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**Peace Officer Standards and
Training**

**STATE OF COLORADO
DEPARTMENT OF LAW**

POST BOARD WORK SESSION
RECORD OF PROCEEDINGS
Thursday, September 8, 2022
10 A.M. – 4 P.M.

Hampton Inn - 205 Main Street, Grand Junction, CO 81501

BOARD MEMBERS PRESENT

DONALD ADDY, Public Member
DEPUTY DA ASHLEY BECK, Public Member
CHIEF GREGORY DALY, Avon Police Department
LAURA DANIELS, Public Member
CHIEF GEORGE DINGFELDER, Monte Vista Police Department
OFFICER RACHEL ESTERS, City of Ouray
CHIEF DEBRA FUNSTON, Rifle Police Department
EXECUTIVE DIRECTOR STAN HILKEY, Colorado Department of Public Safety
SCOTT LEVIN, Public Member
DEPUTY SHANNON LOFLAND, Arapahoe County Sheriff's Office
SHERIFF DAVID MARTIN, Morgan County
SHERIFF ANTHONY MAZZOLA, Rio Blanco County Sheriff's Office
SHERIFF STEVE NOWLIN, Montezuma County Sheriff's Office
CHIEF JEFFREY SWOBODA, Fort Collins Police Department
ATTORNEY GENERAL PHIL WEISER, Colorado Department of Law

BOARD MEMBERS EXCUSED

SENIOR INVESTIGATOR TONYA BARNES, Eighteenth Judicial District
SHARLETTA EVANS, Public Member
CHIEF TERENCE GORDON, City of Thornton
CHIEF MARIS HEROLD, Boulder Police Department
SHERIFF ROBERT JACKSON, Alamosa County Sheriff's Office
SHERIFF ANTHONY SPURLOCK, Douglas County Sheriff's Office
SPECIAL AGENT IN CHARGE MICHAEL SCHNEIDER, FBI- Denver

BOARD MEMBERS ABSENT

SHERIFF SHAWN MOBLEY, Otero County Sheriff's Office
COUNCILMEMBER WAYNE WILLIAMS, City of Colorado Springs

BOARD COUNSEL

TARA BUCHALTER, Asst. Attorney General II

POST STAFF MEMBERS PRESENT

ERIK BOURGERIE, Director
STEVEN ECKELBERRY, Compliance Investigator
VICTORIA EDSTEDT, Administrative Coordinator
KISHAWN LEUTHAUSER, Regional Grant Coordinator
MARIO NORIEGA, Administrative Coordinator
DAN OSTRANDER, Training Coordinator
CATHERINE RODRIGUEZ, Compliance Manager
JARED TORSNEY, Marijuana Training Specialist
MARY VEKASY, Compliance Specialist

ATTORNEY GENERAL'S OFFICE STAFF MEMBERS PRESENT

JANET DRAKE, Deputy AG
ANNA NOSCHESE, AG Executive Assistant
SHALYN KETTERING, Counsel to the AG, attended via Zoom

- 1. **Welcome** Attorney General Phil Weiser
- 2. **Annual Board Training** Board Counsel Tara Buchalter

Tara Buchalter is the new Board Counsel. She introduced herself and talked about mandatory training required for all Board members. Ms. Buchalter specifically covered conflict of interest, open meetings laws and consequences of violating these laws.

- 3. **Elevating Professional Training Opportunities** Director Erik Bourgerie

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

ICAT was developed by Police Executive Research Forum (PERF) and is the only scientifically-validated de-escalation program in the United States. It gives peace officers more tools to effectively deal with critical incidents that don't involve firearms. Four POST staff are now ICAT trainers. They've been teaching this course all over Colorado, focusing on rural areas first. ICAT is such a great program that POST allocated funds to pay for the entire class to add 45 more trainers to the state. Training specialists Jared Torsney and Dan Ostrander talked to the Board about their experience with it.

- b. Active Bystandership for Law Enforcement (ABLE)

ABLE is an agency-wide training , which teaches peace officers intervention strategies. It's not only applicable in the field, but also in their daily life. ABLE helps to learn identify signs of distress in a co-worker, so officers can better support each other and prevent career-ending mistakes. POST has been in negotiations with Georgetown University Law Center and Denver Police Department to make this program available to interested Colorado agencies.

c. Ethical Decision Making Under Stress (EDMUS)

EDMUS is a unique Colorado program that POST is designing through a vendor, FORCE Concepts. POST received their first draft of the training and provided feedback. There should be a pilot course before the end of the year, which may be hosted by Aurora Police Department. POST would like to have representatives from across the state to make sure EDMUS addresses each agency's needs.

d. Agency Credentialing Project

POST is a designated Independent Credentialing Body under the previous Executive Order on Safe Policing for Safe Communities. President Biden just released another Executive Order that overrode the first one, and Department of Justice (DOJ) has not come up with the new standards yet. Right now, POST is operating under the original Executive Order, doing policy audits and providing support to those agencies that volunteered to participate in this program.

4. **Rule 17 Report 2021 Update**

Compliance Mgr. Cathy Rodriguez

Per Rule 17 any agency that employs certified peace officers is required to verify their roster by January 31st of every year to ensure:

- Officers' contact information is updated;
- Officers' Colorado driver's license remain active;
- There are no officers with disqualifying incidents.

For many years agencies have struggled to submit Rule 17 forms by the set date. Another part of Rule 17 requires appointments and separations to be processed within 15 days, which has also been an ongoing issue. Since POST added a Rule that allows it authority to carry out administrative sanctions, the compliance has improved.

5. **Academy Inspections**

Compliance Mgr. Cathy Rodriguez

In 2022 Compliance team conducted 14 skills inspections (five arrest-control inspections, five driving inspections and four firearms inspections) and two records audits. There are no inspections for curriculum right now, but it's something POST hopes to implement in the future. Curriculum committee routinely reviews lesson plans for new academies and current academies as needed. Even with the setback during COVID, POST is on track to align its number of inspections with the national best practices in this area.

A couple of academies have had a pattern of serious bodily injuries during arrest-control training. Compliance team compiled a detailed report for the SMEs to review. Based on the information they received, no concerns were warranted. A general question has been raised about how to better track this type of incidents in academies to ensure recruits' safety.

6. Updates

a. Mental Health Curriculum Trng. Specialist Jared Torsney

For the last two years POST has been working with other POST agencies, IACP and IADLEST to create a national curriculum on mental health wellness. A course, an instructor guide and a student guide have been recently completed. All of them include a research-based training and various resources that can be used throughout peace officers' career. It has been built in modules, so agencies are able to choose what they like. First training was piloted this summer in Phoenix Combined Police Academy and then followed by training in Denver Police Academy. POST collected feedback from participants to continue improve the curriculum and prepare for the pilot training in the D.C. area.

b. MMIR Project Trng. Specialist Jared Torsney

In accordance with CRS § 24-31-319, POST Board shall work with the Office of Liaison for missing and murdered indigenous relatives to develop and facilitate training for peace officers on issues relating to missing or murdered indigenous persons investigations. This training will have to be part of Basic academy curriculum and annual In-Service training programs by January 1, 2023. POST training team is in the research stage right now and diligently working on identifying key learning objectives that later will be developed into a course.

c. SRO Selection Model Policy Trng. Specialist Dan Ostrander

Per HB22-1376 POST is required to create a model policy that will be used statewide for the selection of School Resource Officers. This is not a mandatory policy and it will be distributed through the Department of Education as a best practice for agencies. POST has been doing extensive reach out to get as many different perspectives as possible, including youth, law enforcement and education groups.

7. Sigma Tactical Wellness Craig Bettis

Craig Bettis, presented to the Board a national health initiative that focuses specifically on law enforcement. Signa provides emergency responders with a program that addresses cardiac illness through a cardiometabolic screening to diagnose and prevent early stages of coronary disease and reduce the risk of a heart attack.

8. Vetting of Grant Sponsored Trainings Director Erik Bourgerie

Around three million dollars goes out in grant funding to local law enforcement agencies for training every year. A lot of it is distributed through the training regions. The regions then are paying vendors to facilitate the training. If it's a new vendor, the region requests POST to review the course. POST doesn't have the time or the appropriate SMEs in all the different types of courses that exist, which could cause concern about how effectively the funds are being spent.

International Association of Directors of Law Enforcement Standards and Training (IADLEST) offers a National Certification Program (NCP), where professionals from across the nation thoroughly review participating courses and then certify them. The Board discussed the possibility of POST requiring vendors to be NCP-certified, if POST is paying for their course to be taught in Colorado.

9. **Job Task Analysis/Academy Revamp Update**

Director Erik Bourgerie
Dan Hotsenpiller
Chief Jeff Swoboda

POST sets the standards in the form of performance outcomes that all law enforcement academies (LETAs) must follow. However, lesson plan creation and instructional delivery methods are up to the LETAs. Since LETAs create their own lesson plans and determine whom to hire as instructors, there is great disparity between course content across the state. The new academy concept includes building block approach and more experiential learning to produce high-quality curricula that academies can use as a standardized base for their programs. POST is doing community outreach statewide, as well as looking into hiring vendors to help with curriculum design and forming Curriculum Development Committees.

The Board split into two groups for the curriculum session, where they practiced creating a course outline as an exercise. The Board used the previously described design methodology and then provided their feedback about the process.

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

Director Erik Bourgerie

No questions or comments were provided. A formal vote will be done on proposed changes at the Board meeting on 09/09/2022.