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THE POST DISPATCH

THE LATEST NEWS AND UPDATES FROM
COLORADO POST

LETTER FROM THE DIRECTOR

Let's Talk About Training

When I attended First Line Supervisor's course in 2000, I met a fellow sergeant who was from the San Luis Valley. His agency didn't have any training budget, so the sergeant paid for the course out of his own pocket and took vacation time to attend this invaluable training. Although my agency was certainly better off financially than his, I could relate. When I was a deputy, I once had a command staff member tell me that I needed to take some vacation time since my leave bank was getting too large, only to have my request denied, because I was planning on taking a training course that I intended to pay for myself. His reasoning was that I had "received more training than anyone in the division," while over three years I only attended three courses, two of which were already required. From that point on, I regularly hid when I was attending training, concealing the real reason for my leave requests and paying for everything myself. I felt it was important that I grow and develop in my role as a peace officer, to become the best deputy/sergeant/instructor I could possibly be. It was a personal sacrifice I was willing to make to improve myself and the agency I worked for, even though those were financially difficult times.

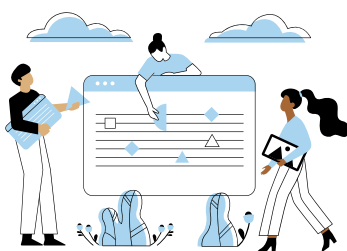


I like to think that as a profession and a state, we have come a long way since then. In 2003, Attorney General at the time, Ken Salazar, as Chair of the POST Board, championed legislation to add a \$.25 fee to vehicle registrations to provide training to peace officers across the state, in large part to address the need for continuing education in the more rural areas. In fact, the authorizing statute says that the training fund is to benefit all peace officers, but "especially peace officers in rural and smaller jurisdictions that have limited resources due to the size or location of such jurisdictions." Today, that vehicle registration fee is \$1.00 per vehicle and is

really the only funding that POST can receive by statute, aside from fees for test-outs and the written examination. These training funds have always been intended to supplement, and not replace, individual agency's training funds.

Over the last 18 years, these funds have helped to ensure that every peace officer in the state is able to receive quality training. To further the effort, POST created 10 Training Regions across the state, where each Region is required to have a Regional Training Board that is responsible for conducting training assessments to identify local training needs, schedule and host training courses, and submit reimbursements from the grant for trainings conducted. These Regional Training Grants are open to all peace officers, certified or not. Individual agencies can also apply for:

- funding specific to their agency through the In-Service Training Program for agency-specific training and equipment (which statute limits only to certified peace officers);
- the Small and Rural Scholarship Program for tuition reimbursement to send recruits through a basic law enforcement training academy;
- the Very Small Agency Backfill Program to provide shift coverage from another agency in order to send their peace officers to in-person training.



POST has also purchased a PoliceOne membership for every certified peace officer in the state, and has created a Capital Improvement Grant Program to improve and create training facilities.

In the July POST Dispatch, I asked “What are you doing to improve our profession?” I ask this question again, with a twist. How is your training improving this profession? Are you using the available grant funding to lift up our profession or are you still doing the same training from 20 years ago? While training funded by the grant is ultimately left to local control, I would advocate that these funds should be used to elevate training in a manner that agency budgets may not be able to. For example, when teaching a

Are you using the available grant funding to lift up our profession or are you still doing the same training from 20 years ago? - Director Erik Bourgerie

course on response to a domestic violence incident, is the course solely lecture, or are you creating reality-based training that allows for immediate feedback regarding agency expectations on interactions with the victim and children present, evidence collection, forms and reports completed, and officer safety? What about scenarios on dealing with “sovereign citizens” or “first amendment auditors”? We know that reality-based training is more effective than

lecture, but we have often defaulted to it due to the expense and time required by better training methodologies. This is the type of training gap the grant funds should help overcome. They can be used to hire actors, rent locations for training, and/or purchase equipment needed to create a safe training environment.



Not all of these training alternatives have to be expensive. Instead of hiring professional actors, agencies can partner with local theaters, or even ask community members, guided by detailed scenario scripts, to participate in non-use of force scenarios. It will not only show the quality of the training local peace officers are receiving, but also encourage trusting relationships across the community. Similarly, improvements to firearms training don't need to break the bank. While training simulators are great

and can be purchased through the grant, there are low-tech solutions as well. Do your targets contain a lethal force threat? Do you make a point of training on decisional shooting, often referred to as "shoot, don't shoot" scenarios? These trainings can be as complex as force-on-force training using simunitions or airsoft, to simple and straightforward photographic depictions of different objects representing "no threat" to "threat" while moving through a basic tactical course, with the peace officer having to decide whether lethal force is appropriate. Merely putting "holes in paper" is insufficient to prepare our peace officers to make life-or-death decisions in a real world, especially when under stress.

IMPROVE YOUR TRAINING WITH POST

In addition to grant funding, POST is a great resource for improving training. We can assist your agency in updating your approach to include modern methodologies for adult learners and help with barriers that may be blocking effective training. We can also connect you with more support outside of POST if needed. Let's work together and build better training programs, competence and professionalism for all of our peace officers!

November Round Up

POST has hired Courtnay Schwartz for a Law Enforcement Accountability Officer (LEAO) position pursuant to Presidential Executive Order 13929. Ms. Schwartz will audit law enforcement agency use of force policies, and provide technical assistance and training. Compliance Specialist Janelle Moore is currently on leave with a planned return for mid-December 2021. Lastly, Compliance Specialist Tiffany Black-Majekodunmi left POST and that position is currently vacant.

POST continues its work on various long-term projects, including implementation of newest legislation (e.g. database creation per SB20-217/HB21-1250). As part of that effort, Compliance Manager Cathy Rodriguez and Compliance Investigator Steve Eckelberry have been providing outreach to law enforcement agencies regarding the impact of recent legislation on certification.

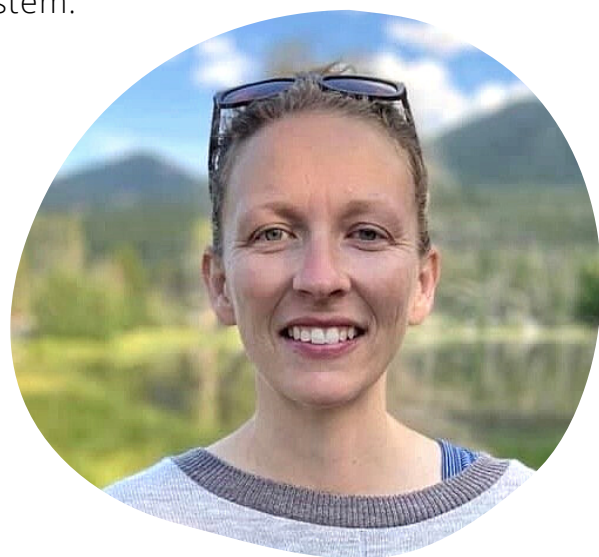
NOTE

The last outreach training was held virtually on November 4, 2021. Depending on the demand, we might host more in the future.

This online event was recorded and will be published on the POST website under [ANNOUNCEMENTS](#) for all peace officers to access it at their convenience.

Compliance Specialist & LEAO Courtnay Schwartz

Courtnay: I am a Colorado native and grew up in Aurora. Passionate about public service, I started out in the field by working with high-risk youth in the Denver Metro area who were involved in the child welfare system.



After almost 12 years of helping young people who were struggling through mental illness and family hardship, I joined the Lakewood Police Department to further the cause.

Before becoming a Detective specializing in juvenile criminal justice and crimes against children, I served in patrol. I also participated in crisis negotiation team with West Metro SWAT.

Most recently, I took part in the FBI's Child Exploitation and Human Trafficking Task Force, focusing on the rescue and recovery of juvenile human trafficking victims in Colorado. I am thrilled to join the POST team and share my expertise in new ways!

Administrative Coordinator Mario Noriega

Mario: I am a recent Metropolitan State University of Denver graduate. During my four years there I was a Peer Advisor for the Department of Criminal Justice and Criminology, where I found a true love for this field. It's an exciting opportunity in my professional career to join the Attorney General's Office and specifically POST. I am eager to learn more about law enforcement and how to support its mission.

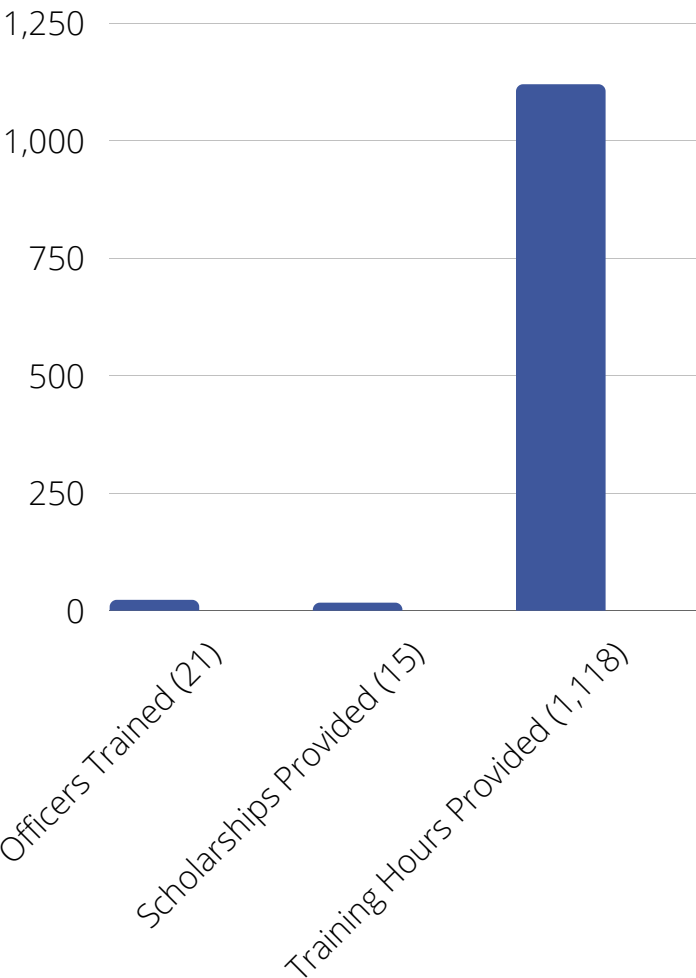
I was born and raised in Colorado, and one fun fact about me is that my undergraduate was in songwriting. I write for many of my friends who are local artists and bands in Denver. I also play piano, guitar, and ukulele.



A big thank you to everyone for the warm welcome! I look forward to meeting you all in person soon.

GRANTS FY22 Grant Funding to Date

One class has been held throughout the state since July 1, 2021, paid for by the POST Training Grant.



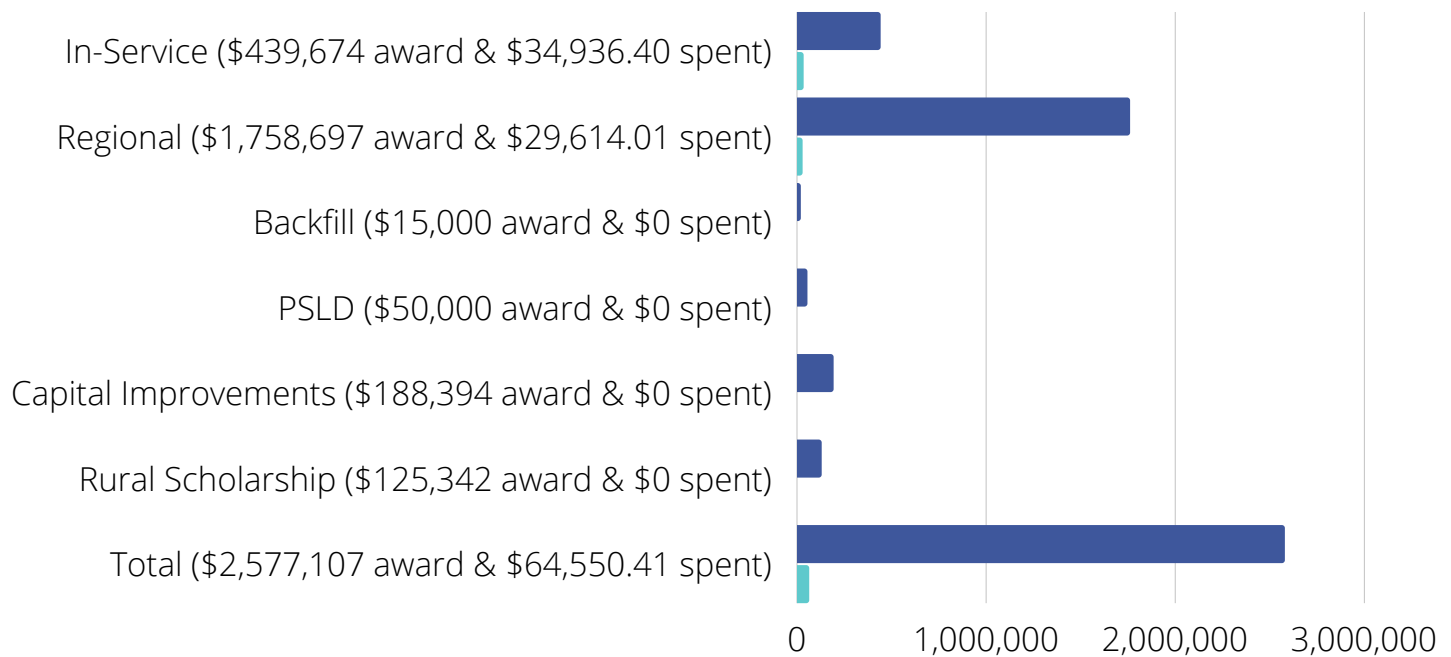
It resulted in 21 peace officers trained and 15 scholarships provided. The total number of training hours for classes and scholarships is 1,118.

POLICEONE ACADEMY

16,487

OFFICERS HAVE COMPLETED THE COURSES TO DATE, TOTALING IN 24,404 HOURS.

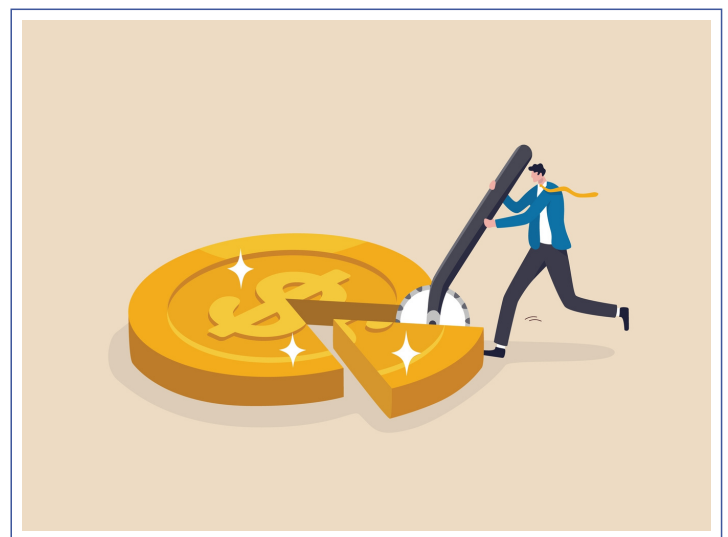
Between all the POST grant programs, 2.5% has been expended to date for the FY22 grant year which began July 1, 2021.



Public Safety Leadership Development Grant Program

Due to the overwhelming number of applications we have received, priority is being given to the small/rural law enforcement agencies. POST has currently approved six agencies applications for a total of nine scholarships. We have 16 scholarships still available to award. The application must be submitted to POST at least 30 days in advance of the class to be considered. More information [HERE](#).

Please note: Grant awards are not provided to individuals.



HAVE US VISIT

POST staff continue to provide outreach to law enforcement agencies throughout Colorado. Contact Kimberly Hernandez at kimberly.hernandez@coag.gov for more details.

POST Now Offers ICAT Training

Integrating Communications, Assessment and Tactics (ICAT) is a training program that provides first responding police officers with the tools they need to successfully and safely deescalate a range of critical incidents. Developed by Police Executive Research Forum with input from hundreds of police professionals from across the United States, ICAT takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics and puts them together in an integrated approach to training.

ICAT is designed especially for situations involving unarmed persons or armed with weapons other than firearms and who may be experiencing mental health or other crisis. The training program is anchored by the Critical Decision-Making Model that helps officers assess situations, make safe and effective decisions, and document and learn from their actions. ICAT incorporates different skill sets into a unified training approach that emphasizes scenario-based exercises and lecture and case study opportunities.

Colorado POST is providing a FREE to peace officers 1 ½ day course statewide. Our last class took place in Steamboat Springs on October 20-21. Upcoming courses will be held in November and December for the Southwest and Northeast parts of the state.

Space is limited to 20 officers, so get your registration in early to Dan Ostrander at dan.ostrander@coag.gov or Jared Torsney at jared.torsney@coag.gov!

SME OF THE QUARTER

Janet Larson, POST Curriculum SME Committee Chair

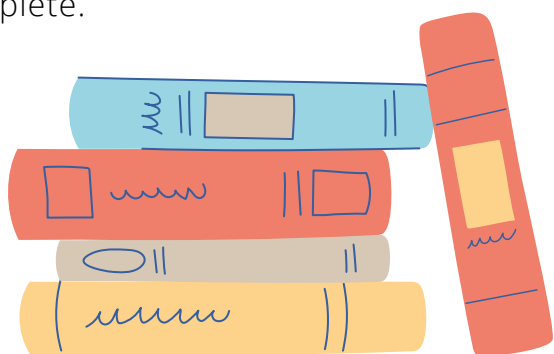
The Curriculum SME Committee reviews lesson plans to help start up new academies and to improve the curriculum of current ones as needed. The POST curriculum for a basic law enforcement academy consists of 56 different courses, which have multiple



unique performance outcomes that must be met in the content.

The review process itself is quite in-depth. The lesson plan contents, and supporting materials, are compared with the POST curriculum outcomes. When they are not adequately covered, specific feedback is provided to the course author[s]. Where materials align, approval is provided for that course. This process can require multiple revisions to meet the standards. The reviews are fully documented and kept for later reference. From start to finish, the development and review process of a new academy can take up to one year. Currently, the committee is finalizing an academy in Montrose and is about to start reviewing an academy for Arapahoe County Sheriff's Office.

Once reviews for new basic academies are completed the committee anticipates restarting on-site facility and course inspections with POST staff which will add more hours to their already busy slate. Committee members are dedicated to assuring that the quality of law enforcement training in Colorado meets not only the law, but the growing expectations of our communities as well. All of the work is done in addition to their day-to-day responsibilities and can take hours to complete.



As Chair of the committee, I would like to thank each member for the thoughtful diligence they are consistently bringing to the task of the committee. You've come through every time!

OTHER UPDATES & HELPFUL RESOURCES

Human Trafficking Campaign Combats Misperceptions of the Crime

Human trafficking is a crime that happens everywhere. Traffickers are criminals who operate in every country, including in the United States, and in Colorado. Despite its prevalence, it is misunderstood, many people are unaware that it is happening, or they don't really know what it is.

Human trafficking is a crime involving the severe exploitation of another person for the purposes of compelled labor or a commercial sex act using force, fraud, or coercion, for some kind of benefit, often economic. Human trafficking consists of the denial of a person's human right to freedom and basic dignity.

This is the legal definition, but there are a lot of questions — and misperceptions — about what that definition really means, and what that means in Colorado.

The Colorado Human Trafficking Council (the Council) developed a campaign to increase awareness about human trafficking in Colorado and educate the public on the essential facts. The campaign sets out to combat misperceptions and give our

communities and potential victims ways to learn more, report suspicious situations, or get connected to services through the campaign website, and Colorado's Human Trafficking Hotline or text line. The caller can choose to be anonymous to protect the safety of citizens and victims.

Ultimately, the goal is to ignite confidence that we can stop human trafficking in Colorado. The better we understand what it is, the better we can face the problem.

"The research shows that people have narrow perceptions of human trafficking based on what they've seen on television shows, the news, and social media," said Maria Trujillo, program manager and spokesperson for the Council. "These portrayals tend to be sensational and do not represent the real world and the various forms that human trafficking takes." Instead of sensationalized portrayals that perpetuate stereotypes, the campaign sheds light on the truth. Using a spectrum of narratives, the campaign depicts different types of human trafficking using facts pulled from real life experiences in order to show, in an authentic way, the different forms of human trafficking.

Some examples of human trafficking in Colorado the campaign addresses:

- Sex trafficking of a young woman by someone she loves and trusts
- Labor trafficking of a young LGBTQ+ person by an employer
- Labor trafficking of a woman and her daughters who moved here from a foreign country

- Labor trafficking of a man and his family by another family member

The research shows that people have narrow perceptions of human trafficking based on what they've seen on television shows, the news, and social media. -

Maria Trujillo



Each of these narratives are representative of the types of human trafficking occurring in our state, across all communities, and in sectors including traveling sales crews, agriculture, and hospitality. They show how traffickers can be anyone. A trafficker doesn't fit a single stereotype, and neither do their victims. Traffickers often prey on people who they think have a vulnerability, perceiving them as easier to manipulate and exploit for their personal benefit.

The hub of the campaign is the [ThisIsHumanTrafficking.com](https://thisishumantrafficking.com) website. The website gets into details about the crime of human trafficking, the different forms, how it can happen, things to look for, and how the public can safely get involved and help eradicate this often hidden crime. Learn more about human trafficking in Colorado and the campaign [HERE](#).

About the Council

Established through legislation in 2014, housed under the Colorado Department of Public Safety, Division of Criminal Justice, Office for Victims Program, the Council coordinates statewide anti-human trafficking efforts for the ultimate purpose of preventing human trafficking in Colorado. Dedicated to the justice and dignity of human trafficking survivors, the 35-person council represents state and non-government agencies, lived experience experts, law enforcement, prosecutors, regional coalitions and task forces, legal services, victim service providers, academia, and faith-based organizations.



The Council is designed to:

- Bring together leadership from community-based and statewide anti-trafficking efforts
- Build and enhance collaboration among communities and counties within the state
- Establish and improve comprehensive services for victims and survivors of human trafficking

- Assist in the successful prosecution of human traffickers
- Help prevent human trafficking in Colorado

POST BOARD HIGHLIGHTS

September 23 Session

The POST Board held its 415th meeting on September 24 and a Work Sessions on September 23rd. The Board welcomed new members, Ouray Reserve Officer Rachel Esters, Thornton Police Chief Terrence Gordon and Morgan County Sheriff David Martin, as well as new POST staff, Courtnay Schwartz and Mario Noriega. The Driving Subject Matter Expert Committee also approved several new members.

The POST Board revoked four certifications for misdemeanor offenses, three certifications for felony offenses and four certifications for untruthfulness. It voted on modifying another set of rules, which required a cost-benefit analysis. Detailed information on the matter can be viewed [HERE](#). The rule modifications go into effect on November 15, 2021.

POST staff briefed the Board on the progress with the mental health training and curriculum, "My Why" project, law enforcement training academies and more. Minutes will be available [HERE](#) before the next Board meeting.

Special "thank you" from POST staff to the Board for their commitment. It's incredible to see all the work being done around Colorado to best serve its citizens and the law enforcement community.

POST Board Welcomes New Members

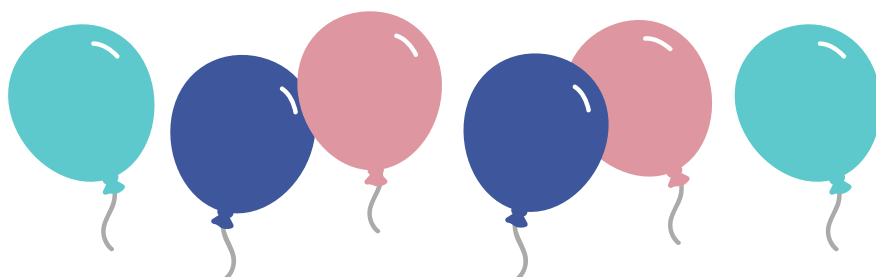
Donald Addy was appointed to the POST Board as a Public Member on 09/29/2021. Mr. Addy had a company that built shooting ranges for military facilities, along with law enforcement facilities all across the US. He has worked extensively with El Paso and Teller County law enforcement agencies on various projects. In addition to the POST Board, Mr. Addy serves as the Chairman of the Pikes Peak Crime Stoppers. Some of his hobbies include golf, skeet shooting, and volunteer work for the Colorado Springs Police Department, and military members and their families.



Laura Daniels was appointed to the POST Board as a Public Member on 09/29/2021. Ms. Daniels was a school teacher and continues to work in the school district as a cross-country coach. She is currently Chairwoman of the Gunnison County Planning Commission and the Development & Marketing Director at Crested Butte Nordic. Ms. Daniels passion for law enforcement and desire to serve on the POST Board comes with a personal insight since her husband has worked as a police officer in Crested Butte for the past 17 years. Like many Coloradans, Ms. Daniels enjoys skiing, biking, and exploring the beautiful natural landscapes of our state.



Rachel Esters, Ouray Police Department, was appointed to the POST Board as an Active Peace Officer Rank of Sergeant and Below on 09/29/2021. Officer Esters spent 22 years with the Larimer County Sheriff's Office, retiring as a Lieutenant. While at the Larimer County Sheriff's Office, she developed new methods of interacting with high-risk populations in the detention facility, reducing violence and other non-compliant behaviors. Officer Esters is currently a Project Administrator for the Colorado Trust, a health equity organization. POST is honored to welcome her as the first transgender woman of color to be appointed to the Board.



Sharletta C. Evans was appointed to the POST Board as a Public Member on 09/29/2021.

Ms. Evans is a survivor family member, who lost her three-year-old son, Casson Xavier Evans, to a drive-by shooting as a result of gang violence 25 years ago. Ms. Evans has been a Colorado resident for 42 years. She has dedicated her life's passion to restorative justice facilitation, juvenile advocacy, lobbying, and legislative work to the cause of juvenile justice and survivor family members. Ms. Evans focuses on the Black and brown communities and is a firm believer in safety, equality and fair sentencing. She is currently enrolled at the Community College of Aurora with a major in Psychology, furthering her knowledge to best serve those with the greater need.



Terrence Gordon, Thornton Police Department, was appointed to the POST Board as a Chief of Police on 09/29/2021.

Chief Gordon joined the Thornton Police Department in December 2020, after retiring as Assistant Chief after 25 years of service in Milwaukee, Wisconsin. In his career, he has worked a variety of assignments, including patrol, investigations, administration, and as Training Director for the Milwaukee Police Academy and Regional Training Center. Chief Gordon continues to train leaders at all levels across the U.S. and internationally, and is grateful for the opportunity to contribute to the police profession in the State of Colorado.



Scott Levin was appointed to the POST Board as a Public Member on 09/29/2021.

Mr. Levin has been the Director of the Mountain States Region of the Anti-Defamation League (ADL) since 2010. He assumed that position after nearly three decades as a successful trial attorney. At ADL, he oversees bias motivated hate crimes training of law enforcement officers and prosecutors at the local, state, and federal level throughout the state of Colorado. Mr. Levin has been the chair and/or served on the board of several non-profit organizations including Rose Community Foundation, JEWISHcolorado and Metropolitan State University Foundation. He regularly speaks to the media, community and civic groups, legislative committees, schools and religious communities about civil rights, civic engagement, hate crimes, equality, diversity, and education issues.



David Martin, Morgan County Sheriff's Office, was appointed to the POST Board as a County Sheriff on 09/16/2021.

Sheriff Martin has been in law enforcement for 36 years and has worked in many roles for Morgan County since 1986. He has taught firearms, patrol procedures, and criminal investigation at his local community college. In addition to his duties as County Sheriff; Sheriff Martin serves on the Board of Directors for the Centennial Mental Health Center and leads the Northeast Chiefs and Sheriffs meeting group, increasing cooperation and networking throughout the region.



POST Board Members

- Attorney General Phil Weiser, Chair
- Sheriff Anthony Spurlock, Vice Chair
Douglas County Sheriff's Office
- Mr. Donald Addy, Public Member
- Senior Investigator Tonya Barnes
18th Judicial District
- Ms. Ashley Beck, Public Member
- Chief Gregory Daly
Avon Police Department
- Laura Daniels, Public Member
- Chief George Dingfelder
Monte Vista Police Department
- Officer Rachel Esters
Ouray Police Department
- Sharletta C. Evans, Public Member
- Chief Debra Funston
Palisade Police Department
- Chief Terrence Gordon
Thornton Police Department
- Executive Director Stan Hilkey
Colorado Department of Public Safety
- Sheriff Robert Jackson
Alamosa County Sheriff's Office
- Deputy Shannon Lofland
Arapahoe County Sheriff's Office
- Sheriff David Martin
Morgan County Sheriff's Office
- Sheriff Anthony Lewis Mazzola
Rio Blanco County Sheriff's Office
- Chief John Minor
Silverthorne Police Department
- Sheriff Shawn Mobley
Otero County Sheriff's Office
- Mr. Scott Levin, Public Member
- Chief Clint Nichols
Commerce City Police Department
- Sheriff Steven Nowlin
Montezuma County Sheriff's Office
- SAC Michael Schneider
FBI - Denver
- Councilmember Wayne Williams
City of Colorado Springs



**FOR NEWSLETTER
INQUIRIES**

Contact
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