

**PHIL WEISER**  
Attorney General

**NATALIE HANLON LEH**  
Chief Deputy Attorney General

**SHANNON STEVENSON**  
Solicitor General

**TANJA WHEELER**  
Associate Chief Deputy Attorney  
General



**STATE OF COLORADO**  
**DEPARTMENT OF LAW**

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**Peace Officer Standards and  
Training**

**POST BOARD WORK SESSION**

**RECORD OF PROCEEDINGS**

*Thursday, September 7, 2023*

*10 A.M. – 4 P.M.*

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Glenwood Springs Community Center - 100 Wulfson Rd

Glenwood Springs, CO 81601

**BOARD MEMBERS PRESENT**

SENIOR INVESTIGATOR TONYA BARNES, Eighteenth Judicial District  
ASHLEY BECK, Public Member  
CHIEF GREGORY DALY, Avon Police Department  
LAURA DANIELS, Gunnison County  
CHIEF GEORGE DINGFELDER, Monte Vista Police Department  
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  
SHERIFF DAVID LUCERO, Pueblo County Sheriff's Office  
SHERIFF DAVID MARTIN, Morgan County Sheriff's Office  
SHERIFF ANTHONY MAZZOLA, Rio Blanco County Sheriff's Office  
SHERIFF SEAN SMITH, La Plata County Sheriff's Office  
CHIEF JEFFREY SWOBODA, Fort Collins Police Department  
ATTORNEY GENERAL PHIL WEISER, Colorado Department of Law

**BOARD MEMBERS EXCUSED**

DONALD ADDY, Public Member  
OFFICER RACHEL ESTERS, City of Ouray  
CHIEF TERENCE GORDON, City of Thornton  
CHIEF MARIS HEROLD, Boulder Police Department  
DEPUTY SHANNON LOFLAND, Arapahoe County Sheriff's Office

SHERIFF SHAWN MOBLEY, Otero County Sheriff's Office  
SPECIAL AGENT IN CHARGE MARK MICHALEK, FBI - Denver

**BOARD MEMBERS ABSENT**

SHARLETTA EVANS, Public Member

**BOARD COUNSEL**

TARA BUCHALTER, Asst. Attorney General

**POST STAFF MEMBERS PRESENT**

ROBERT BAKER, Training Manager  
ERIK BOURGERIE, Director  
VICTORIA EDSTEDT, Administrative Coordinator  
NICOLA ERB, Training Coordinator  
KISHAWN LEUTHAUSER, Regional Grant Coordinator  
MARIO NORIEGA, Administrative Coordinator  
DAN OSTRANDER, Training Coordinator  
CATHERINE RODRIGUEZ, Compliance Manager  
JARED TORSNEY, Training Specialist  
MARY VEKASY, Compliance Specialist

**ATTORNEY GENERAL'S OFFICE STAFF MEMBERS PRESENT**

JANET DRAKE, Deputy Attorney General, Criminal Justice Section

**MEMBERS OF THE PUBLIC PRESENT**

KERRI MITCHELL, Colorado Community College System  
ERIC SALAHUB, Colorado Community College System  
LANDON PIRIUS, Colorado Community College System  
PARKER WHITE, Department of Military and Veterans Affairs  
BRANDON GROSE, CO Army National Guard  
BRAD TINE, CO Army National Guard  
ALYSSA AARHAUS, CO Army National Guard  
SUSAN GREENE, Colorado News Collaborative  
ANDREW FREIEL  
TY CABELL, Call Box Trainings  
GWEN BURKE, Front Range Community College

1. **Welcome**

Attorney General Phil Weiser

Attorney General Phil Weiser encouraged all present POST Board members to introduce themselves as well as give an example of their awareness or connection to

one of these three trainings: Integrating Communications, Assessment, and Tactics (ICAT), Active Bystandership for Law Enforcement (ABLE), and Ethical Decision Making Under Stress (EDMUS).

2. **New Board Member** Attorney General Phil Weiser

Attorney General Weiser welcomed new Board member, Moffat County Sheriff KC Hume.

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

Director Bourgerie provided information on the three training courses POST encourages all peace officers to take: Integrating Communications, Assessment, and Tactics (ICAT), Active Bystandership for Law Enforcement (ABLE), and Ethical Decision Making Under Stress (EDMUS). He went into detail about the trainings' overviews and purposes. POST hopes to soon have these three trainings accessible to every peace officer in the state of Colorado.

4. **Academy Inspections** Compliance Manager Catherine Rodriguez

Compliance Manager Catherine Rodriguez gave a brief summary of the academy inspections completed for the year. To date the Compliance team as well as 108 SME members have conducted 21 inspections with 141 lesson plans reviewed. POST has changed the frequency of inspections to once every five years to now once every one to two years for each skill. The compliance team has been unable to complete driving inspections since they are down a team member. Also, two new programs were approved.

5. **Updates** Director Erik Bourgerie

Director Bourgerie gave a few updates. The first being the changes to non-U.S. Citizens eligibility for a Colorado POST certification. House Bill 23-1143 was passed allowing some non-U.S citizens and DACA recipients present in Colorado employed by a law enforcement agency, and not self-sponsoring, to possess and use a firearm and attend an academy with a few exceptions. The second update centered around the proposed new form 6. There will be several updates such as rules linked into the form, notes section, as well as the form adjusting itself with the entries entered into it. Lastly, Director Bourgerie gave an update on Career Advance Colorado. A recent bill passed awarding 38.6 million dollars to the community college system to support and fund a variety of short-term degree skills such as law enforcement and firefighting.

Director Bourgerie presented the proposed POST rule changes to be considered during the POST Board meeting the next day. Director Bourgerie spoke about a few of the changes including rules dealing with hazing and physical punishment, body cam tampering, SME meetings complying with C.O.M.A, injury reporting, red dot, and the creation of the new Rule 33.

6. **CCCS Updates** Landon Pirius, Eric Salahub, Kerri Mitchell, Ty Cambell

Vice Chanslor Landon Pirius from CCCS took this time to present some information on the LETA Project and shared some information on the free training offered to officers all around the state focusing on de-escalation, implicit bias, and communication. Him and his team gave an overview of the course along with student officer experiences and examples of the situations presented in the course. The team also spoke about instructor methodology and the principles of policing/de-escalation. After the presentation the CCCS team shared contact info with the Board.

7. **Academy Redesign Project** Attorney General Phil Weiser

Attorney General Weiser described the overall concepts of the Academy Redesign project, using an iterative process, to create a unified curriculum with options academies can use. The Board discussed possible testing concepts for the redesigned academy.

8. **DMVA Proposal** Lt. Col. Alyssa Aarhaus and Mr. Parker White

Lt. Col. Alyssa Aarhaus from the CO Army National Guard gave a presentation on military police law enforcement professionals and how they could be great applicants for POST certifications. The Board took some time to discuss a few concerns and thoughts with the Department of Military and Veteran's Affairs (DMVA) team. Director Bourgerie explained the next steps if the proposal would continue going forward and a few pitfalls that may be encountered. DMVA will return to a future Board meeting to discuss further.

9. **POST Academy Fee Proposal** Sheriff Anthony Mazzola

Sheriff Anthony Mazzola, who is the chairman for the Academy Subcommittee presented a proposal to the Board to increase POST's academy fees. Sheriff Mazzola informed the Board on a few increases that would need to be changed in statute before taking effect. The changes are as follows: A \$300 fee per student at the beginning of each academy, an \$100 dollar fee per student at the beginning of each refresher academy, a \$5,000 fee for new academy at time of approval, and an \$1,000 fee per academy renewal every five years. These changes will be brought to a vote at the POST Board meeting for a vote on whether these proposals should be taken to the legislature for a statutory change in the fees POST can collect.

10. **Executive Session** Board Counsel Tara Buchalter

The POST Board entered an executive session.  
*Motion to enter into Executive Session – 1<sup>st</sup> Swoboda , 2<sup>nd</sup> Lucero*  
*Approved unanimously*