



POST MANUAL



**Colorado Department of Law
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MISSION

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.

Law Enforcement Code of Ethics

As a Certified Peace Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and, to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life. I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided in me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force of violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith and I accept it as a public trust to be held so long as I am true to the ethics of law enforcement service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.

TABLE OF CONTENTS

CURRICULUM BIBLIOGRAPHY.....	G-1
Bibliography.....	G-2
OTHER.....	H-1
Misdemeanors which will affect certification.....	H-2
Declaratory Order	H-4

CURRICULUM BIBLIOGRAPHY

Curriculum Bibliography

Revised January 2017

Required Source Material:

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Active Shooter Recommendations and Analysis for Risk Management (New York Police Department/Counterterrorism Bureau)
http://www.nyc.gov/html/nypd/html/counterterrorism/active_shooter.shtml

Advanced Law Enforcement Rapid Response Training Center (ALERRT), study 2000-2013 (U.S. Department of Justice, FBI & Texas State University)
<http://alerrt.org/>

A Guide to the Development of Special Weapons and Tactics Teams, Kolman [National Tactical Officers Association (NTOA)]

Americans with Disabilities Act, <https://www.ada.gov/>

Bloodborne Pathogen Standards (OSHA)
<http://www.osha.gov/SLTC/bloodbornepathogens/index.html>

Colorado Peace Officer's Legal Source Book, Section 2-9 & 11, 12, and 14 [Colorado District Attorney's Council (CDAC)/Colorado Attorney General]

Colorado Revised Statutes, Colorado State Constitution, as amended and *United States Constitution - Bill of Rights*
<http://www.lexisnexis.com/hottopics/Colorado/>

- *Colorado Constitutional Amendment Rights of Victims (Amendment 16a)*
- *Colorado Revised Statutes, Title 1*
- *Colorado Revised Statutes 12-46-101 through 107 and 12-47-101 through 907*
- *Colorado Revised Statutes, Title 13, Article 25, Rules of evidence*
- *Colorado Revised Statutes Title 16, Articles 1 through 5*
- *Colorado Revised Statutes Title 18*
- *Colorado Revised Statutes, Title 19*
- *Colorado Revised Statutes 24-4.1-301 through 24.4.1-304*
- *Colorado Revised Statutes 24-10-101 through 24-10-114.5*
- *Colorado Revised Statutes, Title 42*

Colorado Rules of Criminal Procedure (Colorado Supreme Court)
<http://www.lexisnexis.com/hottopics/Colorado/>

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Title 42, USC, Sections 1981, 1982, *The Public Health and Welfare*, Chapter 21 – Civil Rights, Section 1983
<http://uscode.house.gov/search/criteria.shtml>

Recommended Source Material:

Annual Report of Law Enforcement Officers Killed & Assaulted (FBI)
www.fbi.gov

Arresting Police Video and Case Studies – Facilitation Format

- a. *Being in the Wrong Neighborhood*
- b. *Driving the Wrong Car*
- c. *Suspicious Car*

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A Study of Active Shooter Incidents - Nov 2013 (Federal Bureau of Investigation, Critical Response Group) <https://www.fbi.gov/file-repository/active-shooter-study-2000-2013-1.pdf/view>

California Association of Tactical Officers (CATO) <http://www.catonews.org/>

Causality Collection Point (CCP) Reference materials [Committee for Tactical Emergency Casualty Care (C-TECC)] www.c-tecc.org

CBI-Misuse of CCIC Data Handout, FACs and Powerpoint [(Colorado Bureau of Investigation (CBI)] <https://www.colorado.gov/cbi>

CCIC Training Manual (Colorado Bureau of Investigation) *Diversity Iceberg*, Included in the POST *Anti-Bias Train the Trainer* materials

Character and Cops: Ethics in Policing, Delattre (American Enterprise Inc. Press)

Civil Rights and Criminal Justice: Primer on Sexual Harassment, Research in Action, Rubin (National Institute of Justice)

Collaboration Toolkit: How to Build, Fix and Sustain Productive Partnerships, Rinehart, Laszlo and Briscoe (U.S. Department of Justice)

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Emergency Response to Terrorism (United States Department of Justice) www.usdoj.gov

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FBI Crisis Negotiations (Federal Bureau of Investigation)

FBI Hostage Rescue Course (Federal Bureau of Investigation)

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https://www.usfa.fema.gov/downloads/pdf/publications/active_shooter_guide.pdf

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Hazardous Materials Field Guide, Bevelacqua and Stelp (Cengage Learning)

Hazardous Materials: Regulations, Response & Site Operations, Gantt (Cengage Learning)

Hostage Rescue Procedures and various other resources [National Tactical Officer's Association (NTOA)] <http://ntoa.org/>

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IACP Advanced Hostage Rescue Course [International Association of Chiefs of Police (IACP)]

IACP SWAT Supervisor and Manager Training Manual [International Association of Chiefs of Police (IACP)]

IACP Training Keys

<http://www.theiacp.org/Training-Keys> -Please note, membership required

- *IACP Training Key 483: Using Civil Remedies to Combat Crime*
- *Partnering for America: the FBI with State, Local, Campus and Tribal Law, Law Enforcement Video* (FBI and IADLEST)
- *IACP Training Key 475 & 476: Police Ethics, Parts I & II*
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- *IACP Training Key 545: Harassment and Discrimination in the Workplace*
- *IACP Training Key 549: Personal Appearance, Off-duty Conduct, Free Speech*
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Problem Solving Tips – A Guide to Reducing Crime and Disorder Through Problem Solving Partnerships, Schmerler, Perkins, Phillips, Rinehart, Townsend (U.S. Dept. of Justice) <https://ric-zai-inc.com/ric.php?page=detail&id=COPS-P019>

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https://cops.usdoj.gov/html/cd_rom/inaction1/pubs/RaciallyBiasedPolicing.pdf

Report Writing for Law Enforcement, Davis (LawTech Publishing Company)

Rocky Mountain Hostage Negotiators (RMHN) <http://www.rmhnonline.com/>

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SWAT Standard For Law Enforcement, Sep 2013, [National Tactical Officers Association (NTOA)] <http://ntoa.org/swat-standard/>

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The Counterterrorism Handbook, Bolz, Dudonis and Schulz (CRC Press)

The Influence of Officer Positioning on Movement During a Threatening Traffic Stop Scenario, Lewinski, Dysterheft, Seefeldt, Pettitt [Illinois Law Enforcement Training and Standards Board (ILETSB)]

The Tactical Edge: Surviving High Risk Patrol, Remsberg (Calibre Press)

Texas Tactical Police Officers Association (TTPOA) <https://www.ttpoa.org/>

Trauma Recovery Handbook: A Recovery Guide For Yourself, Your Colleagues, and Those You Love, Slover & Tasci (Debra Tasci)

Understanding Community Policing: A Framework for Action (Bureau of Justice Assistance)

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U.S. Department of Justice: Federal Bureau of Investigation (FBI), Critical Incident Response Group, Crisis Negotiation Unit (CNU) Hostage Barricade Database System (HOBAS) & Hostage Rescue Team (HRT)

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What Every Law Enforcement Officer Should Know about DNA Evidence: First Responding Officers (National Institute of Justice)

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OTHER

MISDEMEANORS WHICH WILL AFFECT CERTIFICATION

Revised October 26, 2018

Per § 24-31-305 C.R.S., the POST Board shall deny certification to any person who has been convicted, on or after July 1, 2001, of any of the following:

C.R.S.	Cite
18-3-204	Assault in the third degree
18-3-402	Sexual Assault
18-3-404	Unlawful sexual contact
18-3-405.5	Sexual assault on a client by a psychotherapist
18-3-412.5	Failure to register as a sex offender
18-6-403(3)(b.5)	Sexual exploitation of a child (as it existed prior to July 1, 2006)
18-7-201	Prostitution prohibited
18-7-202	Soliciting for prostitution
18-7-203	Pandering
18-7-204	Keeping a place of prostitution
18-7-302	Indecent exposure
18-7-601	Dispensing violent films to minors
18-8-102	Obstructing government operations
18-8-103	Resisting arrest
18-8-104	Obstructing a peace officer, firefighter, emergency medical services provider, rescue specialist, or volunteer
18-8-108	Compounding
18-8-109	Concealing death
18-8-111	False reporting to authorities
18-8-113	Impersonating a public servant
18-8-114	Abuse of public records
18-8-117	Unlawful sale of publicly provided services or appointments
18-8-201	Aiding escape
18-8-204.2	Possession of contraband in the second degree
18-8-208	Escapes
18-8-208.1	Attempt to escape

C.R.S.	Cite
18-8-212	Violation of bail bond conditions
18-8-304	Soliciting unlawful compensation
18-8-305	Trading in public office
18-8-308	Failing to disclose a conflict of interest
18-8-403	Official oppression
18-8-404	First degree official misconduct
18-8-503	Perjury in the second degree
18-8-611	Simulating legal process
18-8-612	Failure to obey a juror summons
18-8-613	Willful misrepresentation of material fact on juror questionnaire
18-8-614	Willful harassment of juror by employer
18-8-802	Duty to report use of force by peace officers
18-9-111	Harassment
18-9-121	Bias-motivated crimes
18-18-404	Unlawful use of a controlled substance
18-18-405	Unlawful distribution, manufacturing, dispensing, or sale
18-18-406	Offenses relating to marijuana and marijuana concentrate
18-18-411	Keeping, maintaining, controlling, renting, or making available property for unlawful distribution or manufacture of controlled substances

Any misdemeanor in violation of federal law or the law of any state that is the equivalent of any of the offenses specified; or any local municipal ordinance that is the equivalent of any of the offenses.

The P.O.S.T. board must deny certification to any person who entered into one of the following for a crime listed in paragraph (a) of the subsection (1.5) if the P.O.S.T. board determines that certification is not in the public interest:

- (I) A deferred judgment and sentencing agreement or deferred sentencing agreement, whether pending or successfully completed;**
- (II) A deferred prosecution agreement, whether pending or successfully completed; or**
- (III) A pretrial diversion agreement, whether pending or successfully completed.**

Please note that juvenile adjudication/criminal history is not relevant unless the juvenile was tried as an adult through the adult criminal court system.

BEFORE THE PEACE OFFICER STANDARDS AND TRAINING BOARD
DEPARTMENT OF LAW, STATE OF COLORADO

No.

04-01

Declaratory Order

In re:

**The Peace Officer Standards and Training Board, Peace Officer Levels
Recodification Subcommittee**

House Bill 03-1266 was a direct response to a problem identified by the Colorado State Legislature in House Bill 02-1313. Specifically, in House Bill 02-1313, the legislature declared (Page 3, HB02-1313) ‘that the current levels of peace officers established pursuant to section § 18-1-901, C.R.S. need to be reevaluated to ensure that persons in each category are properly categorized. Accordingly, the POST Board has reevaluated such current levels of peace officer.

The Committee found that there was great disparity in protections for peace officers. It was the consensus of the committee that the peace officers levels system be abolished and a system developed that identified each peace officer job description/position and that position’s intended authority. As a result of the committee’s actions House Bill 03-1266 was proposed and passed into law. The Bill accomplished the following:

- Abolished the level (stratification) system of officer classification;
- Identified by name all peace officer categories currently found in statute in Colorado;
- Identified appropriate enabling legislation (where applicable);
- Provided the same legal protections for all peace officers in Colorado;
- Clearly delineated the authority for each identified peace officer;
- Identified (based on the current level system) peace officers who must be POST certified;
- Allows future expansion or deletion with minimal conforming legislation;
- Importantly, the changes should have no state or local fiscal impact;
- Where appropriate, impacted statutes were reviewed and amended as needed;
- There were no changes in authority currently granted peace officers and no new groups were added that were not currently identified in statute.

House Bill 03-1266 makes a number of important changes to POST’s organic act for the purposes of this Petition. First, the Bill clarifies who shall be certified as a peace officer. Second, the Bill recognizes those peace officer positions that may be certified allowing a voluntary choice that individual officers and law enforcement agencies may make if they so

wish. And, the Bill recognizes peace officer positions in which the officers serving in those positions derive authority as a peace officer through particular and specific enabling legislation.

The committee met on August 25, 2003, to discuss the intent of HB03-1266; past practices of the POST Board in recognizing peace officer job titles; and, recognized service in those positions as qualifying for continuing service recognition to keep an officer's Colorado POST peace officer certificate current. The committee accomplished a review and discussion of the POST Board's 1998 Declaratory Order 98-045, based upon Senate Bill 98-20. The 1998 Declaratory Order directed POST Staff to recognize the *continuing service* of all Level Ia and Level II peace officers as meeting the standard of service to maintain a peace officer's certificate as current and active. Historically, and since enactment of Declaratory Order 98-045, the Board has always treated continued service as a Level I, Level Ia, Level II, and Level IIIa peace officer equivalent for the purposes of meeting the continuing certification service requirements. The central point of committee discussion, and the resulting resolution of the committee, was to recognize the accomplishments of those attaining Colorado peace officer certification. And, to recognize appointment as a peace officer within Title 16, Article 2.5 of the Colorado Revised Statutes as *continuing service* for the purposes of holding a peace officer certificate in current status.

On September 26, 2003, the members of the POST Peace Officer Levels Recodification Committee made the following recommendations to the POST Board:

- POST shall recognize the service of Colorado certified peace officers identified in § 16-2.5-103 through 143, C.R.S. (2003). Recognition of *continuing service* is for the purposes of maintaining the peace officer's certification in current status.
- Allow persons currently working in a defined "Peace Officer" position within § 16-2.5-103 through 143, C.R.S. (2003), to become POST certified upon successful completion of an approved POST Basic Peace Officer Academy, and after passing the POST Certification Examination.

At that time, the Colorado Peace Officer Standards and Training Board voted unanimously to accept the recommendations of the POST Peace Officer Levels Recodification Committee.

In light of the foregoing analysis and recommendation, a basic peace officer certificate will not have expired if the certificate holder has served at least six months in the preceding three year period as a peace officer identified in § 16-2.5-103 through 143, C.R.S. (2003).

Dated this 11th day of February 2004.

KEN SALAZAR
ATTORNEY GENERAL AND POST CHAIRPERSON