

Navigating POST: Insight Into Today's Law Enforcement Conference 2025

March 12 – 13 at Fort Collins Marriott

DAY ONE	WEDNESDAY, MARCH 12			
	7:30 – 9:00 AM	CHECK-IN		
	9:00 – 9:30 AM <i>Salons A-D</i>	Opening Session / Color Guard / Welcome – Director Erik Bourgerie, Attorney General Phil Weiser & Chief Jeffrey Swoboda		
	9:30 – 10:15 AM <i>Salons A-D</i>	Fireside Chat with Attorney General Weiser – Chief of Strategic Initiatives Maris Herold & Dr. Tamara Herold		
	10:15 – 10:30 AM	BREAK		
	10:30 – 11:30 AM <i>Salons A-D</i>	Dept. of Law Hot Topics (Law Enforcement Initiatives, Opioid Response Unit, ERPO, LAP) – Director of the Opioid Response Unit Jamie Feld, Lt. Joseph Unser, Assistant Attorney General Shalyn Kettering, LAP Statewide Coordinator Mark Deaton		
	11:30 AM – Noon <i>Salons A-D</i>	POST Round Table Discussion – Compliance Manager Mary Vekasy, Grants Manager Kim Hernandez, Training Manager Bob Baker, POST Investigator Courtney Schwartz		
	Noon – 1:30 PM	LUNCH (ON YOUR OWN)		
		Track 1: Civilian and Administrative Focus	Track 2: Law Enforcement Focus	Track 3: Law Enforcement New Trends
	1:30 – 2:30 PM <i>Multiple locations</i>	Mastering POST's Administrative Requirements – Administrative Coordinators Chris Cooper & Mario Noriega <i>Salons A-D</i>	Effective Community Safety Strategies – Safe2Tell Director Stacey Jenkins, Sgt. Mark Mithuen, FBI Special Agent Marisa Budwick <i>Salon E</i>	The Three-Legged Stool: Overall Vision (ABLE, EDMUS & ICAT) – Deputy Chief Coby Cosper, Chief George Dingfelder, Chief Ron Thomas, Program Manager Elisa DiTrollo & POST Training Team <i>Salons F-H</i>

	2:30 – 3:00 PM	BREAK		
	3:00 – 4:30 PM <i>Multiple locations</i>	Rule 28 and Mandated Training Reporting – Training Manager Bob Baker & POST Training Team <i>Salons A-D</i>	Taking Care of YOU! – Dr. Dave Christensen <i>Salon E</i>	New Trends in DV & Strangulation Investigations – Director Linda Johnston, LAP Statewide Coordinator Mark Deaton, Deputy Attorney General Janet Drake <i>Salons F-H</i>
	5:00 – 6:30 PM	CONFERENCE RECEPTION IN PAVILION		
DAY TWO	THURSDAY, MARCH 13			
	8:30 – 9:45 AM <i>Salons A-D</i>	Academy Redesign & Integrating Recruit Training – Academy Curriculum Developer Gwen Burke		
	9:45 – 10:00 AM	BREAK		
		Track 1 Civilian and Administrative Focus	Track 2 Law Enforcement Focus	Track 3 Law Enforcement New Trends
	10:00 – 11:00 AM	Recruitment & Retention – Executive Director Stan Hilkey, Retired Chief Terrence Gordon, Chief Debra Funston <i>Salon E</i>	Career Survival: Compliance Revocations & Disqualifying Offenses / What do I have to report to POST? / Ins and Outs of Peace Officer Database – POST Investigator Courtney Schwartz & Compliance Manager Mary Vekasy <i>Salons F-H</i>	SME Meetings – ACT (<i>Salons A-D</i>) Firearms (<i>Salons A-D</i>) Driving (<i>Windsor I-II</i>)
	11:15 AM – Noon	Leadership Philosophy & Ethics – Professor of Practice Kerry Plemmons <i>Salon E</i>	Exploring POST FAQs – Deputy Director Ron Ryan & POST Staff <i>Salons F-H</i>	

	Noon – 12:30 PM			SME Meetings with Director Erik Bourgerie – All SMEs Salons A-D
	Noon – 1:30 PM	LUNCH – ON YOUR OWN		
	1:00 – 4:00 PM			POST Board Meeting – POST Board, POST Staff & SMEs Pavilion
		Track 1 Law Enforcement Focus	Track 2 Law Enforcement New Trends	
	1:30 – 2:30 PM	MMIR Training – Training Coordinator Jared Torsney Salon E	Adult Learning Concepts – Director Eric Salahub & Co-director Kerri Mitchell Salons F-H	
	2:30 – 3:00 PM	BREAK		
	3:00 – 4:30 PM	The Path to Resiliency – Sgt. Siobhan McTighe Salon E	Active Learning – Director Eric Salahub & Co-director Kerri Mitchell Salons F-H	

Sessions Overview

DAY 1

Mastering POST’s Administrative Requirements

This session will review the ‘whys’ of the requirements of submitting forms into Benchmark. Most specifically Form 6, Employment Update Request Form, and the Form 5. We will walk you through submitting a Form 6, Employment Update Request, and a Form 5. We will address any questions along the way. This session will be very interactive.

Effective Community Safety Strategies

It is more crucial than ever before to provide communities, and particularly our youth, with effective tools for ensuring their safety. With this panel of experts, explore how federal law enforcement, local government agencies, and community organizations in Colorado are joining forces to tackle public safety challenges through partnership and cooperation.

The Three-Legged Stool: The Overall Vision

This panel discussion will highlight the three primary POST provided trainings in regard to de-escalation and ethical decision making in order to enhance law enforcement careers, reduce liability and build community trust. The panelists will share their experiences with these trainings and the results they have witnessed at their organizations.

Rule 28 and Mandated Training Reporting

This workshop will assist to navigate through the Rule 28 process, entering training courses, and generating reports. Resources will be provided, and the training staff will also address any of your questions and challenges in regard to § 24-31-315, C.R.S. Other required trainings for law enforcement will be discussed as well.

Taking Care of YOU!

This class will be a snapshot of Dr. Christiansen's popular training "Psychological Survival in a Violent Career," which he has presented across the country to officers, firefighters, first responders, dispatchers, and attorneys. This segment will focus on the significant debilitating emotions including compassion fatigue, burnout, and beyond. Dr. Christiansen will help define existential despair and pathways to recovery, providing a use "map" of the brain, philosophical issues, and real-life stories. The initial portion of the class will identify the issues with the remainder of the class focused on recovery and restoration. It is appropriate for persons at any stage of their career in criminal justice.

New Trends in Domestic Violence and Strangulation Investigations

This session will provide useful information to strengthen a coordinated response to domestic violence and strangulation incidents. Investigation tools will include Colorado models for risk assessment, forensic exams, interview skills and resources to support safety and accountability.

DAY 2

Academy Redesign and Integrating New Recruits

Academy training is the foundation of a law enforcement officer's career. Colorado POST has undertaken an Academy Redesign Project to unify and standardize all academy training across the state. This informative workshop will provide a brief description of why we are doing the Redesign as well as highlight the best practices we are using to develop the new curriculum. There will be a time for Q&A near the end.

Recruitment and Retention

Today's law enforcement agencies are challenged with retaining and recruiting their workforce. Find out what some of the top Colorado Law Enforcement leaders are doing to answer the challenges of retaining quality officers and how to attract the next generation of officers.

Career Survival and What do I have to Report to POST?

In the past several years, many laws have been enacted to heighten transparency, integrity and enhance the law enforcement profession in the State of Colorado. POST Investigator Courtney Schwartz will spend 45 minutes diving into the complex legal issues surrounding POST certificate revocations and suspensions and how POST navigates difficult scenarios following overlapping and complicated statutes.

During this session POST Compliance Manager Mary Vekasy and Investigator Schwartz will also explain the various forms and the reporting requirements for Colorado law enforcement. The POST Peace Officer Database will be covered as well.

Leadership Philosophy and Ethics

Public Safety Leadership is messy – and vitally important to our democracy. Being a Public Servant in 2025 means leading through influence, communication and a strong set of core values. We are stewards of the public trust and that has never been harder.

This seminar will walk through a model based on living those core values in every decision. We will create a process of building a clear direction for our organizations through some very old and a couple new fundamentals of leadership.

Exploring POST FAQ's

POST staff and managers from Compliance, Grants, Administration and Training will be there to answer all your burning questions to help you do your job. Also, we will have a guest appearance by Courtney Schwartz, POST Investigator, answering questions about de-certifications and revocations. POST staff will demonstrate the website resources live in this session. You may drop off questions at the registration desk or at the beginning of the session and can be anonymous.

MMIR Training (Missing and Murdered Indigenous Relatives)

Missing and Murdered Indigenous Relatives is a one-hour, credited course fulfilling the requirements of § 24-31-315, C.R.S. Officers will be instructed on the challenges and complexities of a missing person(s) investigations specifically related to a missing Indigenous person. The course will highlight how to respond to a missing Indigenous person, reporting requirements, and information needed by the Colorado Bureau of Investigation (CBI) before issuing a Missing Indigenous Person Alert (MIPA). Officers will also receive information on additional resources for Law Enforcement and resources that may help the reporting party and members of the Indigenous community.

Adult Learning Concepts

Adult Learning Theory postulates that adult learners have specific needs that ought to be accounted for when developing and facilitating learning experiences. Adult Learning Theory points out that adult learners have rich prior experiences to draw from and prefer to engage in learning that is practical and goal-orientated (rather than passive and abstract). Adult learners have busy lives and many commitments, so the training and learning needs to feel meaningful, and they need to see its direct application to their real-life experiences and goals.

The Path to Resiliency

During this presentation Sergeant Siobhan McTighe will share her personal story of overcoming PTSD, anxiety and depression, and how pride, professional identity, and traditional culture kept her from seeking the services she needed earlier in her career. Sgt. McTighe will share the 5 Pillars of Wellbeing that helped her heal, and the empirical research that provides evidentiary proof that they work. This presentation is candid, emotional, and designed to help the participants reflect on their own journey in law enforcement and see themselves in Sgt. McTighe's story. Its intent is to equip the participants with tangible resilience tools so they can better serve their partners and the community.

Active Learning

Active Learning is an instructional approach that engages students in the learning process through activities like focused group discussions, case study analysis, and problem-solving challenges. It aligns with outcomes-based design by focusing on clearly defined learning objectives and uses targeted, scaffolded activities to help students achieve those outcomes. Grounded in the science of learning, active learning leverages principles such as cognitive engagement, retrieval practice, and social interaction to enhance understanding and retention for more durable and robust learning.