

Section 2:

Children

And

Family at Work

Bowen,Mark

From: Rhodes,Mark
Sent: Monday, July 24, 2006 8:34 AM
To: Bowen,Mark
Subject: RE: CDA River

10-4. I'll leave them on my counter beside the computer. They are in a white box and say "with stickers" on the top. I'll put your name on them. If you get them then fine. If not, I'll put them back in my truck and get them to you when I see you. Rick got the ball rolling on these, then Craig went ahead and just ordered the tapes and found the stickers, since ICOA and CAP didn't seem to want to help. Ned did pick up a good portion of the bill though. I agree that they are an excellent PR tool. Have a good week.

Mark S. Rhodes
 District Conservation Officer, IDFG
 (208)659-3529
 mrhodes@idfg.idaho.gov

There is very little that can't be solved with a day of fishing!

From: Bowen,Mark
Sent: Monday, July 24, 2006 8:28 AM
To: Rhodes,Mark
Subject: RE: CDA River

Okay. I am planning to bring my daughter along tomorrow to do a CDA boat patrol. I'll try to stop by the RO and pick up those tape measures. Thanks to you, Rick and whoever else pushed the issue to get these. I think it will be good PR even if people still don't use them. Hopefully, they will.
 Mark

From: Rhodes,Mark
Sent: Monday, July 24, 2006 8:24 AM
To: Bowen,Mark
Subject: RE: CDA River

That would explain it because I got started about the time you were done for the day. Man was it hot!

I'll mark you as OFF this weekend. I have a box of tape measures for you. They have the IDFG sticker on them, and are to be used as part of our PR effort to get guys to measure fish on the river. I'll get them to you when I can. If you happen to get to the office this week, there are some in Craig's office that are ready to go. Otherwise I have a box for you in my truck in case I run across you.

Have fun at the b-ball tournament. Stay in touch and let me know if you need anything from me.

Mark S. Rhodes
 District Conservation Officer, IDFG
 (208)659-3529
 mrhodes@idfg.idaho.gov

There is very little that can't be solved with a day of fishing!

From: Bowen,Mark
Sent: Monday, July 24, 2006 8:17 AM
To: Rhodes,Mark
Subject: RE: CDA River

A

9/10/2007

Bowen,Mark

From: Rhodes,Mark
Sent: Saturday, June 09, 2007 8:59 AM
To: Bowen,Mark; Bogar,Rick; Bryant,Julie; Overman,Dave; Stanley,Josh; 'Jerry Hugo'
Cc: Walker,Craig
Subject: RE: new happenings

Finally, I have to say I didn't feel great when I came out of the meeting today, or yesterday for that matter. I like and respect almost everything coming out of the Bureau, and do like and respect those folks in the Bureau completely. I've not been holding up my end of the deal in regards to several issues. I intend to start now. I never want to be a mean guy and don't want to do business that way. However, I've been letting some things slide that I should not. It is not fair of me to expect you guys to always know all of my concerns because I don't voice them all to you. On issues like the CPT, evaluations, accomplishment of goals, time management, working with your kids, prioritization of duties, my feet are going to be held to the fire, and rightly so. Most of those are not fun issues to bring up, and I truly agonize about them. Now I have to hold your feet to the fire, and I'll start by asking for a full buy-in from all of you. Along the way I'll do everything I can to help. If you have questions, please just ask.

I assume you're talking about this paragraph. I'll do my best. First of all, I felt a little bad (I guess you'd call it self-pity) that some of the things the Bureau was not all that happy about were the result of my actions, or lack thereof. None of them were a crisis but I'm a pleaser (wanting to please you guys, my bosses, etc.), and I don't like feeling like I'm dropping the ball. My inaction has caused you guys some embarrassment and grief and that's not fair to anyone. I'm learning this job as I go.

The three guys in the Bureau have the best of intentions, and they do care about all of us first and foremost, and the resource is a close second. Some will argue that but I believe it's true.

Issues like CPT balances, taking your kids to work, what holster you wear, how folks are held to their goals on their evaluations, etc. are things that I don't like to address every day so I try to ignore them for the most part. I believe in picking my battles, and non nit-picking you guys. However, those very topics came up and I was told that I should be addressing them and drawing a line in the sand. That's probably true so I'll do it. That means you guys will be held to the same things that I'm being held to. That doesn't make it fun. That's what I meant in this paragraph. If we need to discuss it more, let's do it.

Mark

From: Bowen,Mark
Sent: Wednesday, June 06, 2007 6:01 PM
To: Rhodes,Mark; Bogar,Rick; Bryant,Julie; Overman,Dave; Stanley,Josh; 'Jerry Hugo'
Cc: Walker,Craig
Subject: RE: new happenings

Mark:

Thank you for the update. It is nice to receive this so quickly even if it is lengthy. You probably felt like you wrote a book...LOL. Anyway, I would like a greater explanation of your next to last paragraph which is in red. Could you do that for me? Thank you.

Bowen

From: Rhodes,Mark
Sent: Wednesday, June 06, 2007 5:37 PM
To: Bogar,Rick; Bowen,Mark; Bryant,Julie; Overman,Dave; Stanley,Josh; Jerry Hugo

B-1

9/11/2007

Cc: Walker, Craig
Subject: new happenings

We're done with our Bureau meeting and I want to keep you up to speed. Here are SOME of the things we discussed that will have the biggest impacts on you. I'll tell you up front that you won't like some of it, but to be honest, I don't need to hear the reasons. I already know them.

I know this is long but please give it your attention.

I'll start with something positive. Jon understands from Cal (as we all should after ISTS) that one of our main priorities should be youth activities. Jon has two main pushes. One is to continue those activities that we're doing and add to them. The second one (that we can start with this Saturday on FFD) is to document them better and TAKE PICTURES!!! Please, each of you that work with kids this weekend and anytime in the future, get a photograph or two of the officer with a kid doing some outdoor stuff. If you have the inclination, write an article and get some press. I would like to see some photos from FFD sometime next week. Last but not least, I will keep better records of those hours spent doing those types of things.

Which brings us to the next topic: Time reporting. We're all lumpers. I'm not going to change the way I'm doing business a great deal, but those items that are of special interest to us like "Youth mentoring" and "Enforcement" and "Fish & Wildlife" need to be ABC coded as such. If you are on the computer writing a case report, it is enforcement, not administration. If you're writing a news article about a youth waterfowl hunt it is something other than administration. Please do your best with that.

Jon asked that we do a better job in the region of buffering him from direct questions from the officers to him. I can't stress enough how much he regrets that request, but he's dealing with 1300 e-mails per week (I can't even comprehend that), and that does not include hundreds of phone calls, and just can't give them the attention they deserve. He is getting questions about radios, ICOA, and other things that either I or Craig or Chip or someone else can answer and don't need to go to him. Please send all correspondence through me first (not as a CC but initially) before you send those things to the head shed. We need to try to keep things from going to him that can be handled at a lower level. He simply can not do those things justice and he knows that.

We talked about CPT balances. We need to do something different, and here is the part where I do NOT need to hear the reasons we can't comply. We'll just comply. Your CPT balances should never exceed 150 hours without my approval, and I can't be lenient about it. Approval to exceed 150 hours will be for what I deem as an emergency only. Right now we are sitting just fine with the exception of Julie still trying to get rid of all of her mandatory stuff from New Employees and other Training. I would like to see, PLEASE, all CPT balances at less than 20 hours by the first of September. That is the only way we can even dream of getting through the fall, and only then if we use our time wisely through the fall. I would like to make that the rule for the first of October as well, but can't foresee that as realistic for those most involved in the September action plan. As Jon said, the CPT should be viewed similarly to the way we worked the holiday week last week. If it takes you beyond 40 hours that week then it needs to be something semi-urgent. Routine patrols that are building CPT need to be limited or eliminated.

We discussed the point that right now it is EAL that has been taken away, and CPT is the next logical target. We need to quit contributing to that argument. It's all about priorities and time management. On top of that, you should do some research into how CPT earnings affect your career and retirement dates, etc. It benefits nobody to be carrying 200 hours of CPT, not you and not even the sportsmen, because then they end up with a C.O. who is seasonal and has to take the whole spring off to burn CPT. I guess that's enough on that for now, but please hear me when I say that this is for real. On top of that, it appears that we're the region that is collecting the most CPT and the only ones being allowed to carry those balances. We are busy, but we're no busier than many other places and they deal with it.

We discussed the need for better evidence collection, storage and chain of custody, and Dave is working on getting us some training. There is a good opportunity that has arisen and he's working on bringing the training to us so we can all attend. It came up at that time that most regions have also decided that there is no need (hardly ever) to seize fishing rods. We discussed that yesterday.

There were other things, but those were some of the highlights. The CAP program and trailers are going strong. We will have a 24/7 dispatch center for CAP next month. Our new recruits did well at POST, and now we're needing to recruit a bunch more for this fall. The FTO program is in good shape and they'll be starting a new computerized system for that program this fall. Most things are in good shape.

B-2

9/11/2007

Now, moving from things from the Bureau meeting, here is some follow-up to yesterday's meeting.

I talked to Dupont about our concerns on the "Winter Stream Season". We did not have all the facts (as we knew) but I have more now. I also have to admit that I was a little taken back by the sense that we somehow figure that our group knows more about the cutthroat stuff, or cares more about them, than does fisheries. I've not found that to be the case and it's all part of this teamwork theme that we talked about. Anyway, here's what he told me:

- the extension of the "Winter Stream Season" is something that is being considered by at least 3 of the regions, if not more
- the current closing date for the "Winter Stream Season" was dictated by some other areas where they have main river spawners
- most of our cutthroat in the CDA and St. Joe in particular, are spawning in the tributaries or headwaters of the main rivers
- our "Winter Stream Season" only includes 6 waters (page 23) and they are all main rivers, not tributaries
- the only water they would consider expanding this to is the Spokane River, and that was because of an officer's request to open that during that time and this would be a clean and easy way to do that
- the most vulnerable time for our cuts (congregated in holes) occurs during the time that is CURRENTLY open now under the "Winter Stream Season", and not so much in April and May
- fly fishermen and some managers around the state have recognized some great hatches and fine opportunity for catch and release fishing during April and May
- MT and WY are currently doing it just fine in similar situations
- he recognizes it will create potential for illegal harvest and it may have to be revisited in 2 years, if it happens
- he knows it adds a burden to us but that's not his only concern, as his job is in fact to evaluate the opportunity to provide more opportunity if possible
- he did not think it would have any affect on attempts to list the fish and is a non-issue in that realm

Those were the main things we talked about. I don't know as much as he knows about all of these topics. We may or may not agree with them. These are his findings and opinions. I will say that I know we are resistant to change, because everyone is. I also know that in the past on these things when I was sure the sky would fall down if it happened, have not often turned out that way. We need to continue to be professional about it all and recognize that Joe's main priority is the protection of those fish, with the offshoot of providing opportunity to fish for them. He's done his homework and I will have no heartburn with whatever happens. I'm glad he asked our opinions, and am glad he's so willing to provide us with information. If it happens, we'll do the best we can do and he knows that. He's asking for nothing more.

Dave found out that the tribe REVOKED the Montana Bass Angler's tribal permit for June 23rd and 24th when Ned made them aware that we had done the same. The tribe also said that they hoped to have an enforcement presence on the lake that day looking for MT boats. Again, I will not be here, but it looks somewhat promising to me that it is workable if we can find the weigh-in site.

Finally, I have to say I didn't feel great when I came out of the meeting today, or yesterday for that matter. I like and respect almost everything coming out of the Bureau, and do like and respect those folks in the Bureau completely. I've not been holding up my end of the deal in regards to several issues. I intend to start now. I never want to be a mean guy and don't want to do business that way. However, I've been letting some things slide that I should not. It is not fair of me to expect you guys to always know all of my concerns because I don't voice them all to you. On issues like the CPT, evaluations, accomplishment of goals, time management, working with your kids, prioritization of duties, my feet are going to be held to the fire, and rightly so. Most of those are not fun issues to bring up, and I truly agonize about them. Now I have to hold your feet to the fire, and I'll start by asking for a full buy-in from all of you. Along the way I'll do everything I can to help. If you have questions, please just ask.

Again, I apologize for the length but I want to communicate this to you all. It would take me hours to do it with each one over the phone, and none of us want to have to have another meeting right now. This was my best option if you can all stick with it long enough to read it.

I'm headed home. Later,
Mark

B-3

1 MR. SMITH: And you've worked with him since the year 2000?

2 JERRY HUGO: That's correct.

3 MR. SMITH: Are you his superior officer?

4 JERRY HUGO: No, I am cohort. I'm a fellow officer (inaudible).

5 MR. SMITH: Okay, but in your working with you have you come to know
6 what kind of employee he is?

7 JERRY HUGO: Yeah. Hard worker and I've seen him in a lot of
8 situations in the field. He's an upstanding officer in every regard.

9 MR. SMITH: Have, have you ever seen him deal with the public in a
10 violent or aggressive way?

11 JERRY HUGO: No, we've had a lot of probable or possible violent
12 contacts, aggressive contacts and I've never seen that attitude displayed. When
13 I've been in the field with him.

14 MR. SMITH: How about with fellow workers or people in the
15 department? Ever have any issues with (inaudible).

16 JERRY HUGO: No not at all. You know in the work field he's very
17 business like and we have to be for command control on scenes. But in on a
18 fellow worker, a personal level, he's nothing but humble. That's how he carries
19 himself all the time.

20 MR. SMITH: And do you know him socially as well?

21 JERRY HUGO: Yeah.

22 MR. SMITH: And have you spent time with him and his kids?

23 JERRY HUGO: Yes I have.

1 MR. SMITH: What types of things have you been involved with with him
2 and his family.

3 JERRY HUGO: Going to dinner with him. I've had, if I could refer to
4 some notes I took down on all the contacts that I've had with him. Thanksgiving
5 dinner 2004. Golfing activities with him and his family at the Pinehurst Pinehurst
6 golf course. Ducks Unlimited banquets, Rocky Mountain Elk Foundation
7 banquets. I was at, one of few at his wedding, when he got married to Julie. He,
8 him and Julie and Brielle were at my wedding. So basically a whole myriad of
9 times together. You know, whether they'd be at work or not at work, he, him and
10 his family came over to help me put up hay. We've done snow machine patrols
11 together when he's brought his kid Braylen, and every year, the Fish And Game
12 department has Christmas parties. I've been around them at Christmas parties
13 since 2000.

14 MR. SMITH: What if I said that there's been an allegation that Mark's
15 somewhat of an absentee father during hunting season, because of his work?

16 JERRY HUGO: Well, obviously our line of work is that we need to be in
17 the field mostly in the fall, or a lot more in the fall than we do the rest of the time.
18 And that's the, that's the demand and the pressure on the family. But I can tell
19 you this, Mark always put his family first. I saw it time and time again where, it
20 was his choice to either go with us on a back country adventure or not, and when
21 at all possible he stayed home, and was with his family. We'd like to see him
22 more actually out there with us, but he actually made that decision very often
23 since I've known him.

1 MR. SMITH: Would you happen to know how many nights in the fall of
2 2006 he spent working. Over night away from home?

3 JERRY HUGO: I think it was a five day operation that we had up at my
4 patrol cabin on the St. Joe River. We had a full group patrol. We needed a lot of
5 man power there. And Mark didn't back down on going on that work detail with
6 us. And I think he was there four or five night. I believe the entire operation was
7 from about the 13th of October or the 12th of October to the 16th, I think he left on
8 the 17th, the morning of the 17th.

9 MR. SMITH: Do officers get the chance to bring their children to work
10 related activities?

11 JERRY HUGO: We do if we deem it, or our supervisors deem it, you
12 know safe. I myself have done that in the past with my daughters. Bring them on
13 low probability of enforcement confrontations or matters. Floating rivers, you
14 know, horse back rides, canoeing, snow machine trips. Those kind of things that
15 we know are not gonna probably have you know, enforcement situation.

16 MR. SMITH: Has Mark brought Brielle or his son on any of those?

17 JERRY HUGO: I don't recall Brielle, I do recall Braylen several times.
18 And I'm not sure exactly how old he is. Somewhere around ten I think. But
19 yeah, Braylen's been out with us just this past January we took him on a snow
20 machine trip up Myrtle Creek, St. Joe River country. And did a snow patrol
21 together with Mark and Braylen. And he's had him out a couple other times but I
22 can't recall exactly when those times were. But whenever he can, he he brings his
23

1 children with us. It's an adventure that few children get to enjoy with their
2 parents.

3 MR. SMITH: And you've seen him, both these parents, parent Brielle in
4 public places?

5 JERRY HUGO: Yeah, limited amount publicly. More so at their house in
6 Pinehurst. When I was over there for Thanksgiving dinner or dinner one time
7 after a golfing day. But yeah, he Julie and Mark have brought Brielle out to other
8 events that we've had as well. I've watched how they interact yes.

9 MR. SMITH: How, how does Mark interact with Brielle?

10 JERRY HUGO: Well, the times that come to my mind are when I believe
11 she was just starting to walk, or crawling very fast. They had a gateway in their
12 house on the top level to stop her from being able to get down the stairs. And I
13 watched Mark persistently chasing her around to keep her from being in harms
14 way. And to me, you know, Mark treated himself in a very humble manner and I
15 would almost term it subservient to the family in general. I found him very doting
16 on his children every time I was around him.

17 MR. SMITH: Did you ever see Mrs. Bowen in a in a parenting situation.

18 JERRY HUGO: Yeah, mm hmm. I saw her at the house there. She
19 changed a diaper one evening when we were there. And you know I think it was
20 a combination of both of them parenting. We visited and carried on. You know.

21 MR. SMITH: Did you ever see the parents have a conflict or resolve a
22 conflict in your presence?

23

1 JERRY HUGO: Yeah, occasionally. I can't recall. I mean it was mostly
2 due to hyper activity, you know kind of thing. I believe Marquel and Braylen
3 were outside playing basketball or something, running in and out of the house,
4 and I think It was Mark that said, "Hey settle down," or something you know. I
5 don't recall exact.

6 MR. SMITH: The times you've seen the Bowen home, was it, need to be
7 picked up, or what it disheveled with things all over the floor?

8 JERRY HUGO: Oh no, I thought it was, I thought it was well taken care
9 of and you know, obviously people try to clean up a little bit too before company
10 comes but. I didn't see any problem in that manner.

11 MR. SMITH: Thank you, I don't have any other questions.

12 JUDGE MCFADDEN: Alright, Mr. Palmer, any questions of Officer
13 Hugo?

14 MR. PALMER: Yes. Mr. Hugo the. You you've worked with Mr. Bowen
15 since 2000 is that accurate?

16 JERRY HUGO: Yeah.

17 MR. PALMER: Okay, do you, can you tell the court whether he works full
18 time or part time?

19 JERRY HUGO: Well, I would consider it more of a part time. I mean it's
20 a full time position but we're not. We work when the demands are there or when
21 we feel that it's important for us to be out there. You know, a fish and game
22 officer's best tool is surprise and if we worked 8 to 5 every day, Monday through
23

1 Friday we just don't have the man power to cover everything. So we work on
2 surprise a lot. So the officer decides on when he goes or not.

3 MR. PALMER: Is there any requirement regarding your hours?

4 JERRY HUGO: No. I wouldn't say there's any specific requirements.
5 We may work 70, 75 hours one week, and we may not work at all the next several
6 weeks. Taken off comp time and over time that we've accrued.

7 MR. PALMER: How is your schedule handled? How is that set?

8 JERRY HUGO: Our schedule is mostly handled by ourselves. We decide
9 when we need to work and when we don't need to. And often times we can take
10 large blocks of time to be with our children. And there's other times when we
11 have to be at work and be in the field so. It's actually very loose. It's not, I see
12 you're querying about that, or inquisitive it's a. We tend to dictate when we work
13 and when we don't.

14 MR. PALMER: Okay, and I presume then, you're talking about your
15 schedule. Does that apply to Mark's as well?

16 JERRY HUGO: That implies to just about every officer in the state that I
17 know.

18 MR. PALMER: Okay.

19 JERRY HUGO: We're not we're not dictated our work assignments.

20 MR. PALMER: He can essentially say, I'll be to work, you know
21 whatever, Sunday Monday Tuesday if he likes to do so.

22 JERRY HUGO: Mm hmm.

23

1 MR. PALMER: And unless there's some unusual operation occurring,
2 that's not gonna be a problem.

3 JERRY HUGO: Yeah, again, he or she, we have female officers too now,
4 you know can pretty decide when they need to be there and when they don't.

5 MR. PALMER: Okay.

6 JERRY HUGO: Yeah.

7 MR. PALMER: Is this a recent development? Or is this something that's
8 been in place as long as you've been involved with the Fish and Game.

9 JERRY HUGO: I've been an officer for over 20 years and this is how they
10 still run it. Yeah, again it's the element of surprise that's our best key until we get
11 more manpower from the legislature, we're not, we can't be on a shift basis and
12 be out there a regiment exact time period so. It's up to us, and we know. It take a
13 years or two in your patrol area. And you know when you need to be there and
14 when you don't need to be.

15 MR. PALMER: Okay. Regarding your social contacts with Mark and
16 Julie. Would it be fair to say you've been to their home three times?

17 JERRY HUGO: Yeah, and you'd be more than welcome to look at here
18 these uh the times I recall being in contact with them. To their home? Yeah,
19 probably three or four times I could look exactly here. Once after golfing, once
20 after, once at Thanksgiving. Went at their house after a banquet. So it looks like
21 four times.

22 MR. PALMER: Four times?

23 JERRY HUGO: Yeah.

1 DAVE OVERMAN: Uh we do. My wife and I have a daughter the day
2 after Mark and Julie. That Brielle was born. Brielle was born on the 23rd, our
3 daughter was born on the 24th.

4 MR. SMITH: And have you seen Mark and Brielle together?

5 DAVE OVERMAN: I have. On a several occasions.

6 MR. SMITH: What kind of occasions?

7 DAVE OVERMAN: Um, Mark's had her at the regional office in Coeur
8 d'Alene. When he had to come in and process paperwork, he brought her with
9 him. I do the same things with my daughter. Take our, both of our daughters have
10 gone with us on boat rides on the lake. (inaudible). They get along really well
11 together in fact. My mother and father and law live in Pinehurst, and Brielle and
12 Jayden have a bedroom at my in-laws house.

13 MR. SMITH: So Brielle spent some time at your in-law's house?

14 DAVE OVERMAN: Yeah, she does.

15 MR. SMITH: And have you seen the Bowen Family all together. Mark,
16 Julie, and Brielle?

17 DAVE OVERMAN: Uh, I haven't had a lot of time with them interacting
18 at all. Like only in their house, while Mark and Julie were married. And I don't
19 take my work to another house another officer's home, or try not to. So to
20 actually go there.

21 MR. SMITH: Uh.

22 DAVE OVERMAN: Only a couple times.

23

1 MR SMITH: And have you seen him interact with these other children
2 that as well as Brielle?

3 JERRY HUGO: Yeah

4 MR SMITH: When was that?

5 JERRY HUGO: Well, Thanksgiving for sure. And I think that was the
6 last time we had dinner over there. Brielle was crawling around on the floor.
7 They had some concerns that she was going to fall down the stairs and had a
8 barrier up there. And Mark just kept chasing her while we were visiting. There
9 was two or three couples, three couples in the front room and we were just
10 visiting. And Mark was interacting mostly with them. I've had some interaction
11 with Danielle, a fair amount with Braylen, and Mark and over the years. And not
12 much with Marquel. Playing a little bit of basketball with him outside there.
13 That's about it.

14 MR SMITH: Has Mark brought Braylen on drive alongs at work?

15 JERRY HUGO: Yeah. When we have specific non enforcement type of
16 patrols, where he could come out with us on snow machine patrols. He went with
17 us on that. And actually got to see wolves. He was pretty excited about that.
18 And we went on an ATV trip once. And then had to hike the rest of the way into
19 some high mountain lakes and patrol for checking for licenses on fisherman. And
20 that's about it. I've never never have seen out in the fall for enforcement
21 situations.

22 MR SMITH: Were those trips where Braylen was there, were those trips
23 that the department encouraged the family to go?

1 JERRY HUGO: Yeah, I mean, supervisors want us to maintain safety at
2 all times and I think they also know when it's prudent to when not to bring family
3 members. Often times we'll float the river, and we'll take our kids. I used to take
4 my daughters all the time. We kinda know when it's a safety concern and when
5 it's not. It helps to maintain that bond with your kids to take them out in the
6 words and be a part of the experience out there. We work a lot so we take every
7 opportunity we can to have our kids along with us on, seeing wild life, you name
8 it, I could a hundred things that we do with our children (inaudible).

9 MR SMITH: You're job, are you a field officer?

10 JERRY HUGO: That's correct yes.

11 MR SMITH: Same as Mark?

12 JERRY HUGO: Same as Mark.

13 MR SMITH: And do you have to work on the computer to do your job.

14 JERRY HUGO: Mm hmm.

15 MR SMITH: How much time?

16 JERRY HUGO: Uh unfortunately more and more. As time goes on. Uh,
17 probably well it depends on the time of year. When you have high emphasis
18 times of year, the fall, big fishing season, portions of the year. The spring, bear
19 and turkey open, where you're out in the field but, and you have regularly do time
20 and time accounting and a bunch of other things. But there's off times of year
21 that you have to be in there a lot doing paperwork of all kinds. There's more
22 administrative and report writing. It can account for an entire week. Actually put
23 an entire week in your office just working on the computer. I don't like to do