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Attorney General

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**STATE OF COLORADO  
DEPARTMENT OF LAW**

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**Peace Officer Standards and  
Training**

**POST BOARD WORK SESSION**

**RECORD OF PROCEEDINGS**

*Thursday, September 11, 2025*

*10 A.M. – 4 P.M.*

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Thornton Police Department Training Facility

9000 Colorado Blvd., Thornton CO 80229

**BOARD MEMBERS PRESENT**

DONALD ADDY, Public Member  
CHIEF MARK BECKETT, Steamboat Springs Police Department  
CHIEF GREGORY DALY, Avon Police Department  
COMMISSIONER LAURA DANIELS, Gunnison County  
DEPUTY MARSHAL RACHEL DEFRANCESCO, Town of Ridgway Marshal's Office  
CHIEF GEORGE DINGFELDER, Alamosa Police Department  
EXECUTIVE DIRECTOR STAN HILKEY, Colorado Department of Public Safety  
CHIEF DAVID KROUSE, Fruita Police Department  
SERGEANT RUSSELL LENGEL, Town of Limon Police Department  
SCOTT LEVIN, Public Member  
SHERIFF DAVID LUCERO, Pueblo County Sheriff's Office  
SHERIFF DAVID MARTIN, Morgan County Sheriff's Office  
SHERIFF AARON SHIPLETT, Baca County Sheriff's Office  
SHERIFF SEAN SMITH, La Plata County Sheriff's Office  
CHIEF JEFFREY SWOBODA, Fort Collins Police Department  
CHIEF RON THOMAS, City of Denver

**BOARD MEMBERS EXCUSED**

ATTORNEY GENERAL PHIL WEISER, Colorado Department of Law  
ASHLEY BECK, Public Member  
SPECIAL AGENT IN CHARGE MARK MICHALEK, FBI – Denver  
SHERIFF JUSTIN PERRY, Ouray County Sheriff's Office  
JESSICA SHOUSE, Public Member

**BOARD MEMBERS ABSENT**

SHARLETTA EVANS, Public Member

**BOARD COUNSEL**

TARA BUCHALTER, Asst. Attorney General

**POST STAFF MEMBERS PRESENT**

BOB BAKER, Training Manager  
ERIK BOURGERIE, Director  
GWEN BURKE, Academy Curriculum Developer  
NICOLA ERB, Training Specialist  
KIM HERNANDEZ, Grant Manager  
CHRIS LILEY, Administrative Coordinator  
LISA MCCAMMON, Compliance Specialist  
MARIO NORIEGA, Administrative Coordinator  
DAN OSTRANDER, Training Coordinator  
RON RYAN, Deputy Director  
ERIC SIPES, Compliance Specialist  
JARED TORSNEY, Training Specialist

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

SARAH BOMGARDNER, Legal Assistant II, DOL  
JANET DRAKE, Deputy Attorney General, Criminal Justice Section  
SUE KIM, Senior Assistant Attorney General, Adjudicatory Counsel  
ANGELA LITTLE, Senior Assistant Attorney General, Adjudicatory Counsel

**MEMBERS OF THE PUBLIC PRESENT**

MICHAEL DIEHL, Western Colorado Peace Officers Academy Director  
LIEUTENANT JIM GERHARDT, Thornton Police Department

1. **Welcome** Chief George Dingfelder
2. **Exceptions Process** Sue Kim and Angela Little  
Senior Assistant Attorney General,  
Adjudicatory Counsel

Sue Kim and Angela Little were present to educate the board on how the exceptions process works. They presented PowerPoint of the process and what the involvement from the POST board will be moving forward.

3. **Academy Redesign** Curriculum Developer Gwen Burke

Gwen Burke updated the board on how the Academy Redesign was moving along. There was an all-hands meeting in August with around 70 participants. She also explained the changes made in Instructor Methodology and the steps in getting certified. She presented the idea of either the entire board reviewing materials or selecting a sub-committee to review and report back to the board. It was agreed that they would ask for a motion at the board meeting to create a subcommittee to review the educational pieces of the instructional methodology courses.

4. **Sunrise Review Recommendations** Chief Mark Beckett

Chief Beckett met with his subcommittee, Chief Krouse and Jessica Shouse on August 14, 2025, to hear from the Colorado Rangers on their training program and how they operate. Voted unanimously to recommend the granting of distinct peace officer status to the Colorado Rangers.

5. **POST Conference** Grant Manager Kim Hernandez

Kim Hernandez updated to the board that the location for the 2026 POST Conference has been selected. I will be March 11-12, 2026, at the Denver West Marriott in Golden, Colorado. She laid out the plan for the tracks this coming year's conference.

6. **Federal Reciprocity Pilot Program** Deputy Director Ron Ryan

Deputy Director Ron Ryan gave a recap and update on the pilot reciprocity program. To date there have been about 20 inquiries and two officers that have been through the program and have not been successful in achieving certification status. Some challenges they have experienced is that the process is a bit difficult, and agencies don't understand. POST is trying to remedy this. Another issue is that agencies are unwilling or unable to provide the necessary training. Some agencies have a requirement that applicants already have the peace officer certification before they are hired.

7. **HB 25-1136 Implementation** Director Erik Bourgerie

Director Bourgerie gave a PowerPoint presentation explaining all the changes as it relates to HB 25-1136. The goal of this presentation was to educate the board on what the bill requires us to do, and how we are implementing these changes through our rules. These will be voted on during the board meeting tomorrow.

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

Director Bourgerie explained the rule changes to be voted on tomorrow that were not covered by HB 25-1136.

9. **Annual Board Training**

Board Counsel Tara Buchalter

Board Counsel, Tara Buchalter gave the annual training as required by state statute. This meeting was not held in executive session due to the lack of a quorum. The subject matter consisted of ethics, CORA/CCJRA/OML/Media Requests, and POST-specific statutes.

Before adjournment, Director Bourgerie requested a moment of silence in memory of those we lost on September 11, 2001.

Meeting adjourned at 2:16 pm