gave Picasso a run for his money, some will unfortunately know the meaning of the term "Starving Artist". Nevertheless, the memories created are more valuable than any price tag you could ever hang on one of these fine pieces of art.

Tennessee Game Warden Josh Landrum is the chairman for the 2020 NAWEOA conference in Nashville. When presented with the overwhelming response from the spouses being in favor of the format experienced in Oklahoma, spouses can plan for a similar Spouses Luncheon in Nashville at the 2020 conference. We are hopeful to see everyone return in 2020 for a great experience planned in Nashville.

# Conference Training Report

## Operation Cimarron By BJ Thurman

Operation Cimarron was an extensive investigation into illegal deer hunting activities in South Central Kansas along the Oklahoma border that resulted in the seizure of 119 trophy deer with an average score of 159 Boone and Crockett inches. A total of 16,000 inches, or nearly a quarter mile of antlers were seized. It involved over 40 suspects scattered from Texas, Kansas and Louisiana. The presentation followed the entire case from cradle to grave and all the problems encountered with working a case of this magnitude. It highlighted the intel gathering techniques used to develop predisposition. The investigation was unique due to the remote location



and different techniques and equipment used, such as IP cameras and tracking devices. It covered the organization of the take-down and the coordination methods involving wardens from three different agencies, such as developing suspect profiles, pre-meetings, establishing a command HQ, logistics, interview assignments, and evidence collection. The last part of the presentation covered the court case, from presenting the case for federal prosecution, having a special prosecutor from the DOJ assisting the USADA, federal vs state charges, valuation of wildlife, and finally the sentencing and the sentencing appeal.

## It's a Small World

While several Pennsylvania officers were touring the Oklahoma City bombing memorial, they ran in to US Park Service Ranger Ian Harvey. After talking to him for a while it came to be known that Ian's Grandfather was a well known Game Warden from Pennsylvania, Al Pedder.

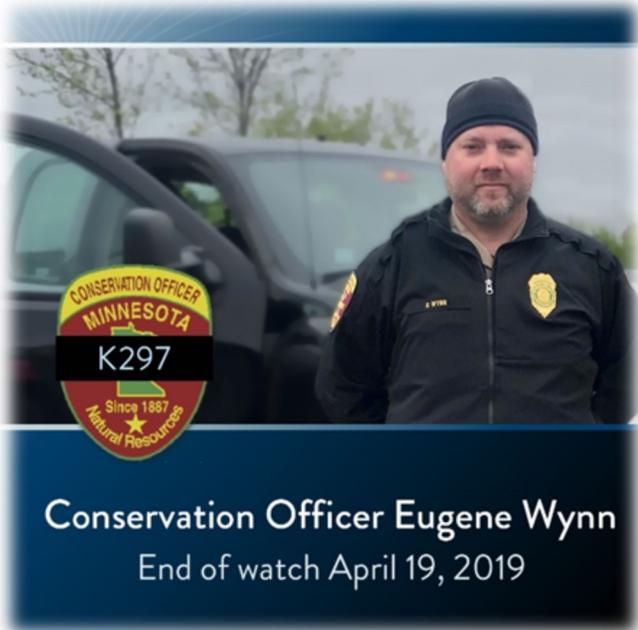
Pictured are; *left*– NAWEOA Region 7 director and PA Game Warden Larry Hergenroeder, *center*- US Park Service Ranger Ian Harvey, *right*– NAWEOA webmaster and newsletter editor and PA Game Warden, Mike Reeder.



## Fallen Officer Tribute

2019 NAWEOA Conference Review

By Shawn Ferrell



memorial, site of the 1995 Oklahoma City bombing. Leading the parade were the Oklahoma Color Guard along with a Minnesota officer who carried Officer Wynn's hat. On site a memorial ceremony took place with NAWEOA President Shawn Farrell read the "End of Watch" information. Officer Wynn paid the ultimate sacrifice in an attempt to save another person. Rest easy sir, you will forever be remembered.

Conservation Officer Eugene Wynn drowned in Cross Lake after being thrown from a boat at approximately 7:45 pm.

He and a Pine County sheriff's deputy were responding to a report of a possible body floating in the lake. They had just left the boat launch when they were both thrown out of the boat into the frigid waters. Deputies on the shore attempted to reach them in a rowboat but Officer Wynn slipped below the surface and did not resurface. They were able to rescue the deputy, who was treated at a local hospital.

Officer Wynn, badge number 445 and station number K297, had served with the Minnesota Department of Natural Resources for 18 years. He is survived by his wife and two children.

Each year the annual conference dedicates a portion of the opening ceremonies to a Fallen Officer ceremony. This year NAWEOA sadly recognized the loss of Minnesota Department of Natural Resources Conservation Officer Eugene Wynn.

After the opening ceremonies Officers formed outside the host hotel. Officers and conference attendees then proceeded to march several blocks through Oklahoma City towards the Oklahoma City National Me-



**2020 Conference  
Nashville, Tennessee**



**Tennessee 2020**

**The TWAOA welcomes NAWEOA to Tennessee for the 2020 annual conference.**

**7/12/20 - 7/18/20**

**Opening Ceremonies - Tuesday, July 14th**

**Banquet Dinner - Friday, July 17th**



## 2020 Conference Nashville, Tennessee



Room Rate: \$139.00 per night +taxes and fees

Free Parking



Maxwell House Hotel  
2025 Rosa Parks Blvd. Nashville, TN 37728

For Reservations : 1-800-457-4460  
Mention the 2020 NAWEOA Conference or  
use the group code: 2007NAWEOA if  
using the website.

### Information regarding **NAWEOA Jurisdictional Representatives,**

- ◆ Names
- ◆ Contact information
- ◆ The jurisdictions they serve
- ◆ Etc.

Can be found elsewhere on the NAWEOA website  
**[naweo.org](http://naweo.org)**



### MUSEUM VISITING OFFICER PROGRAM

Looking for a get-away weekend or planning a family vacation? The International Peace Garden on the Manitoba-North Dakota border is a great destination. Each summer, officers from the US and Canada plan a vacation or a trip that includes a stop at the Game Warden Museum, not just to see the Museum, but to participate in its Visiting Officer Program and explore the Peace Garden.

Museum Director Tom Caifa, a conservation officer from New York, has participated and describes the experience. "I have done the Visiting Officer Program three times in the past and I really enjoyed it. It's not just the program itself, but the whole experience of staying at the Peace Garden and seeing the Museum that celebrates the game warden profession."

Presentations can be as simple as the standard "who we are and what we do" or can be more elaborate. Every game warden has interesting stories and since every state is different, the material is always fresh.

If you have an interest or know of any game warden that you think might like to participate in the program (active or retired), please contact the Museum or any Board Member.



# SUMMER OPPORTUNITIES EMPLOYMENT – INTERNSHIP



## NORTH AMERICAN GAME WARDEN MUSEUM AND EDUCATION CENTER

LOCATED IN THE INTERNATIONAL PEACE GARDENS  
NORTH DAKOTA/MANITOBA

We are seeking individuals for employment in June, July, and August. Duties include assisting as Museum attendant, meeting visitors, interpreting exhibits in the Museum and the Memorial Garden, salesperson, and possibly some light maintenance. Hourly pay rate will be negotiable based on the individual's commitment to length of employment, experience, and skills.

We would consider commitment for as short as one month to three months. Local housing is available.



Send a resume and references to  
[board@gamewardenmuseum.org](mailto:board@gamewardenmuseum.org)