



**COLORADO**  
Peace Officer Standards  
and Training  
Department of Law

**ANNUAL  
REPORT  
2024**


# COLORADO PEACE OFFICER STANDARDS AND TRAINING



PRESENTED TO  
**THE POST BOARD**  
MARCH 13, 2025

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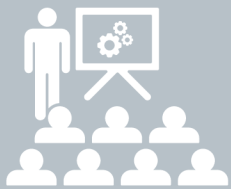
 (720) 508-6721



# ABOUT POST

Peace Officer Standards & Training (POST) is a unit of the Criminal Justice Section of the Colorado Attorney General's Office. It documents and manages the certification and training of all active peace officers and reserve peace officers working in Colorado. POST provides continuing training on emerging issues, distributes grants to law enforcement agencies, and investigates civil and criminal violations of POST's certification statutes. The unit operates in conjunction with the POST Board, which consists of public members, professionals, and experts within the law and law enforcement communities. Both POST and the POST Board ensure that standards for peace officer training and certification in the state remain realistic, relevant, and responsive to our everchanging world.

THE MISSION OF COLORADO POST IS TO ESTABLISH AND MAINTAIN STANDARDS FOR PEACE OFFICER TRAINING AND CERTIFICATION THAT ARE RELEVANT, REALISTIC AND RESPONSIVE TO OUR EVER-CHANGING WORLD.





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# FROM THE DIRECTOR

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In 2024, Colorado POST experienced a period of significant change and improvement. We bid farewell to Compliance Manager Cathy Rodriguez, who accepted an appointment to the Parole Board. Compliance Specialist Mary Vekasy was subsequently promoted to fill the sizable vacancy left by Cathy. Additionally, Compliance Specialist Courtney Schwartz transitioned into the long-vacant POST Investigator position.

We were also pleased to welcome several highly qualified new team members. Deputy Director Ron Ryan joined our organization on a full-time basis after a distinguished career in Pitkin County—the last ten years of which as Undersheriff, followed by several years as a state investigator. Chris Cooper was appointed to fill the vacant Administrative Coordinator position, coming from the City of Lone Tree. Furthermore, Lisa McCammon (from CU Boulder PD) and Eric Sipes (formerly with Longmont PD and Summit County Sheriff's Office) joined us as Compliance Specialists. We were even blessed to welcome a baby POSTie!

Significant progress was made on several long-term projects. Thanks to the heavy lift of Academy Curriculum Developer Gwen Burke, we successfully piloted a new Instructional Methodology course and are preparing to commence a Beta Test for the revised course. The Training Program achieved a longstanding objective of Training Manager Bob Baker by reaching 100% compliance with the Rule 28 annual training requirements. Additionally, although unfortunate, we observed the conviction of four law enforcement officials for providing false information to POST regarding various matters. We look forward to 2025, focused on our continuous improvement and our sustained partnerships with Colorado's law enforcement agencies.

ERIK BOURGERIE, POST DIRECTOR





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# COMPLIANCE

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Compliance team members approve and oversee POST law enforcement training academies, and the certification of peace officers, to ensure consistency with POST rule and law. They conduct inspections, manage requests for variances, and administer the POST examination to all candidates.

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## 2024 HIGHLIGHTS

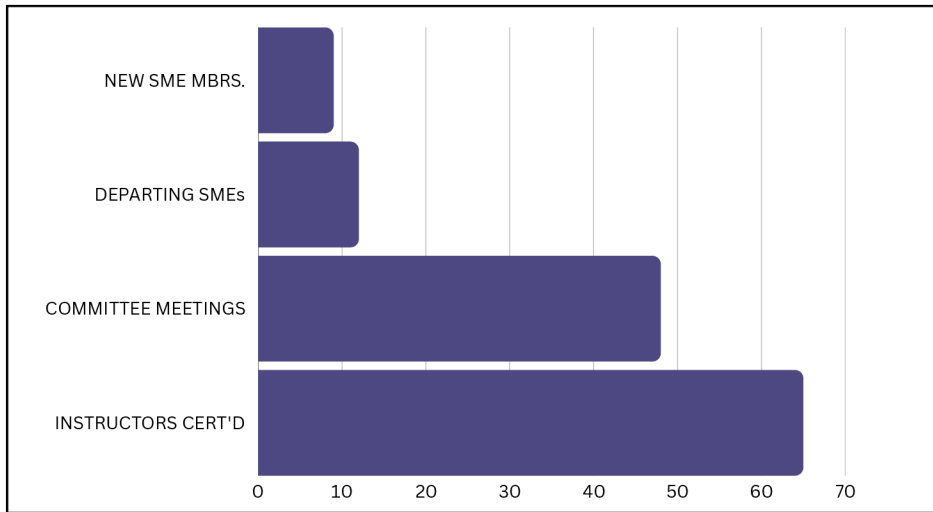
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- 01** Assisted the North Metro Police Academy in gaining final approval to begin operating as a POST approved Basic academy, which will begin hosting classes in Spring 2025.
  - 02** Team members attended the pilot course of the new Instructor Methodology training program to learn the material and provide feedback to better the program.
  - 03** On-boarded two new Compliance Specialists – Eric Sipes and Lisa McCammon – who seamlessly transitioned into their new assignments during one of the busiest times of year for Compliance.
  - 04** Conducted 25 on-site skills program inspections at academies across the state.
  - 05** Attended POST outreach events and provided training on certification requirements in collaboration with the POST Criminal Investigator.
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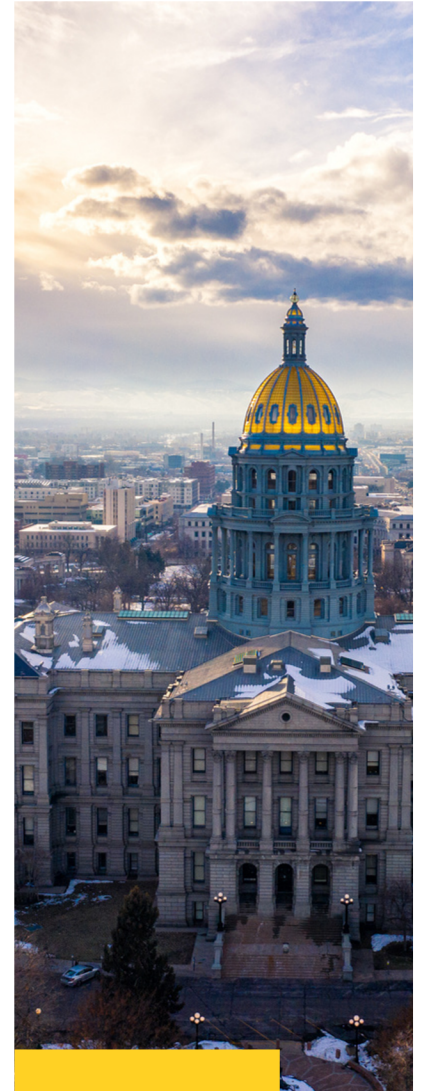
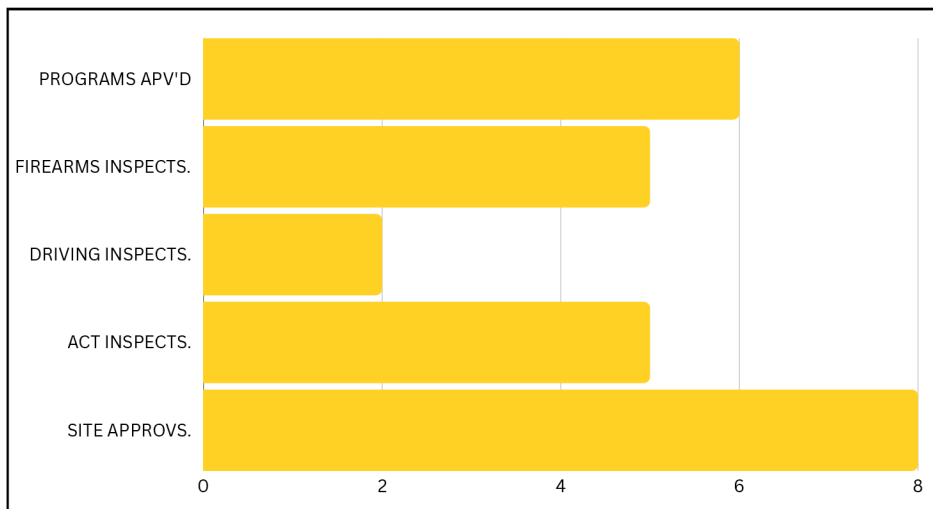


# COMPLIANCE 2024

## SUBJECT MATTER EXPERTS



## ACADEMIES

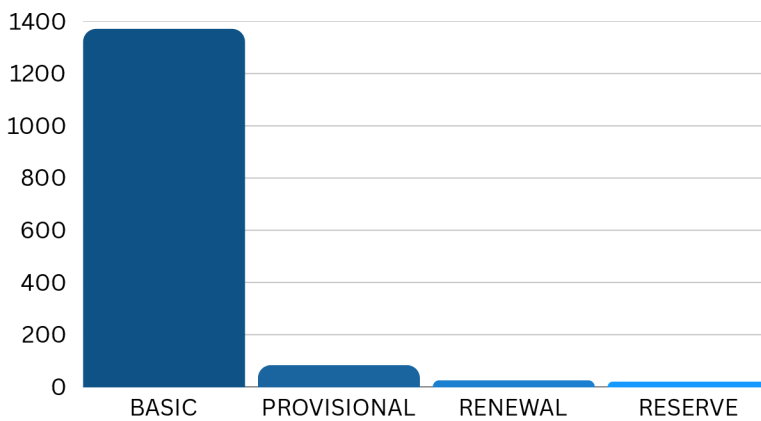




# COMPLIANCE 2024

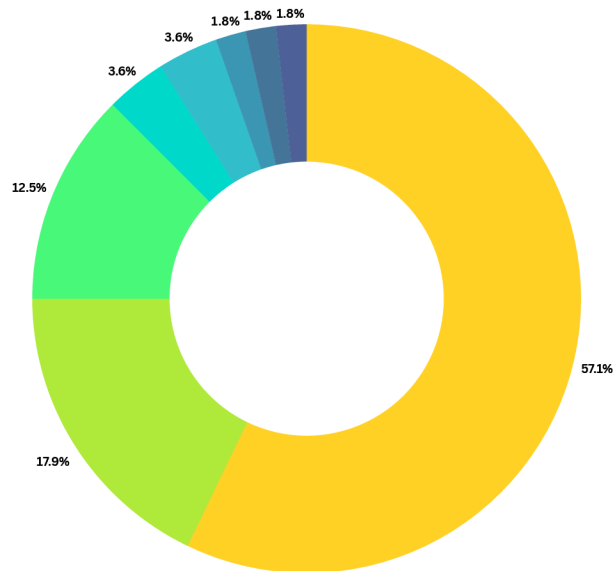
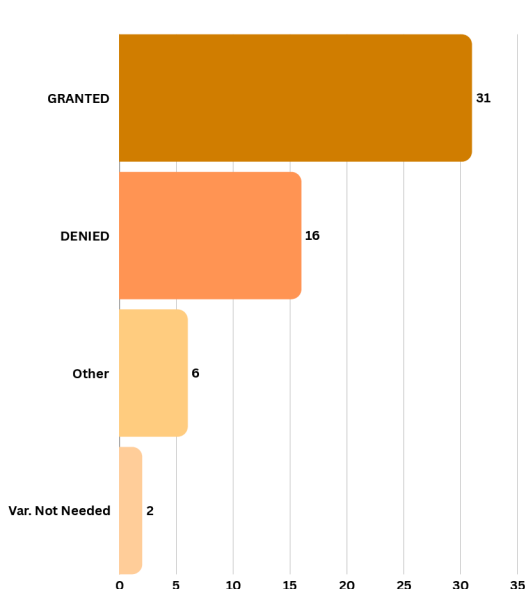
## CERTIFICATIONS

### CERTIFICATIONS ISSUED



<b>BASIC</b>	<b>1371</b>
<b>PROVISIONAL</b>	<b>83</b>
<b>RENEWAL</b>	<b>25</b>
<b>RESERVE</b>	<b>20</b>

### VARIANCES



- RULE 11**
- RULE 10**
- RULE 21**
- RULE 12**
- RULE 15**
- RULE 23**
- RULE 17**



# TRAINING

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Training develops, implements, and delivers quality practices in a variety of areas to educate and support law enforcement, as well as tracking in-service training hours for certified peace officers, pursuant to POST Rule 28 and § 24-31-315 C.R.S.

## 2024 HIGHLIGHTS

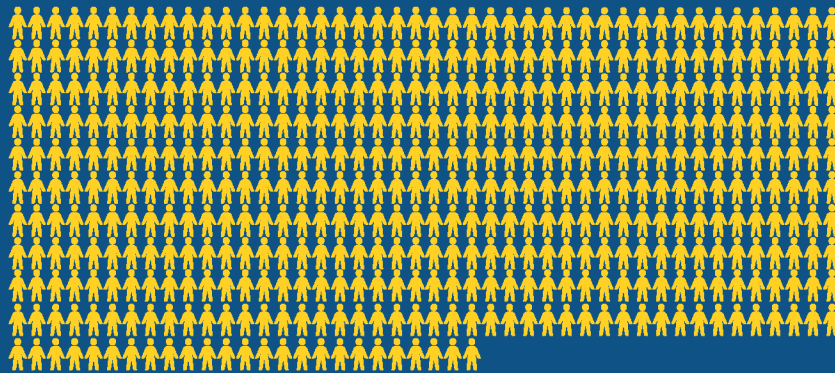
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- 01** Obtained 100% compliance with Rule 28 in 2024 for the first time since its adoption in 2015
- 02** Developed and taught Juvenile Interrogation class to over 700 hundred officers statewide by way of 10 live webinars.
- 03** Coordinated the training of 483 Peace Officers in Impaired Driving Enforcement through management of the LEAD contract.
- 04** Taught 5 ICAT and 2 EDMUS classes to more than 110 officers in all regions of the state, as well as an ICAT instructor course.
- 05** Instituted 19 online trainings that were taken by 4,091 officers in 2024
- 06** Presented EDMUS at the IADLEST Conference, leading to multiple states traveling to Colorado to take the class and become trainers for their respective state.



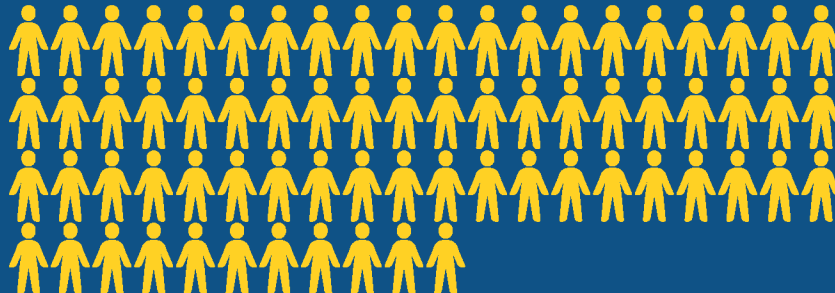
# TRAINING

**OFFICERS WHO COMPLETED  
SFST, ARIDE, AND SFST  
INSTRUCTOR COURSES:**



**483**

**OFFICERS WHO ATTENDED  
EDMUS BASIC CLASS AND  
EDMUS TRAIN THE TRAINER  
CLASS:**



**71**

**OFFICERS WHO COMPLETED  
ICAT TRAIN THE TRAINER:**



**35**



7,309 officers completed a POST online course in 2024.







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# GRANTS

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Grants manages statewide budget for reimbursement of law enforcement training expenses, distributes funds for Colorado training regions, coordinates formulaic and competitive grant applications processes and audits law enforcement agencies receiving training equipment from POST.

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# 2024 HIGHLIGHTS

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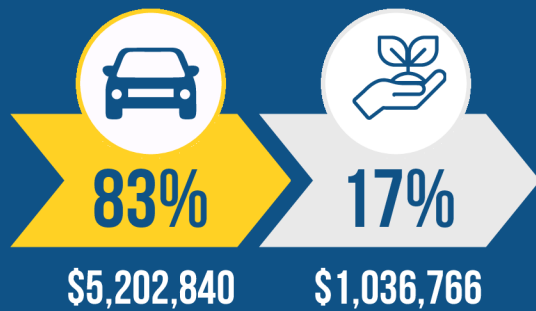
- 01** Hosted stakeholder's meeting as an opportunity for the grantee regions and their respective board members to learn more about POST and connect with one another. Some of the discussed topics were legislative updates, FY24 POST budget, reimbursement reminders, FY25 grant timing and revisions to grant guidelines.
- 02** \$2.3 M of grant funds were invested in rural and urban law enforcement communities.
- 03** 88,940 officers used Police One platform, largely funded by POST. They trained for 93,560 hours.
- 04** 3,248 students attended in-person training. (Includes Training/Grant Program)



# GRANTS



## POST BUDGET (FY 2025)



## POST BUDGET CASH FUND

Authorized by § 42-3-304(24) and 24-31-310, C.R.S. "Under no circumstance shall general fund moneys be used to cover such costs incurred by the department of law or the P.O.S.T. board", pursuant to § 24-31-310(3), C.R.S.

<b>TOTAL REVENUE</b>	\$5,488,122 FY17	\$5,317,333 FY18	\$5,192,738 FY19	\$5,278,010 FY20
	\$5,240,204 FY21	\$5,416,806 FY22	\$5,083,359 FY23	\$5,655,509 FY24

## CURRENT HOLDINGS IN CASH FUND:

- FY 25 beginning balance \$1,428,509
- Figure is last available, although wide ranging figures over time. (As low as \$900,000).



# GRANTS

## # BY THE NUMBERS

**96,557**

OFFICERS  
TRAINED  
THROUGH  
THE GRANT  
PROGRAM.



**3,248**

STUDENTS WHO TOOK  
IN-PERSON TRAINING  
(INCLUDES TRAINING &  
GRANT PROGRAMS).



**\$2.3M**

GRANT FUNDS THAT WERE  
INVESTED IN RURAL AND  
URBAN LAW ENFORCEMENT  
COMMUNITIES.



**88,940**

# of officers who  
used PoliceOne  
platform, largely  
funded by POST.

**93,560**

# of hours  
they trained.

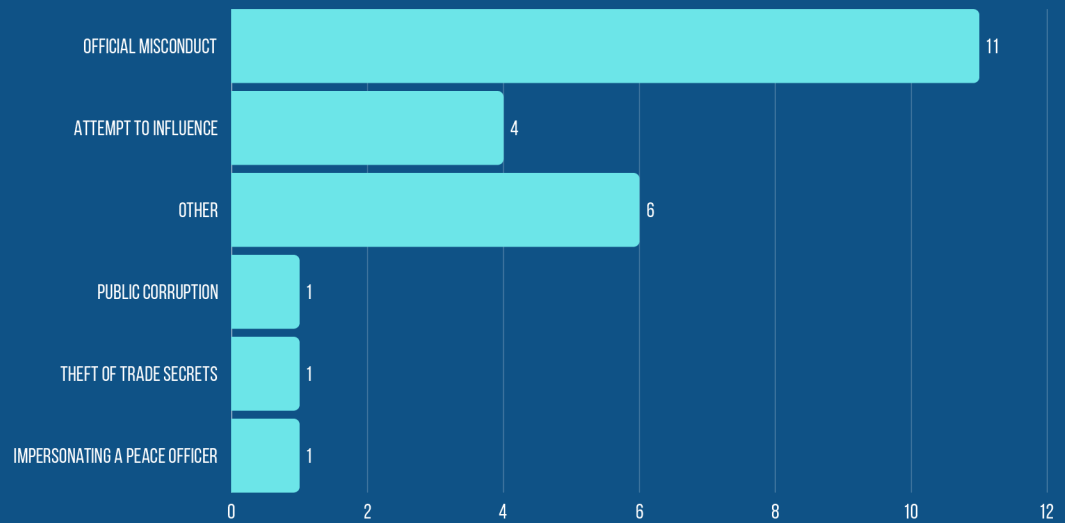




# INVESTIGATIONS

Investigations conducts criminal and civil investigations into violations of state statute having a nexus to POST's mission. Additionally, the investigator is responsible for all aspects of peace officer de-certification arising from violations concerning body worn cameras, use of unlawful physical force, failure to intervene, administration of ketamine, providing inaccurate information for the peace officer database, and violations of POST-related statutes per HB 21-1250, and the Peace Officer Database per SB 20-217, HB 21-1250, and SB 21-174.

## INVESTIGATIONS



## REVO & SUSP

