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STATE OF COLORADO
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**Peace Officer Standards and
Training**

POST BOARD WORK SESSION

RECORD OF PROCEEDINGS

Thursday, September 12, 2024

10 A.M. – 4 P.M.

Pueblo County Sheriff's Office Emergency Services Center

101 W. 10th St, Pueblo CO 81003

And on Microsoft Teams

BOARD MEMBERS PRESENT

ASHLEY BECK, Public Member
CHIEF GREGORY DALY, Avon Police Department
COMMISSIONER LAURA DANIELS, Gunnison County
DEPUTY MARSHAL RACHEL DEFRANCESCO, Town of Ridgway Marshal's Office
CHIEF GEORGE DINGFELDER, Monte Vista Police Department
SHARLETTA EVANS, Public Member
EXECUTIVE DIRECTOR STAN HILKEY, Colorado Department of Public Safety
SHERIFF KC Hume, Moffat County Sheriff's Office
CHIEF DAVID KROUSE, Fruita Police Department
SCOTT LEVIN, Public Member
DEPUTY SHANNON LOFLAND, Arapahoe County Sheriff's Office
SHERIFF DAVID LUCERO, Pueblo County Sheriff's Office
SERGEANT DEVON MEYERS, City of Lakewood
SHERIFF AARON SHIPLETT, Baca County Sheriff's Office
SHERIFF SEAN SMITH, La Plata County Sheriff's Office
JESSICA SHOUSE, Public Member
CHIEF JEFFREY SWOBODA, Fort Collins Police Department
ATTORNEY GENERAL PHIL WEISER, Colorado Department of Law

BOARD MEMBERS EXCUSED

DONALD ADDY, Public Member
SHERIFF DAVID MARTIN, Morgan County Sheriff's Office

SPECIAL AGENT IN CHARGE MARK MICHALEK, FBI – Denver
SHERIFF JUSTIN PERRY, Ouray County Sheriff's Office
CHIEF RON THOMAS, City of Denver

BOARD COUNSEL

TARA BUCHALTER, Asst. Attorney General

POST STAFF MEMBERS PRESENT

ERIK BOURGERIE, Director
CHRIS COOPER, Administrative Coordinator
NICOLA ERB, Training Specialist
KIM HERNANDEZ, Grant Manager
KISHAWN LEUTHAUSER, Regional Grant Coordinator
LISA MCCAMMON, Compliance Specialist
MARIO NORIEGA, Administrative Coordinator
DAN OSTRANDER, Training Coordinator
RON RYAN, Deputy Director
JARED TORSNEY, Training Specialist
MARY VEKASY, Compliance Manager

ATTORNEY GENERAL'S OFFICE STAFF MEMBERS PRESENT

JANET DRAKE, Deputy Attorney General, Criminal Justice Section
SHALYN KETTERING, Assistant Attorney General, Criminal Justice Section

MEMBERS OF THE PUBLIC PRESENT

LAURIE HALABA, Administrator of Court Security, State Court Administrator's Office
BETH MCCANN, District Attorney, 2nd Judicial District

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

Motion to enter executive session at 10:17am
1st Sheriff Hume, 2nd Ms. Beck
Approved unanimously.
Exited executive session at 10:52am
3. **Introduction of Board Members, SME Members, Staff and Guests**
4. **Academy Redesign** Director Erik Bourgerie
Curriculum Dev. Gwen Burke

Director Bourgerie gave an introduction and rationale behind this enormous project. Curriculum Developer Burke presented an in-depth description of the redesign and process moving forward to establish and enact this program.

5. **Suspension Matrix** Director Erik Bourgerie

Director Bourgerie gave a background to why the suspension matrix has been developed. With new legislation for peace officers' suspensions, he believes having a matrix to refer to may assist for future suspensions. Ms. Beck gave a synopsis of the subcommittee's efforts in assisting in developing the matrix. Director Bourgerie asked that this document be used as a guiding document for staff and use going forward.

6. **Sunrise Review Recommendations** Sheriff KC Hume
Director Erik Bourgerie

Director Bourgerie gave a history of the Sunrise Review legislation, and then a summary of the five Sunrise Review applications that were received. Sheriff Hume presented the five applications with the background of each application. These will be voted on at the Board meeting tomorrow.

7. **POST Conference** Director Erik Bourgerie
Grant Manager Kim Hernandez

Director Bourgerie gave a background to why we would like to have a POST Conference. Kim Hernandez presented on the concept of the conference and what the committee has planned to date. The conference will be March 12-14, 2025, Fort Collins Marriott, to coincide with the March Work Session and Board Meeting.

8. **LE Awards** Attorney General Phil Weiser

Director Bourgerie updated the board on the process of these awards. There are some great nominations. More to come.

9. **LETA Graduate Survey** Director Erik Bourgerie
Deputy Director Ron Ryan

Director Bourgerie gave an overview of why we have developed the LETA Graduate Survey. This survey tool is meant to be a gap analysis, helping to inform POST of areas LETA graduates found helpful once they were in the field, and to identify areas of improvement. Three of the data points to help us understand where officers are and what drove them to this profession is why they entered law enforcement,

why the stay in law enforcement, and what would cause them to leave law enforcement. The goal is to gather data and an analysis of matrix for redesign.

10. **Training Development** Training Manager Bob Baker

Training Manager Baker presented on all the activities his team has been involved in recently. He discussed trainings in EDMUS, Juvenile Interrogation, DV/Strangulation, and Prone Restraints. EDMUS is only taught in Colorado. This is a very special course. After presenting on EDMUS at the last IADLEST Conference in Phoenix, AZ, several POST's will be coming to Colorado become certified in EDMUS in order to take it back to their respective states.

11. **Revocation Audit Findings** Deputy Director Ron Ryan

Deputy Director Ryan presented a summary of a PowerPoint presentation created by Intern Andre Martinez on his research into revocations.

12. **NCP Certification** Director Erik Bourgerie

Director Bourgerie asked of the board for support for NCP requirement, at least for trainers coming from out-of-state who are getting compensated through our grant program.

13. **Proposed Rule Changes** Director Erik Bourgerie

Director Bourgerie gave an overview of the proposed rule changes that will be voted on during the Board meeting.

Adjourned at 3:53 pm