

COLORADO  
PEACE  
OFFICER  
STANDARDS  
AND  
TRAINING



ANNUAL  
**REPORT**

2023

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Presented to the POST Board  
March 14, 2024





## ABOUT POST

Peace Officer Standards & Training (POST) is a unit of the Criminal Justice Section at 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.





## FROM THE DIRECTOR

2023 was a busy and challenging year for POST, but also a productive one. We welcomed Chief Krouse, Sheriffs Lucero, Smith, and Hume, and SAC Michalek to the Board. Updates were made to almost every section of the academy curriculum. Guardrails were created for the safety of academy recruits. We created much needed new positions, hiring Deputy Director Ron Ryan and Academy Curriculum Developer Gwen Burke. We contracted with Design 4 Learning to create a new Instructional Methodology course. POST supported the Colorado Domestic Violence Fatality Review Board in educating agencies across the state on the Lethality Assessment Program. We helped spread ICAT, EDMUS and ABLE across the state, with more than 52% of Colorado's peace officers working for an ABLE agency. And a proposal to increase academy fees for the first time in 30 years was adopted by the Board.

These are a small part of what POST's small professional staff have accomplished over the past year, and continue to accomplish daily. More information about the accomplishments of the individual program areas within POST are found in the report below. I could not be more proud to work with this team, this *family*, of outstanding people, seeing daily their dedication in service to the communities of Colorado.



# COMPLIANCE

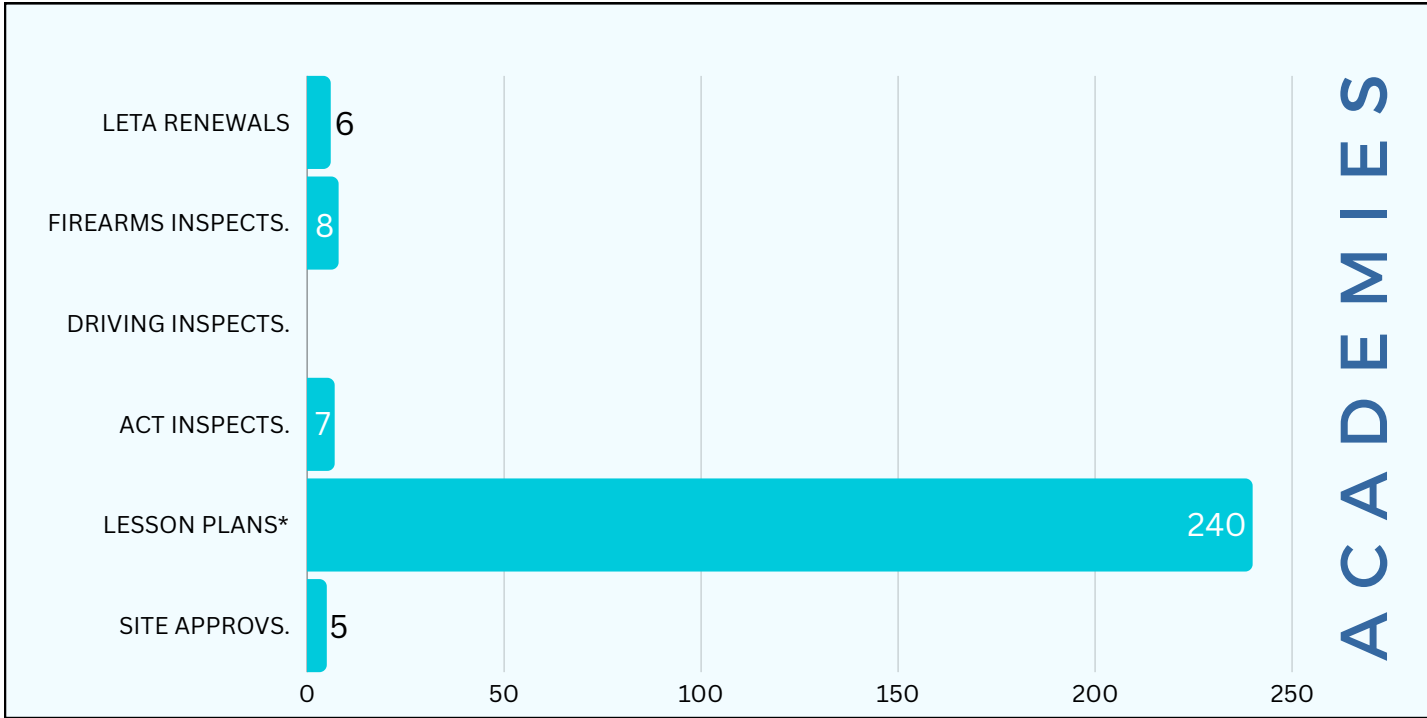
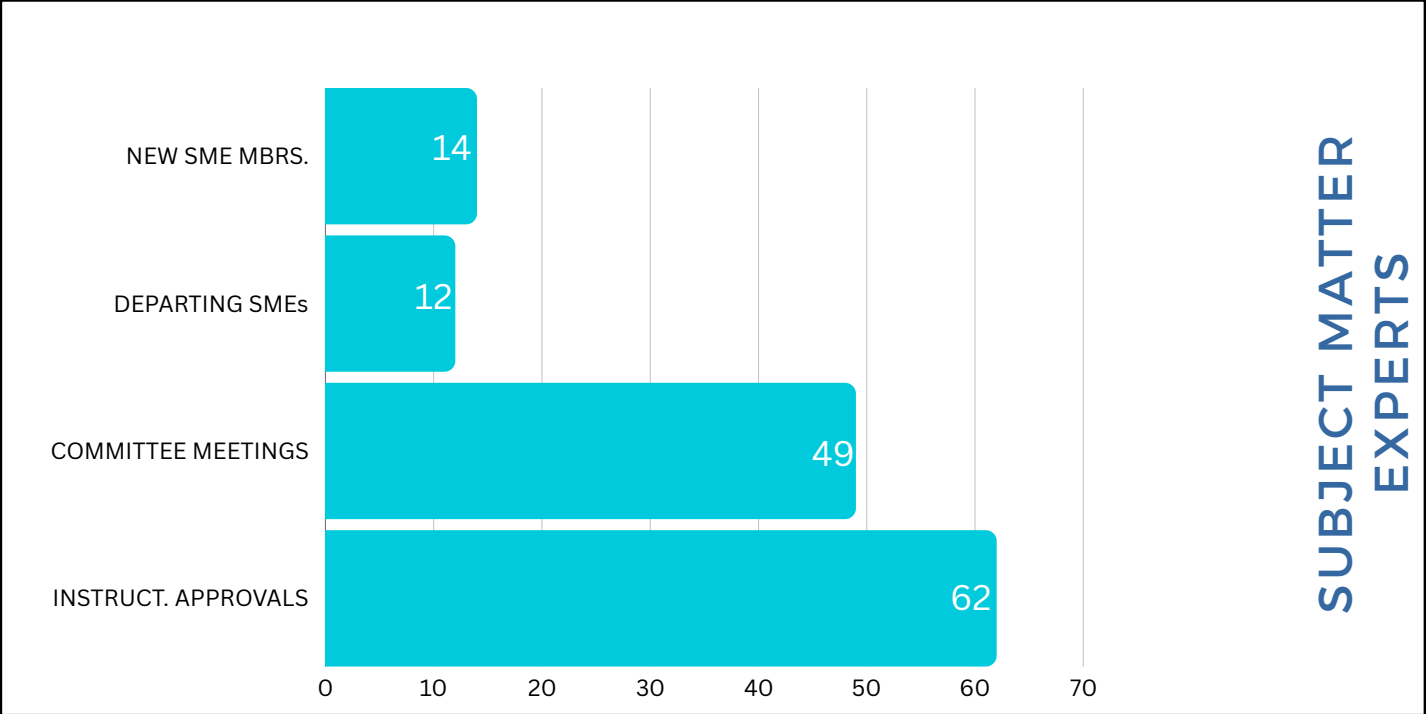
Compliance oversees and approves POST law enforcement academies, processes variance requests to POST Rule, certifies and decertifies peace officers, staffs the Commission on Improving First Responder Interactions with People with Disabilities, and audits law enforcement agencies' policies.

## 2023 HIGHLIGHTS

- Promulgated rule changes defining and prohibiting hazing at POST academies; developed sample policy and training for implementation and use by academy staff.
- Firearms SME Committee – updated skills instructor requirements in response to increased use red dot sight systems. Committee developed a new RDS instructor training program curriculum and POST provided FAQs regarding the change.
- Conducted outreach and in-person trainings on POST-required notifications and the decertification process.
- Created and updated forms while providing information and training to academies and agencies regarding changes to certification eligibility based on immigration status.
- Commission to Improve First Responder Interactions with Persons with Disabilities monitored the implementation of Basic Academy Curriculum and In-Service training with their mandate expiring in December of 2023.
- Collaborated with academies statewide to facilitate 5 academy renewals helping finetune training for new academy recruits.
- Worked closely with the North Metro Police Academy as they work to gain POST approval to start training recruits.

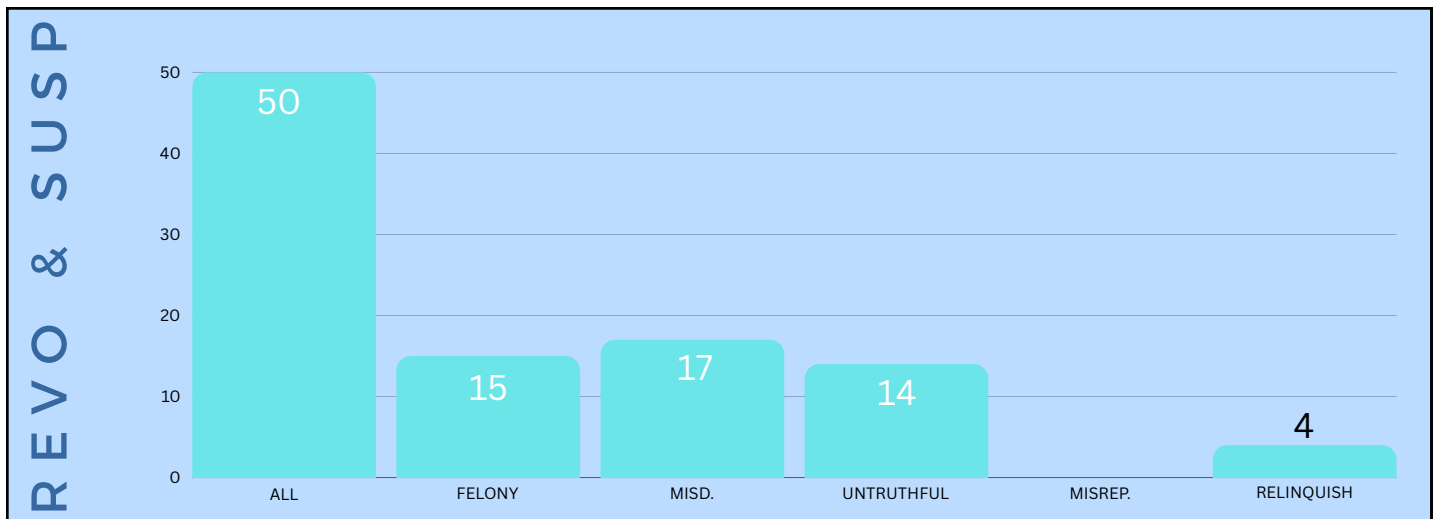
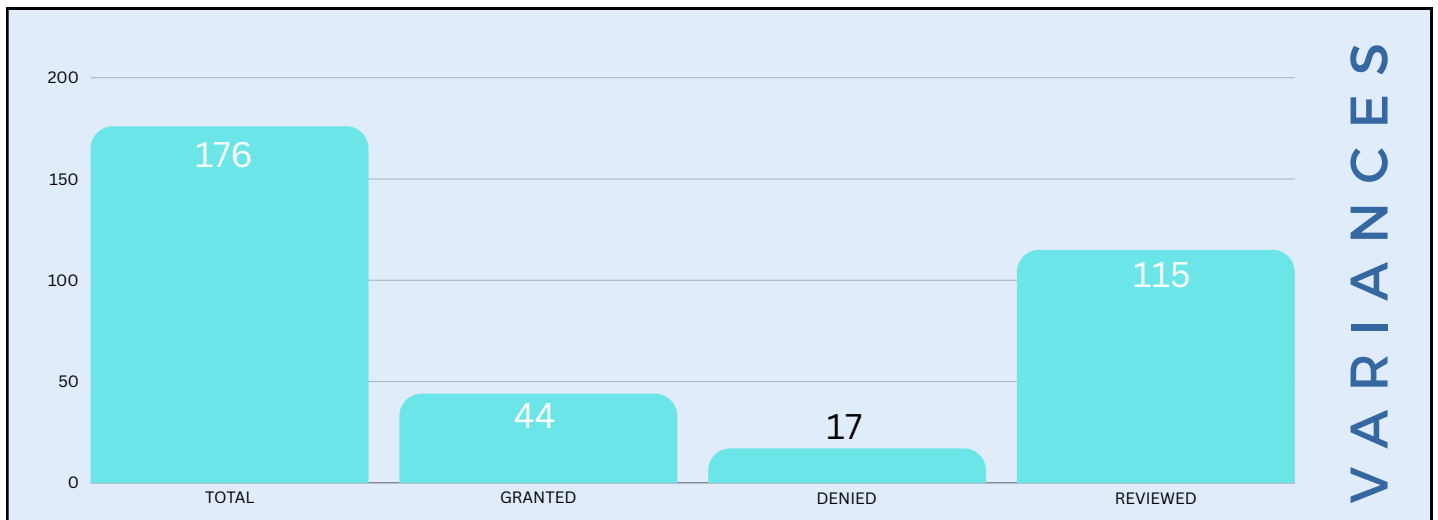
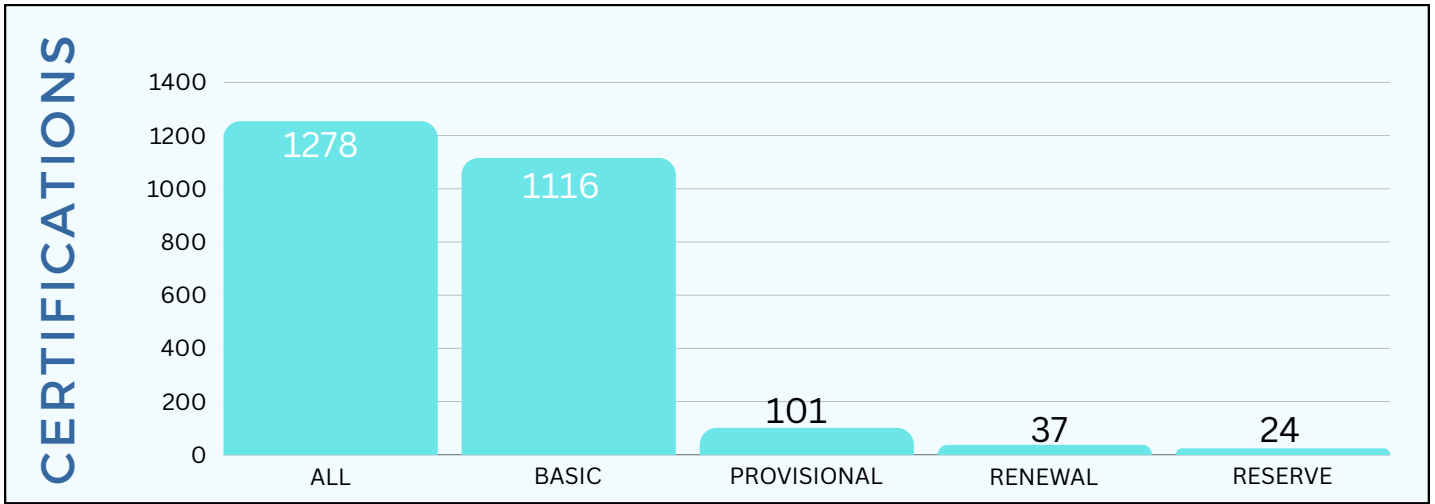


# COMPLIANCE 2023



\*Does not include skills

## ACTIONS ON CERTIFICATIONS





# TRAINING

Training develops and implements 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.

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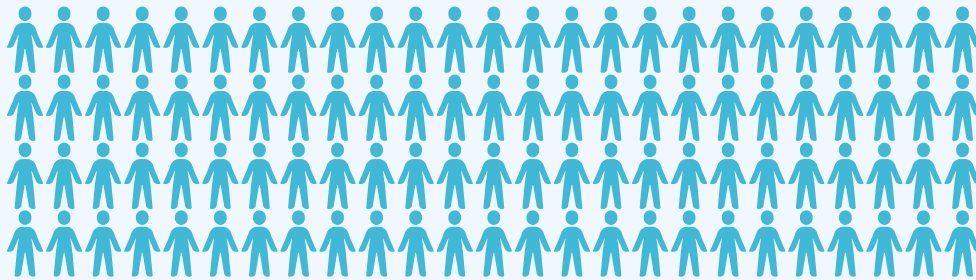
## HIGHLIGHTS

- Tracked § 24-31-315, C.R.S. and Rule 28 training hours, ensuring officers completed the mandatory training.
- All 3 Training Specialists became Trainers in ABLE
- The whole Training Unit became EDMUS Trainers(Ethical Decision Making Under Stress). This is the only class like it in the nation created for Colorado Law Enforcement, being taught by POST Training Unit.
- Created the Juvenile Interrogation class to be taught in 2024
- Taught 4 Integrating Communications, Assessment and Tactics classes to more than 40 officers in all regions of the state.
- Managed the Lead contract which trained 354 Peace Officers in Impaired Driving Enforcement: SFST Operator course, ARIDE course and SFST Instructor course.
- Created Elder Abuse training an on-line course.



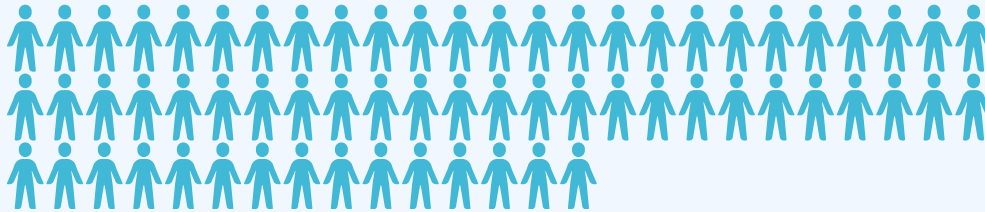
# TRAINING

Officers who completed **SFST**, **ARIDE**, and **SFST** Instructor courses:



**354**

Officers who attended **EDMUS basic** class and **EDMUS Train the Trainer** class: taught 7 classes around the State



**65**

Officers who completed **ICAT Train The Trainer**



**39**





# GRANTS

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.

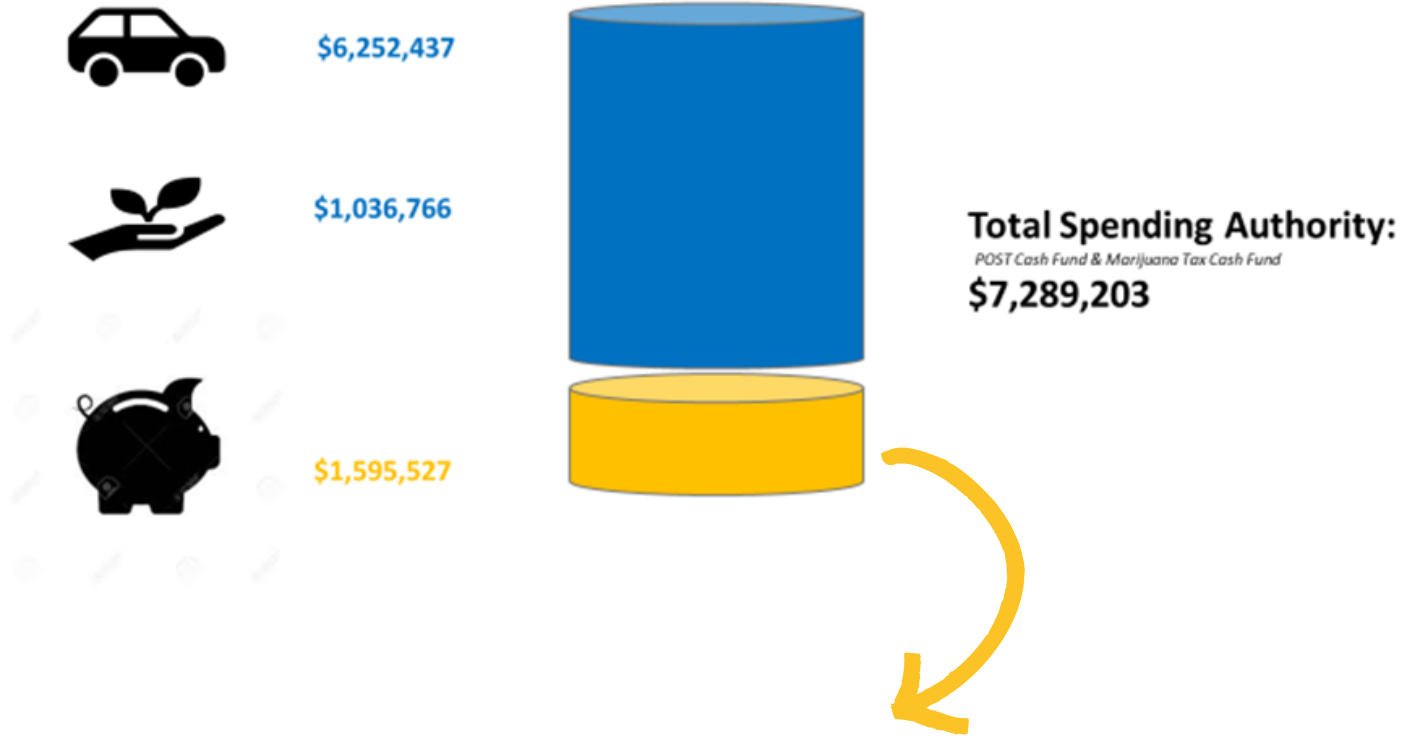


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## HIGHLIGHTS

- Filled the vacant Grant Specialist position after position was vacant for a year and a half with internal hiring process - Victoria Edstedt.
- Hosted stakeholder's meeting as an opportunity for the grantee regions and their respective boards members to learn more about POST and connect with one another. Some of the discussed topics were legislative updates, FY23 POST Budget, reimbursement reminders, FY24 grant timing and revisions to grant guidelines.
- All \$70,000 were spent to have 25 officers attend a Public Safety Leadership (PSLD) program, taught by the University of Denver. PSLD further grows emerging leaders in our local communities with an emphasis on understanding team dynamics. It combines world-class faculty with personal assessments, leadership exercises, analytical assignments, and challenging activities to provide a life-changing experience.
- Rural and Small Agency Academy Scholarship grant was awarded to 6 agencies to send 10 cadets to a POST approved academy. The program was developed to provide scholarships to law enforcement agencies in rural and smaller jurisdictions with limited resources.

# POST Budget (FY23)



## POST Cash Fund

Authorized by 42-3-304(24), and 24-31-310, CRS. 24-31-310(3), CRS, states: "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."

Total Revenue:	FY16	FY17	FY18	FY19	FY20	FY21	FY22
	\$4,734,247	\$5,488,122	\$5,317,333	\$5,192,738	\$5,278,010	\$5,240,204	\$5,416,806

### Current Holdings in cash Fund:

- **FY 23 beginning balance \$1,595,527**
- Figure is last available, although wide ranging figures over time. (As low as \$900,000).

# GRANTS

\$2.9M of grant funds were invested in rural and urban law enforcement communities.



118,864 officers trained through the grant program.

3,611 students took in-person training. (Includes Training/Grant Program).



123,453 students took online training. (Includes Training/Grant Program)

115,678 officers used PoliceOne platform, largely funded by POST. They trained for 91,042 hours.

