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THE POST DISPATCH

THE LATEST NEWS AND UPDATES FROM
COLORADO POST

LETTER FROM THE DIRECTOR

What Are You Doing To Improve Our Profession?

It seems like whenever it is time to write an article for the next edition of the POST Dispatch, we have just lost another hero, another brother in blue. Having had the privilege of attending the memorial service for every peace officer killed in the line of duty since I became POST Director, I have noticed how much of a role “service” played in these heroes’ lives. Ultimately, isn’t that why we all chose this profession? To serve our respective communities? I wrote about the collective importance of our peace officers being true Servant Leaders in the last POST Dispatch, so I am not going to go down that path again.

Instead, I would like to ask: “What are you doing to improve our profession?” This is not a critique. I believe that on a large scale our profession does an excellent job. There are approximately 360 million law enforcement contacts in our nation annually, with an average of 1,000 of those turning deadly. Taken in context with the dangers confronted and the lives saved, this is a remarkable statistic. Even then, I think we can all agree that we, individually and as a profession, should continue to improve. One way to do it is to become a dedicated and trustworthy instructor in a topic area



you are passionate about. I’m not talking about becoming a “been there, done that, got the t-shirt” type of instructor. I’m talking about the deep dive, learning all of the intricacies, and advocating within your agency and region for fellow officers to attend your meaningful and impactful training course. Becoming a true champion for that training and spreading the good word about it. I know it is difficult to do when you are working extra shifts while also trying to maintain very important time with the family, but it exemplifies service to our law enforcement community. Another way to serve is to join one of POST’s Subject Matter Expert Committees:

Arrest Control Tactics, Curriculum, Firearms or Law Enforcement Driving. By reviewing and inspecting programs, among other important duties, these committees serve a vital role in advising the POST Board on training standards, as well as ensuring compliance to standards by the law enforcement training academies across the state. Having served on the Arrest Control Tactics Committee for 14 years, four as its Chair, I can attest to the valuable work being performed by every committee, every day. I also found that being surrounded by such a great group of true experts and thought leaders, I gained leading edge knowledge, which helped to improve my program back at my agency.

Not everyone is going to have the level of expertise needed to serve on one of these committees. If you have the desire, yet lack some of the experience, I challenge you to start working toward this endeavor as a personal and professional goal. Seek out the required trainings and find opportunities to gain that experience. It's not going to be easy, but the service you can provide to move our profession forward is immeasurable!

INTERESTED TO BECOME A SUBJECT MATTER EXPERT?

More information about
the application &
requirements available
[HERE.](#)

ATTORNEY GENERAL PHIL WEISER'S REMARKS

"My Why" Project Launches To Honor True Service

The last year has been difficult for all of us, but especially so for law enforcement. As we know well, the overwhelming majority of peace officers serve honorably and with distinction daily, but it is the instances of gross misconduct that the public is more often exposed to. Consequently, our communities far too seldom hear about acts of kindness and bravery from law enforcement, much less get to understand their perspective. At the recent funeral for Arvada Police Officer Gordon Beesley, we heard such stories—and the Denver Post put them on the front page—but it should not take an officer losing his life for the public to see what true service looks like. To provide more visibility about why and how peace officers choose to serve, we are launching a "My Why" project across Colorado. In essence, the "My Why" project is designed to help to tell our peace officers' stories—in their own words. It will present why officers chose to serve their communities in their role as a peace officer. This project will initially consist of a series of short videos from law enforcement leaders across the state, including from the POST Board, County Sheriffs of Colorado, and the Colorado Association of Chiefs of Police—as well as front line officers—telling the stories of why they chose to serve in law enforcement and, where appropriate, as a member of their respective boards.

Law enforcement agencies and individual peace officers will then be encouraged to make and post similar videos to tell their stories of choosing to serve.

It should not take an officer losing his life for the public to see what true service looks like. - Attorney General Phil Weiser



Many of our community members do not understand the altruism and duty to service that leads one to a law enforcement career. By sharing our individual motivations and aspirations, we can shine light on an area most people are unaware of. We can show that serving as a peace officer is a calling, not just a career. We will aim to explain that our peace officers are human, with the best of intentions, and deserve to be viewed on their own merits— as opposed to being judged by the negative actions of others.

This project will work to educate the public about the very real people behind the uniform and the badge.

We believe this project also holds promise to encourage those in the next generation that are looking for opportunities to serve their communities to do so as peace officers. By demonstrating that the negative stories they see and hear about law enforcement do not represent the entire profession, we intend to shine a positive

light on an important calling. It takes a special type of person to strap on a duty belt, pin on a badge, and put themselves in harm's way to truly serve their community. And that no matter what they may look like, or the neighborhood they grew up in, those who want to serve and protect others have a place in law enforcement. Lastly, and perhaps most importantly, we know that peace officers across the state are beginning to question why they continue to serve their communities. The amount of negativity directed towards law enforcement can be hard to bear. Through this project, we will work to encourage our peace officers to think about why they decided to enter the profession—and to focus on that positive calling. By so doing, we will work to encourage officers to reflect on their why and to renew their dedication to serve our communities. That is how Gordon Beesley lived his life, always looking for the good in others, acting responsibly, and being courageous, including on the day he was killed. We can all be inspired by his memory, which will live on as a blessing.



Recent Happenings and New Initiatives

In June we hosted two virtual trainings for Academies with Benchmark Analytics to learn how to use the system. For those who were unable to participate, the power point and the recording are available for your reference:



PPT:

<https://post.colorado.gov/benchmark/training-resources>

Recording:

<https://dolfs.coag.gov/index.php/s/EoceCX0KWmimAty>

Password: POSTacademy2021

POST Rules were updated in January, including Rule 21, which is essential to POST Compliance and POST Academies. POST Rules and Manual can be found [HERE](#).

As a result of former President Trump's Executive Order-Safe Policing for Safer Communities to ensure use of force policies are in compliance with local, state, and federal law and so agencies can continue receiving discretionary grants from the Department of Justice, POST is hiring a Law Enforcement Accountability Officer position. We strive to keep officers/deputies informed about recent legislation and the impact to certification. As part of that initiative, our team is working on an outreach project to travel around the state and discuss POST's specific purview over peace officer certification.

We plan to go North, South, East and West! We will also conduct a couple of meetings in the Denver Metro area and host a virtual training. Stay tuned!



GRANTS

POST Grants for Your Agency's Success

Are you new to Colorado law enforcement or have been in the field and not familiar with the POST grants available to your agency? Here's what we have to offer for FY2022 Funding Allocations!

Regional Grant Program - \$1,758,696

10 training regions have been established throughout the state that are responsible for applying for funds on behalf of the law enforcement agencies within their geographical location. Eligible applicants must be a local government, college, university, or not-for-profit for the purpose of funding peace officer training programs to law enforcement agencies throughout the state. The Regional Grant Program year begins July 1st and ends June 30th. This year funding will be covering the 10 training regions and two training providers. More information [HERE](#).

In-Service Grant Program - \$439,674

Eligible applicants are law enforcement agencies. Funds may only be utilized by employed *certified* Colorado peace officers. The In-Service grant program year begin July 1st and ends March 31st. FY22 funds are being allocated to 92 law enforcement agencies in Colorado, ranging from \$552 to \$5,625.

Regional and In-Service Grant funds are available to acquire training, conduct training and attend training for Colorado peace officers who are currently employed by a law enforcement agency. Examples of allowable costs are: tuition, lodging, travel costs, instructor fees, class supplies, travel costs, backfill, and overtime. In- or out-of-state travel is permissible using POST funds. Training equipment is also an allowable expense. Examples of allowable costs are: Simulators, Simunitions, training ammunition, targets, arrest control training gear, driver training equipment, range and driving track improvements, etc. Applications are due March 31st each year. More information [HERE](#).

Capital Improvement Training Grant - \$188,394

The Capital Improvement Training Grant Program is designed to improve law enforcement training facilities in Colorado. Eligible applicants are law enforcement agencies as well as the POST training regions. Projects benefitting region wide training initiatives will be prioritized.

For FY22, eight law enforcement agencies will be awarded Capital Improvement

Grants. These awards will support various projects ranging from shooting range improvements to the purchase of vault toilets.

If your agency/region would like to apply for this funding opportunity for FY2023, the application will be open March 1st through March 31, 2022.

More information [HERE](#).



Very Small Agency Backfill Grant Program - \$15,000

The Very Small Agency Backfill Program is meant specifically for agencies with 10 or fewer peace officers. The program can be used to backfill for certified officers as well as sworn detention officers. Larger agencies will be given consideration on a case by case basis. This program is designed to assist “very small agencies” with schedule coverage so their staff can attend law enforcement training. POST will reimburse the providing agency up to \$50/hr. for each hour their staff works under this program, which includes benefit costs. Additional funds may be requested in order to cover travel time, lodging costs and mileage for officers providing the backfill. Agencies wanting to reimburse their own employees’ overtime for coverage should request funding from the In-Service Grant Program or submit a request to their training region. Law enforcement agencies interested in applying for grant funding must complete an application for funding at least 30 days in advance of the training.

More information [HERE](#).



Public Safety Leadership Development Grant Program - \$50,000

POST will be providing grant funding in the form of scholarships to 25 certified peace officers for the purpose of attending one of the Public Safety Leadership Development Programs hosted by the Daniels College of Business. Priority will be given to small/rural law enforcement agencies. The application must be submitted to POST at least 30 days in advance of the class to be considered. More information [HERE](#).

Academy Scholarship Grant Program - \$125,342

The program was developed by way of House Bill 20-1229 to provide scholarships to law enforcement agencies in rural and smaller jurisdictions with limited resources.

Funding is provided to assist such agencies with the payment of tuition costs only for peace officer candidates to attend an approved basic law enforcement training academy. For FY22, 15 scholarships will be awarded for the Academy Scholarship Grant Program.

POST will reimburse the law enforcement agency once the academy attendee has successfully completed the academy. The academy attendee must sign a contract with POST requiring that they work in a small and rural jurisdiction for three years.

If your agency would like to apply for this funding opportunity for FY2023, the application will be open March 1st through March 31, 2022.

More information [HERE](#).

NOTE: Grant awards are not provided to individuals. If you have questions regarding any of the POST Grant Programs, please contact Grant Manager Kimberly Hernandez at 720-508-6682 or via e-mail at kimberly.hernandez@coag.gov.

Non-POST Grant Opportunities to keep an eye on:

As POST is notified of grant funding, we will be posting those updates on our website. Everything available currently can be found [HERE](#) under *Additional Grant Opportunities*. All resources are shared for educational purposes only. If you need more information, please reach out to the provider directly.

HAVE US VISIT!

POST staff are providing outreach to law enforcement agencies throughout Colorado.

Contact

kimberly.hernandez@coag.gov to learn more.

Online Training Is Back Up!

POST's free online training is available once again and can be taken by all users in the Benchmark Analytics system. To get started, just follow these steps:

1. Log in to your Benchmark account.
2. Select "Training" from the left sidebar to go to the training module.
3. Select "Available Training" on the left sidebar.
4. Click on the name of the training you would like to take.
5. Click the "Start" button.

That's all there is to it! Once the course is complete, it will automatically be added to your POST training history. Problems logging in? Contact Benchmark at support@benchmarkanalytics.com

Currently available courses: Narcan, Combat Application Tourniquet, Consular Notification, Effective Courtroom Testimony, Extreme Risk Protection Order (ERPO), POST VIN Renewal, Preparing for Traumatic Experiences, SB20-217, SFST Renewal, Use of Force Support for Peace Officers

SME OF THE QUARTER



Karl Smalley, POST Driving SME Committee Chair

The Driving SME Committee consists of 18 members from across the state: eight from the Metro area, four from the southern area of Colorado Springs and Pueblo and six from the Western Slope from Glenwood Springs, Rifle, Craig, Grand Junction and Delta. Our members have a very wide variety of experience and specialties from large agencies to small ones. All members have a passion for driver training, while serving the law enforcement community in other ways too. For example, the Vice Chair of the committee, Deputy Shannon Lofland of the Arapahoe County Sheriff's Office, represents us at the POST Board.

We recognize the need to train officers in reaching the balance between the reason and severity of an incident, as well as risk of injury or death to bystanders, officers, hostages and suspects. That's why we train them during the operation of emergency vehicles to make decisions that are ethical, informed, and legal – all requiring the highest consideration of human life. Our message to Colorado law enforcement officers is: "Wear your seat belts and watch your speed!" Far too many people are seriously injured or killed in a crash from not doing these two simple things. If a regular seat belt does not work for you, try using a seat belt extender. It will move the buckle from your side to the front resulting in a faster release and the belt not getting tangled up in your equipment. The buckle also has better access than reaching down between your gun and radio console.



Why do cops speed, anyway? Because we can! However, because we can doesn't mean we should. If road conditions are not ideal and/or traffic is heavy, driving at high speed is hazardous at best and negligent at worst. If we aren't familiar with the roads and

there is no critical need for going fast, we have no business doing that! Our profession has paid dearly for unjustified risks related to driving. The phrases like "killed while responding to a call" or "lost control" are painfully common, but you can help reduce some of these tragedies!



OTHER UPDATES & HELPFUL RESOURCES

Remember: You Are Not Alone

The Colorado Fallen Hero Foundation is a 501(c)(3) non-profit organization made up of Colorado law enforcement officers and civilian personnel who serve in a voluntary capacity.

When a line of duty death occurs, the Colorado Fallen Hero Foundation can assist, support, and provide resources for a host agency in their effort to serve the deceased officer's family based on their needs and wishes. The Colorado Fallen Hero Foundation's presence allows agency members to participate in honoring their colleague without the pressure of funeral planning, allowing them an appropriate time to grieve. The Colorado Fallen Hero Foundation also has a tremendously insightful guide to help agencies pre-plan, before a tragedy occurs. These guides are available by contacting CFHF President, Division Chief Steven Redfearn, at SRedfear@auroragov.org.

Planning a line of duty death funeral while handling the everyday routine can overwhelm any agency. Our team of professionals integrates with agency personnel to assist with funeral planning to whatever extent needed. [Horan & McConaty](#) donates their services and provides a casket or an urn at no charge. Over the course of the last 30 years, H&M has donated their services for nearly 30 public safety officers. Additionally, John Horan provides consultation services to the organization regarding process and ceremony. The Colorado Fallen Hero services are provided at no cost to the agency or the family. The organization is only able to provide the services because of the generosity of their donors, which can be made [HERE](#).

Please also consider supporting the Colorado Fallen Hero annual Gala in October. This amazing evening will pay tribute to our fallen heroes and will be a night of fun with special guest speakers and a live band. Information about the gala can be found [HERE](#).

POST BOARD MEETING HIGHLIGHTS

June 4 Session

The POST Board held its 414th meeting, the first one in a hybrid format. Attendees, depending on their circumstances, were able to join virtually or in person. This allowed POST to accommodate two appeal hearings, where petitioners presented their cases remotely. The POST Driving SME committee appointed a new Vice-Chair,

Deputy Shannon Lofland from the Arapahoe County Sheriff's Office. She is taking on a dual role being the Board Representative as well.

The number of revocations continues to steadily increase. The POST Board revoked four certifications for misdemeanor offenses, three certifications for felony offenses, five certifications for untruthfulness, and suspended one certification for obtaining certification by misrepresentation.

The POST Board approved the FY22 grant funding allocations, as recommended by the POST Grant Subcommittee. The Board also adopted POST Staff proposed updates to the Grant Guidelines.

POST Staff briefed the Board on several matters, including the Aims Community College Law Enforcement Training Academy successfully completing the requirements of their Compliance Order, the status of the new academy approval processes for Montrose and Arapahoe County.

Finally, the POST Board had a lively discussion regarding whether or not academies should be responsible for the costs associated with ensuring their compliance with POST Rule, in the form of a fee per academy held. No consensus was reached yet, so this and other ideas will continue to be discussed.



**FOR NEWSLETTER
INQUIRIES**

Contact
victoria.edstedt@coag.gov