



Department of Law
Ralph L. Carr
Colorado Judicial Center
1300 Broadway, 9th Floor
Denver, CO 80203
(720) 508-6721
Fax: (866) 858-7486
Email: POST@coag.gov

POST BOARD WORK SESSION

Record of Proceedings

Thursday, March 10, 2022

10 a.m. – 4 p.m.

Ralph L. Carr Colorado Judicial Center

Board Members
Philip J. Weiser
Attorney General
Chair
Sheriff Anthony Spurlock
Douglas County
Vice Chair
Donald Addy
Public Member
Sr. Investigator Tonya Barnes
Eighteenth Judicial District
Ashley Beck
Public Member
Chief Gregory Daly
Town of Avon
Laura Daniels
Public Member
Chief George Dingfelder
City of Monte Vista
Officer Rachel Esters
City of Ouray
Sharletta Evans
Public Member
Chief Debra Funston
Town of Palisade
Chief Terrence Gordon
City of Thornton
Executive Director Stan Hilkey
Department of Public Safety
Sheriff Robert Jackson
Alamosa County
Scott Levin
Public Member
Deputy Shannon Lofland
Arapahoe County
Sheriff David Martin
Morgan County
Sheriff Anthony Mazzola
Rio Blanco County
Chief John Minor
Town of Silverthorne
Sheriff Shawn Mobley
Otero County
Chief Clinton Nichols
City of Commerce City
Sheriff Steve Nowlin
Montezuma County
Special Agent in Charge Michael Schneider
Federal Bureau of Investigation
Councilmember Wayne Williams
City of Colorado Springs

1. **Welcome** Attorney General Phil Weiser
 - a) Introduction of members attending via Zoom:

Chief John Minor
Chief Debra Funston
Sheriff Steve Nowlin
Councilman Wayne Williams
 - b) Roll call of members and POST staff in attendance:

Mr. Donald Addy
Training Manager Bob Baker
Investigator Tonya Barnes
Ms. Ashley Beck
POST Director Erik Bourgerie
Chief Gregory Daly
Ms. Laura Daniels
Chief George Dingfelder
Deputy Attorney General Janet Drake
Compliance Investigator Steven Eckelberry
Administrative Coordinator Victoria Edstedt
Officer Rachel Esters
Chief Terrence Gordon
Deputy Shannon Lofland
Sheriff David Martin
Sheriff Shawn Mobley

POST Director
Erik J. Bourgerie

Senior Assistant Attorney General Coleen Morey
Administrative Coordinator Mario Noriega
Training Coordinator Dan Ostrander
Compliance Manager Cathy Rodriguez
Compliance Specialist Courtney Schwartz
Sherriff Anthony Spurlock
Compliance Specialist Mary Vekasy
Attorney General Phil Weiser

- c) Brief mention of “My Why” Project

Attorney General Weiser thanks everyone who has participated in the “My Why” project, launched on the Law Enforcement Appreciation Day, and encourages those who have not to please do so.

2. **Legislative Updates**

Attorney General Phil Weiser

- a) Recruitment/Retention & Mental Health Support

Many law enforcement agencies in Colorado are having difficulty with recruitment and retention. There must be thought and discussion about what it means to serve as a peace officer, in order to create better career pathways. The Attorney General’s Office is advocating for a \$10 million bill that will be dedicated to improving recruitment and retention efforts. The Attorney General urges the POST Board members to begin thinking about how to use the funds. For example, \$5 million can be spent on recruitment and retention, while another \$5 million can be allocated to mental health services to make them available to every agency across the state.

- b) Fentanyl Legislation

Another sum of money will be coming through to support investigations for fentanyl poisoning. There is a clear sign that people are continuing to die from overdoses and our communities need additional protection. Once these funds are approved, there will be meetings to gain ideas on how to better assist these investigations.

3. **Proposed Change to Rule 28**

Sr. Inv. Tonya Barnes

Investigator Tonya Barnes proposed to change the wording of Rule 28 to include those POST-certified peace officers, who are employed in positions where the statute doesn’t enforce adherence to the annual In-Service training requirements. The proposed change to Rule 28 would ensure that all POST-certified individuals in Colorado are in compliance with POST training standards. The decision will likely be made in June or September, going into effect in 2023.

4. **Elevating Professional Training Opportunities**

Director Erik Bourgerie

a) Integrating Communications, Assessment, and Tactics (ICAT)

ICAT is the only scientifically validated de-escalation program in the United States. POST training specialists, Jared Torsney and Dan Ostrander, have been traveling statewide to teach this program. Classes have been very well received by the agencies and POST sent two more staff members through the ICAT train-the-trainer course to become instructors. So far POST has taught 67 officers in Durango, Steamboat Springs, Fort Collins and Morgan County. More classes are scheduled for Auraria Campus, Garfield County, Alamosa County and Thornton. POST is also looking to hold classes for La Junta, Colorado Springs, Montezuma County, Mesa County and Pueblo by July.

b) Active Bystandership for Law Enforcement (ABLE)

ABLE is an agency-wide training dedicated to save officers careers by using early intervention and acknowledging clear signs of mental/emotional distress. POST plans on using newly obtained funds to bring this program to Colorado agencies. The hope is to have four or five agencies to act as advocates for ABLE in their regions and then let the word spread about its positive impact.

c) Ethical Decision Making Under Stress (EDMUS)

EDMUS program focuses on ensuring that officers in the field are making the best decisions, based on law and constitution while under stress. To develop EDMUS, POST hired a vendor, FORCE Concepts. POST is confident that the final product will become a leading-edge program on a national level. The training will be a 16-hour class that consists of two eight-hour days with a third day dedicated to a train-the-trainer portion.

5. **Commission on Improving First Responder Interactions with Persons with Disabilities**

Shalyn Kettering
Janet Larson
Chris Smith
Shannon Lofland

The Commission on Improving First Responder Interactions with People with Disabilities was comprised of 12 members appointed by the Attorney General. The Commission was tasked with reviewing the curriculum in Basic Law Enforcement Academies and annual In-Service training offered to Colorado Peace Officers and making suggestions on improving interactions between first responders and people with disabilities. The Commission reviewed current curriculum, both from within the state and around the country, as part of their work. 17 classes in the Basic Academy Curriculum were enhanced by adding learning outcomes with interactions with people with disabilities. For In-Service training, agencies are being provided with optional toolkits which will be published on the [POST website](#) as a resource for

training coordinators. The example lesson plans can be used to develop pertinent training important to their agency. The recommended In-Service training will be mandated under 24-31-315 and will be tracked by POST on a rotating five-year schedule.

6. **Annual Report**

Director Erik Bourgerie

Director Bourgerie discussed [2021 annual report](#), highlighting what POST staff has been working on behind the scenes. Last year POST has certified 1,040 officers and received 77 variance requests, granting 53 of them. Many of the variances were extensions for expiring certifications, while the officer was in the hiring process with an agency. POST suspended/revoked 40 certifications. More details about revocations can be found in the [Peace Officer Database](#) on the POST website. POST also had its first relinquishment under the new statute that allows to accept the voluntary surrender of a POST certification. 1,735 officers completed online training and 175 completed the SFST and ARIDE, paid by the POST grant. In addition, POST grant program has provided 76,175 training hours to officers across the state. 212,654 courses were completed through Police One. POST sent several people to the academy with the Rural and Small Agency Scholarship grant program and awarded \$125,000 in scholarships total.

7. **Rule 28 Report 2021**

Training Mgr. Bob Baker

According to Rule 28, POST is responsible for tracking the 24 hours of In-Service training done by all peace officer in the state. Training Manager Bob Baker oversees 259 agencies, where 12,942 officers are required to complete training. He sent out a preliminary report to give agencies and officers a period of 30 days to enter the missing training or dispute the contents of the report. Something new that was incorporated this year was the fact that officers could get suspended due to § 12-31-315, C.R.S. The final report showed four agencies and four peace officers out of compliance, although all four peace officers were able to come into compliance during the cure period. One negative effect for when agencies are out of compliance is that they are not allowed to receive any POST funds. The challenge this year was navigating how training gets entered into Benchmark. Because the site is new, many agencies needed additional assistance. POST's goal is to have every agency and officer in compliance with Rule 28 every year by December 31st, so agencies are advised to enter in training sooner going forward.

8. **Rule 17 Report 2021**

Compliance Mgr. Cathy Rodriguez

Rule 17 ensures that agencies provide POST with accurate rosters annually. Agencies are required to update officers' contact information, make sure their Colorado driver's license remain active and there are no officers with disqualifying incidents. POST has sent Constant Contact reminders, emails, as well as letters to each agency to update on rule changes and remind them about the Rule 17 form. Right now, 91% of agencies are in compliance and POST is working on collecting forms from the rest. POST is trying to educate and train the agencies on completing Rule 17 form each year by January 31.

9. **Updates**

- a) Academy Subcommittee Sheriff Tony Spurlock

This Committee’s goal was to reach out to 31 authorized law enforcement academies in Colorado and collect data about their successes in the field. The Committee tracked scores, graduations and such, to see if there is a need for an additional academy in that area. Many resources are available in the Denver Metro Area, but outside of it, people often need to travel far to attend an academy. After looking at different needs across the state, the Committee has developed new guidelines to improve the application process for new and renewing academies.

- b) “My Why” Project Director Erik Bourgerie

Every Wednesday POST has been sharing inspirational videos on social media that feature Board members and a few peace officers. The videos had been received well, but it didn’t prompt much participation outside of the Board. POST encourages individuals and agencies to create their own videos and put them out on social media to help this project continue. When director Bourgerie was in D.C for the IADLEST conference, a few corporations showed interest in magnifying the message of “My Why.” PoliceOne has expressed the possibility of speaking about it in a podcast. Overall, the feedback POST received has been positive and the team hopes to see more engagement from officers all around the state.

- c) Mental Health Curriculum Update Training Specialist Jared Torsney

Training Coordinator Jared Torsney has been working with ICAP/IADLEST and meeting weekly to create instructor guides for this curriculum. After making the final changes, they expect to have the pilot course at Denver PD in late June, following Phoenix PD and Rhode Island State Police.

10. **Job Task Analysis/Academy Redesign** Director Erik Bourgerie

One of the main goals at POST is to completely redesign the law enforcement academies in Colorado by incorporating the best adult-learning methodologies and scientifically based techniques to ensure that recruits are prepared for field service. To gather the Board members’ insight on the matter, Director Bourgerie gave them a few questions to answer and assigned breakout groups for discussion.

Questions the Board discussed during the breakout groups:

1. What are we missing/not thinking about?
2. Have we identified the right groups to complete the tasks and structured the process to complete these tasks correctly?

3. What are potential complexities/roadblocks that our plan might encounter and how might we anticipate and surmount those?

4. Who else should we talk to and include in this work?

11. **Questions/Comments Proposed
Rule Changes**

Director Erik Bourgerie

In conclusion, Director Bourgerie spoke about a few rule changes that will be presented for voting the next day during the Board Meeting. No other comments were made.