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POST Board Meeting Agenda

Friday, December 5, 2025

Peace Officer Standards and Training (POST) Board Meeting

10 a.m. – 12 p.m.

Ralph L. Carr Colorado Judicial Center
1300 Broadway, Denver, CO 80203

Board Members

Philip J. Weiser

Attorney General

Chair

Chief George Dingfelder

City of Alamosa

Vice Chair

Donald Addy

Public Member

Ashley Beck

Public Member

Chief Mark Beckett

City of Steamboat Springs

Chief Gregory Daly

Town of Avon

Commissioner Laura Daniels

County of Gunnison

Deputy Rachel DeFrancesco

Town of Ridgway

Sharletta Evans

Public Member

Executive Director Stan Hilkey

Department of Public Safety

Chief David Krouse

City of Fruita

Scott Levin

Public Member

Sheriff David Lucero

Pueblo County

Sheriff David Martin

Morgan County

Special Agent in Charge

Mark Michalek

Federal Bureau of Investigation

Sheriff Justin Perry

Ouray County

Sheriff Aaron Shiplett

Baca County

Jessica Shouse

Public Member

Sheriff Sean Smith

La Plata County

Chief Jeffrey Swoboda

City of Fort Collins

Chief Ron Thomas

City of Denver

POST Director

Erik J. Bourgerie

1. **Welcome** Attorney General Phil Weiser
2. **Pledge of Allegiance** Attorney General Phil Weiser
3. **Introduction of Board Members, SME Members, Staff and Guests**
4. **New Board Members**
 - Sheriff Curtis Johnson, Boulder County Sheriff's Office
 - Corporal Lindsey Sullivan, Lone Tree Police Department
5. **Departing SMEs** Attorney General Phil Weiser
 - Commander Timothy Jungclaus - Curriculum
 - Detective Roman Castro – Arrest Control
 - Sergeant Tyler Hinton – Driving
6. **Roll Call** Director Erik Bourgerie
7. **Approval of Work Session** Attorney General Phil Weiser
Minutes from September 11, 2025
(See supplemental materials)

8. **Approval of Board Meeting Minutes from September 12, 2025**
(See supplemental materials) Attorney General Phil Weiser
9. **Subject Matter Expert Committee Reports**
 - a. Arrest Control Sergeant Ike Beers
Chair
 - b. Curriculum Sergeant Anthony Santoro
Chair
 - c. Driving Commander Karl Smalley
Chair
 - d. Firearms Officer Scott Acey
Chair
 - Proposed changes to the Firearms Training Program – Decisional Shooting *(See supplemental materials)*
10. **Request for Appeal: Chris Donovan Rule 10 Variance**
(See supplemental materials) Deputy Director Ron Ryan
11. **Peace Officer Certification Revocation & Disciplinary Actions**
(See supplemental materials) Director Erik Bourgerie

POST Rule 9 - Revocation of Peace Officer Certification: Pursuant to § 24-31-305(2)(a), C.R.S., a Colorado peace officer certification issued pursuant to subsection (1) or (1.3) of this section or 24-31-308 shall be suspended or revoked by the POST Board if the certificate holder has been convicted of a felony at any time, or has been convicted on or after July 1, 2001, of any misdemeanor described in subsection (1.5) of § 24-31-305, C.R.S. For purposes of this Rule 9, a deferred judgment and sentencing agreement, deferred prosecution agreement, or pretrial diversion agreement concerning a felony or any misdemeanor described in (1.5) of § 24-31- 305, whether pending or successfully completed, also support the suspension or revocation of a Colorado peace officer certification. A Colorado peace officer certification may also be suspended or revoked if pursuant to § 24-31-305(2.5), C.R.S., a law enforcement agency has found, by clear and convincing evidence, that the certificate holder has knowingly made an untruthful statement concerning a material fact while testifying under oath, or during an internal affairs investigation or comparable administrative investigation; or knowingly omitted a material fact on an official criminal justice record, or has otherwise failed to meet the certification requirements established by the Board. A Colorado peace officer certification may also be surrendered pursuant to § 24-31-305.

Misdemeanor Matters:

1. M25-03, Taylor Bertsch, Certification PID CO-6436-6310. On March 7, 2025, Respondent entered into a deferred sentence agreement for one count of §18-9-111(1)(a) C.R.S. – Harassment, a misdemeanor, in Alamosa County Court case number 2024M467. *The Respondent was employed as a Peace Officer at the time of offense (Date of Offense: October 26, 2024, Alamosa Police Department Separation Date: December 5, 2024).* The Respondent did comply with POST Order to Show Cause No. M25-03 by appearing at a Show Cause Hearing on June 9, 2025. POST Director Erik J. Bourgerie recommends revocation of Taylor Bertsch’s Colorado Peace Officer Certification, PID CO-6436-6310. Chief Dingfelder Recuse

*The certificate holders in the following matters did **not** appear at the show cause hearing or indicate any intent to oppose the revocation. Unless any member objects and asks to consider one or all of these matters separately, they will all be presented to this Board as a group.*

Felony Matters:

1. F25-08, Karen Gillespie, Certification PID CO-109779. On January 29, 2025, Respondent entered into a deferred sentence agreement for one count of §18-3-206 C.R.S. – Felony Menacing, a felony, and plead guilty to one count of §18-9-111(1)(a) C.R.S. – Harassment, a misdemeanor, in El Paso County District Court case number 2024CR3821. *The Respondent was not employed as a Peace Officer at the time of offense (Date of Offense: September 8, 2024).* The Respondent did not comply with POST Order to Show Cause No. F25-08 by failing to appear at a Show Cause Hearing on September 30, 2025. POST Director Erik J. Bourgerie recommends revocation of Karen Gillespie’s Colorado Peace Officer Certification, PID CO-109779.
2. F25-09, Timothy Johnson, Certification PID CO-128310. On June 16, 2025, Respondent plead guilty to one count of §18-18-405(1),(2)(c) I.C.R.S. – Possession with Intent to Distribute – Schedule I/II, a felony, in Arapahoe County District Court case number 2024CR1803 and Respondent plead guilty to one count of §18-4-401(1),(2)(g) C.R.S. - Theft \$5,000-\$20,000, a felony, in Arapahoe County District Court case number 2024CR2228. *The Respondent was not employed as a Peace Officer at the time of offense (Dates of Offense: July 4, 2024 and July 27, 2024).* The Respondent did not comply with POST Order to Show Cause No. F25-09 by failing to appear at a Show Cause Hearing on October 2, 2025. POST Director Erik J. Bourgerie recommends revocation of Timothy Johnson’s Colorado Peace Officer Certification, PID CO-128310.
3. F25-10, Jared Palma, Certification PID CO-135176. On July 11, 2025, Respondent entered into a deferred sentence agreement for one count of §18-6-403(3)(b.5),(5)(b)(II) C.R.S. – Sexual Exploitation of a Child, a felony, in Arapahoe County District Court case number 2024CR1348. *The Respondent was not employed as a Peace Officer at the time of offense (Date of Offense: November 24, 2023).* The Respondent did not comply with POST Order to Show Cause No. F25-10 by failing to appear at a Show Cause Hearing on October 2, 2025. POST Director Erik J. Bourgerie recommends revocation of Jared Palma’s Colorado Peace Officer Certification, PID CO-135176.

4. F25-11, Keith Sandford, Certification PID CO-7266-9387. On July 18, 2025, Respondent entered into a deferred sentence agreement for one count of §18-3-203(1)(i) C.R.S. – Assault in the Second Degree - Strangulation, a felony, and plead guilty to one count of §18-3-204(1)(a) C.R.S.- Assault in the Third Degree, a misdemeanor, in Arapahoe County District Court case number 2023CR2100. *The Respondent was employed as a Peace Officer at the time of offense (Date of Offense: September 7, 2023, Empire Police Department Separation Date: September 8, 2023).* The Respondent did not comply with POST Order to Show Cause No. F25-11 by failing to appear at a Show Cause Hearing on October 7, 2025. POST Director Erik J. Bourgerie recommends revocation of Keith Sandford's Colorado Peace Officer Certification, PID CO-7266-9387.

Misdemeanor Matters:

1. M25-06, Richard Gzybowski, Certification PID CO-135165. On April 8, 2025, Respondent entered into a deferred sentence agreement for one count of §18-3-204(1)(a) C.R.S. – Assault in the Third Degree, a misdemeanor, in Jefferson County Court case number 2024M5785. *The Respondent was not employed as a Peace Officer at the time of offense (Date of Offense: October 4, 2024).* The Respondent did not comply with POST Order to Show Cause No. M25-06 by failing to appear at a Show Cause Hearing on August 14, 2025. POST Director Erik J. Bourgerie recommends revocation of Richard Gzybowski's Colorado Peace Officer Certification, PID CO-135165.
2. M25-07, William Hill, Certification PID CO-107613. On July 10, 2025, Respondent plead guilty to one count of §18-9-111(1)(f) C.R.S. – Harassment, a misdemeanor, in Mesa County Court case number 2024M2347. *The Respondent was not employed as a Peace Officer at the time of offense (Date of Offense: August 13, 2024).* The Respondent did not comply with POST Order to Show Cause No. M25-07 by failing to appear at a Show Cause Hearing on October 1, 2025. POST Director Erik J. Bourgerie recommends revocation of William Hill's Colorado Peace Officer Certification, PID CO-107613.

Untruthfulness Matters:

1. U25-28, Daniel Hook, Certification PID CO-1252-4403. On July 28, 2025, the Pueblo Police Department notified Colorado Peace Officer Standards & Training the Respondent knowingly made an untruthful statement concerning a material fact OR knowingly omitted a material fact during an internal affairs investigation on June 12, 2025 (*Date of Separation: July 1, 2025*). The respondent did not request an Administrative Hearing regarding this matter. POST Director Erik J. Bourgerie recommends revocation of Daniel Hook's Colorado Peace Officer Certification, PID CO-1252-4403.
2. U25-31, Jacob Golden, Certification PID CO-045-709. On August 13, 2025, the Weld County Sheriff's Office notified Colorado Peace Officer Standards & Training the Respondent knowingly made an untruthful statement concerning a material fact OR knowingly omitted a material fact during an internal affairs investigation on July 15, 2025 (*Date of Separation: July 29, 2025*). The respondent did not request an Administrative Hearing regarding this matter. POST Director Erik J. Bourgerie recommends revocation of Jacob Golden's Colorado Peace Officer Certification, PID CO-045-709.

3. U25-32, Temmo Cramer, Certification PID CO-724-005. On August 14, 2025, the Colorado Springs Police Department notified Colorado Peace Officer Standards & Training the Respondent knowingly made an untruthful statement concerning a material fact OR knowingly omitted a material fact on an official criminal justice record on February 7, 2025. (*Date of Separation: August 1, 2025*). The respondent did not request an Administrative Hearing regarding this matter. POST Director Erik J. Bourgerie recommends revocation of Temmo Cramer's Colorado Peace Officer Certification, PID CO-724-005.

POST Suspension of Peace Officer Certification: Pursuant to §24-31-904(2)(a)(I) C.R.S. a Colorado peace officer certification issued pursuant to subsection (1) or (1.3) of §24-31-305 C.R.S. or §24-31-308 C.R.S. shall be suspended by the POST Board if the certificate holder has been convicted of or pleads guilty or nolo contendere to a crime involving the unlawful use or threatened use of physical force or a crime involving the failure to intervene in the use of unlawful force and the incident did not result in serious bodily injury or death to another person. For purposes of this Rule 5, pursuant to §24-31-904(4) a deferred judgement, deferred prosecution agreement, or pretrial diversion agreement for a crime involving the use of physical force or a crime involving the failure to intervene in the unlawful use of force also support the suspension of a Colorado peace officer certification.

1. M24-12, Dat Truong, Certification PID CO-5338-4607. On December 16, 2024, Respondent was sentenced after being found guilty following a jury trial of one count of §18-9-111(1)(a) C.R.S. – Harassment – strike/shove/kick, a misdemeanor, in Adams County Court case number 2024M435. *The Respondent was employed as a Peace Officer at the time of offense (Date of Offense: November 4, 2023, Denver Police Department, Separation Date: November 21, 2024)*. The Respondent did not comply with POST Order to Show Cause No. M24-12 by failing to appear at a Show Cause Hearing on February 4, 2025. POST Director Erik J. Bourgerie recommends a seven (7) year suspension of Dat Truong's Colorado Peace Officer Certification, PID CO-5338-4607. Chief Thomas recuse.

Voluntary Relinquishments:

1. VR25-10, Nicholas Smith, Certification PID CO-8052-0040. July 26, 2023, the Alamosa Police Department notified Colorado Peace Officer Standards & Training the Respondent knowingly made an untruthful statement concerning a material fact OR knowingly omitted a material fact on an official criminal justice record on November 28, 2022. (*Date of Separation: January 31, 2023*). Prior to an administrative hearing in this matter, the Respondent voluntarily relinquished his Colorado Peace Officer Certification.

Administrative Hearing Officer Decisions:

1. E24-07, Rusty Waters, Certification PID CO-6324-2201. On July 19, 2024, the Thornton Police Department notified Colorado Peace Officer Standards & Training the Respondent used unlawful physical force on February 8, 2024 (*Date of Separation: August 26, 2024*). The respondent requested an Administrative Hearing, which was held on July 22, 2025. An initial order recommending revocation of Mr. Waters' Peace Officer Certification was issued on September 4, 2025. A Final Order of Revocation was issued on October 8, 2025.

Administrative Appeals/Exceptions to Hearing Officer Decisions

1. E24-09, Steven Anderson, PID CO-139554. Hearing was conducted on May 19, 2025. Hearing Officer issued an Initial Decision on June 3, 2025. The respondent appealed the Initial Decision by filing exceptions. The parties have filed briefs on exceptions. The matter is before the Board to address the exceptions and determine whether to affirm, set aside, or modify the decision. Chief Thomas Recuse
2. U22-26, Vincente Rodriguez, PID CO-1786-8078. Hearing was conducted on April 28 through 29, 2025. Hearing Officer issued an Amended Ruling/Initial Decision on May 28, 2025. The respondent appealed the Amended Ruling/Initial Decision by filing exceptions. The parties have filed briefs on exceptions. The matter is before the Board to address the exceptions and determine whether to affirm, set aside, or modify the decision.
12. **Executive Session**
 - Executive session pursuant to § 24-6-402(3)(II), C.R.S., to receive legal advice from adjudicatory counsel regarding exceptions filed pursuant to § 24-4-105(14)(a)(II), C.R.S. in the matters of POST Board v. Steven Anderson, E24-09; and POST Board v. Rodriguez U22-26.
13. **New Vice Chair** Attorney General Phil Weiser
14. **Request for Refresher Academy
Conditional Approval** Deputy Director TCR
(See supplemental materials) Dan Hotsenpiller
15. **Academy Redesign Project Update** Academy Curriculum Developer
Gwen Burke
16. **Instructor Methodology
Program Approval** Academy Curriculum Developer
(See supplemental materials) Gwen Burke
Commissioner Laura Daniels
17. **Board Messaging for Redesign** Commissioner Laura Daniels
18. **Rule 28 Messaging** Deputy Director Ron Ryan
19. **2026 Meeting Dates** Attorney General Phil Weiser

March 12, 2026	Board Meeting (During Conference)
June 5, 2026	Board Meeting
September TBD	Work Session
September TBD	Board Meeting
December 4, 2026	Board Meeting
20. **Comments From Others on POST Issues**
21. **Adjournment** Attorney General Phil Weiser

Upcoming Meetings

POST Board Meeting: Thursday, March 12 from 1PM to 5PM

Denver Marriot West
1717 Denver West Marriott Blvd, Golden, CO 80401

SME Meetings 10AM – 12PM