



NOVEMBER 2022 | VOL 3 ISSUE 1

# THE POST DISPATCH

THE LATEST NEWS AND UPDATES FROM  
COLORADO POST

LETTER FROM THE DIRECTOR

## Let's Get To Know Each Other Better

As I have traveled around the state speaking with various members of our law enforcement community, I have found that most know little about POST, our structure, or what it is that we actually do. I'd like to take this opportunity to help increase understanding around POST.

First, if you are a statute nerd like me (just ask my staff what that means), all things POST can be found under Title 24, Article 31, Part 3. However, there are some POST responsibilities that are spread throughout other portions of statute, such as in §§ 24-31-902 or 24-31-904, C.R.S.

*Did you know that POST has a Board? Statute is very prescriptive on the make up of the Board and it consists of...*

Three "ex-officio" members. These are members who are always on the Board by virtue of their position. The positions are:

- The Attorney General, who serves as Chair of the Board;
- The Executive Director of Public Safety;
- The Special Agent in Charge for the Denver Field Office of the FBI.



The other 21 members of the Board are appointed by the Governor to a maximum of two three-year terms. These positions are:

- 6 Chiefs of Police;
- 6 Sheriffs;
- 5 Non-Law Enforcement Members;
- 3 Active Peace Officers the Rank of Sergeant and Below;
- 1 Local Government Representative.

Unfortunately, there are no positions available for those who hold a rank above Sergeant, but below Chief or Sheriff.

We are proud that we have the most diverse Board in the history of POST. We currently have at least one Board member from every POST Training Region, with the exception of the Northeast. You can see the list of POST Board members on [our website](#), along with their bios.

There is currently one Chief vacancy on the

Board, along with a pending Sheriff vacancy in January. POST is currently advertising for applications on the Board.



***File an application  
with the Governor's  
Office of Boards and  
Commissions!***

As a quick synopsis, the POST Board develops the policies for POST, creates Rule, sets the standards for academy training, and takes final agency action on revocation and appeals of the POST Director's decisions. While I've condensed this list for brevity, the work the Board does is intense and important. In my opinion, the Board performs its duties conscientiously, thoughtfully, and with deliberation, always with its eye toward what is best for the profession.

Then we have the POST Unit, which consists of the POST staff. We are part of the Criminal Justice Section within the Attorney General's Office. POST receives some funding from the Marijuana Tax Cash Fund, with the rest of the funding coming from the POST Cash Fund as POST is statutorily prohibited from receiving general fund dollars. The POST Cash Fund is populated by a one-dollar fee on every vehicle registration in the state (of which, the County Clerk can keep 5 cents). As a result, I end up shaking my fist at every expired registration I see cruising around our streets. Just kidding (not really). The POST

Cash Fund is used for all of POST's operational expenses, with the remainder going to various POST Training Grant programs. POST intentionally tries to maximize the amount of funding going to peace officer training, and the majority of the POST Cash Fund does. However, POST cannot independently spend money from the POST Cash Fund, but instead has to rely on an authorized budget amount from the Colorado General Assembly, which we receive in May of every year.

The POST Unit is authorized 17 total positions, spread across three program areas: Compliance, Grants, and Training. In general, the POST Unit oversees the certifications of approximately 13,500 active, working peace officers in the state, and an additional 4,000 or so active certifications for people who are not currently working in law enforcement, as well as 35 law enforcement training academies all across the state. However, we really see our mission as supporting our communities by supporting our law enforcement agencies. The POST Staff works diligently every day to support each and every one of you.



***We really see our mission  
as supporting our  
communities by supporting  
our law enforcement  
agencies.***



***Here are just a few examples of what we do at POST:***

POST Staff has been traveling around the state teaching Integrating Communications Assessment and Tactics (ICAT), mostly in rural areas. ICAT is the only scientifically validated de-escalation course (that we are aware of) in the US. This course is offered for free and has received great reviews by students.

POST has also been working to bring Active Bystandership for Law Enforcement (ABLE) to every agency in the state. The focus of ABLE is to give our peace officers the skills and successful tactics to intervene with other peace officers before they make a potentially career-ending mistake. This program is really about saving the careers of our peace officers. We have partnered with the Denver Police Department and Georgetown Law to create ABLE Colorado. Through ABLE Colorado, we are going to have a cadre of instructors that can travel across the state to help instruct other agencies. POST Staff are currently being trained to supplement this cadre.

We have also been acting as the DOJ designated Independent Credentialing Body so that law enforcement agencies that volunteered to participate in the program, created by Presidential Executive Order, can be eligible to receive certain discretionary DOJ grant funds.

POST has also created several additional grant programs over the last few years. One of these is the Very Small Agency Backfill program, in which POST will pay for peace officers from another jurisdiction to work shifts in the requestors' jurisdiction to allow their peace officers time off to attend training. Another is the Capital Improvement grant program, designed to build and improve training facilities so that all of our peace officers have appropriate places to learn. A third is the scholarship program for the University of Denver Public Safety Leadership Program to allow peace officers from across the state to attend a truly top-notch leadership course.

Lastly, we worked to change statute so that the POST Board could create a scholarship program to pay academy tuition for recruits from small and rural jurisdictions, so long as the recruit agrees to work for a small and rural jurisdiction for at least three years. This program makes it feasible for our under resourced small and rural agencies to recruit from their own communities and afford to sponsor them through the basic academy.



I would be remiss if I didn't mention all the work POST staff, the POST Board, and Academy Redesign Advisory Committee has been doing to completely redesign our current academy instructional requirements. This project is a long-term effort to vastly improve how we train peace officer recruits, using science (where it is available), promising practices, adult-learning concepts, and scenario-based training. The overall aim is to create more field-ready recruits upon graduation, with an emphasis on critical thinking, improved decision making under stress, communication, as well as a deeper understanding of the law and the duties of law enforcement. As always, if you have any questions or concerns, I encourage you to reach out to me or other POST staff. We are here for you!



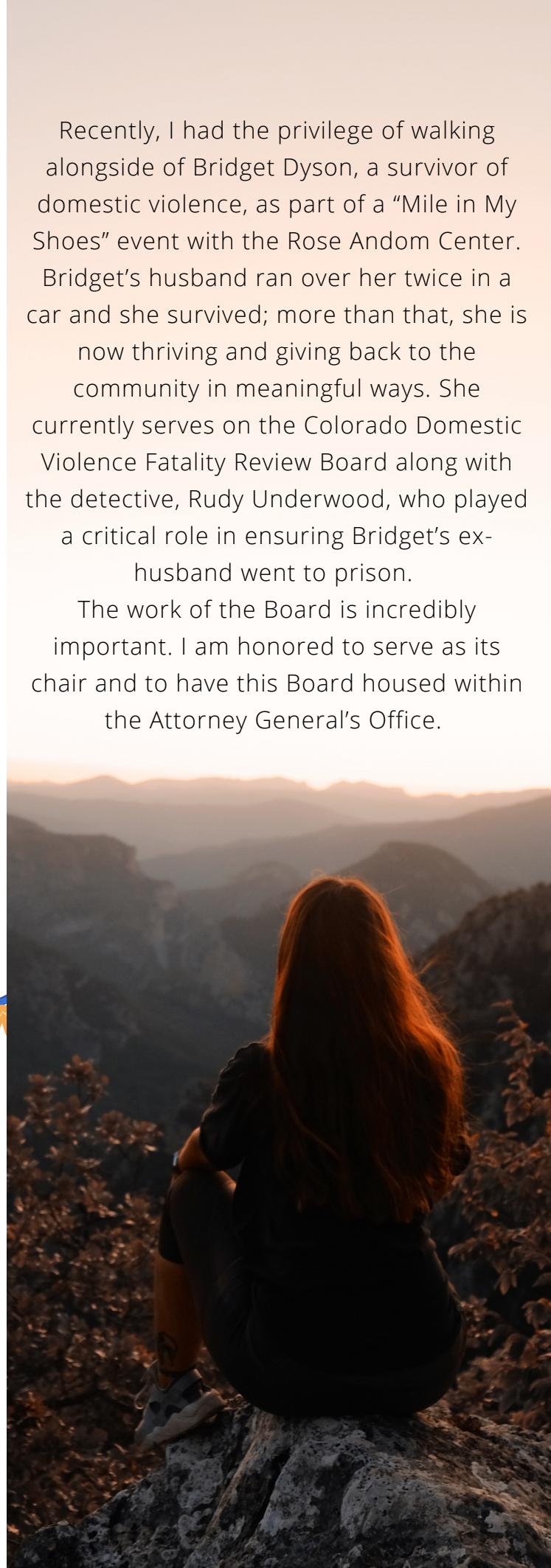
ATTORNEY GENERAL PHIL WEISER'S REMARKS

## Serving Alongside With Survivors To Stop Domestic Violence

October was Domestic Violence Awareness month. It is unfortunate that as a society we continue to need such a month. In moving our attention toward domestic violence, a critical component of that work is to listen to and support survivors.

Recently, I had the privilege of walking alongside of Bridget Dyson, a survivor of domestic violence, as part of a "Mile in My Shoes" event with the Rose Andom Center. Bridget's husband ran over her twice in a car and she survived; more than that, she is now thriving and giving back to the community in meaningful ways. She currently serves on the Colorado Domestic Violence Fatality Review Board along with the detective, Rudy Underwood, who played a critical role in ensuring Bridget's ex-husband went to prison.

The work of the Board is incredibly important. I am honored to serve as its chair and to have this Board housed within the Attorney General's Office.





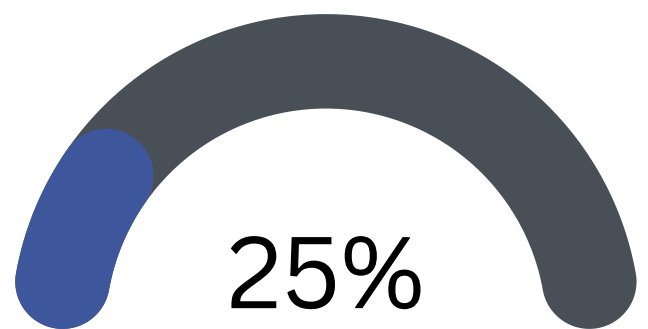
During the Board's first five years, it has worked tirelessly to collect and analyze statewide data on domestic violence fatalities, providing insights that will assist Colorado policymakers, advocates, and others.

Each year, the Board publishes a report that summarizes its findings and makes recommendations to policymakers. I want to highlight some of those recommendations and how our office has responded.

Over the past few years, the Board has made various recommendations about the use of the Lethality Assessment Program (LAP) tool. The LAP is an evidence-based tool of 11 questions that a law enforcement officer can use to assess risk to the victim. Since then, with the assistance of POST, our office sought and was awarded a federal Justice Administration Grant to implement LAP across Colorado. A statewide coordinator to help us do this work was hired in 2022 and has begun to reach out to law enforcement and community agencies across the state. We anticipate that twenty-five agencies will receive training and implementation support by the end of 2023. I am proud of our office's work around LAP and believe these types of initiatives that bring together law enforcement and community partners are critical to addressing the increasing levels of domestic violence in our community.

**If you are interested in receiving LAP training, please contact POST Director Bourgerie at [erik.bourgerie@coag.gov](mailto:erik.bourgerie@coag.gov)**

Last year's report was the first that considered domestic violence fatalities relative to population size. It found that the fatality risk is higher for domestic violence victims in rural locations. It is hard to diagnosis the precise reasons for this disparity, but victims in more rural communities are often more isolated and their access to transportation and resources is more limited than in urban areas of the state.



**IS HOW MANY OF THE DOCUMENTED NEAR FATALITIES LAST YEAR WERE OF LAW ENFORCEMENT**

The report has historically also considered the cases of aggravated assault that almost result in a domestic violence related fatality. Though those cases are hard to quantify, over 25% of the documented near fatalities last year were of law enforcement. This underscores the risk domestic violence poses to the greater community, including law enforcement. At POST, we are working to support and protect law enforcement officers through more robust training, including on how best to use Extreme Risk Protection Orders — a tool made available to law enforcement as part of the 2019 Red Flag Law.

The past work of the Board has demonstrated that the most common

weapon used in domestic violence fatalities are guns. If law enforcement knows of a risk to a victim and knows the perpetrator has a gun, the law enforcement officer can consider applying for an Extreme Risk Protection Order. That procedure allows a judge, after a hearing, to remove (for up to one year) a firearm for someone who poses a danger to themselves or others. This procedure promises to save the lives not only of victims, but also of perpetrators and responding law enforcement officers. The use of extreme risk protection orders, coupled with the use of the LAP assessment tool, will enable our peace officers to more readily identify those offenders that pose the greatest risk of harm and protect victims.

**Popular strangulation investigation training may be back!**

The Domestic Violence Fatality Review Board report has also highlighted the relationship between fatalities and previous incidents of DV-related strangulation. To advance that work, the Attorney General's Office and POST worked with the Colorado District Attorney Council's Ending Violence Against Women Project and the 17th Judicial District Attorney's Office to bring cutting-edge strangulation investigation training to our law enforcement. Thank you to the many of you who signed up. We know there was also a long waitlist — demonstrating the huge demand for such courses in Colorado — and we will be looking at future opportunities to bring it again!



I am also pleased that last year the legislature authorized the Board for another five years and expanded the Board's mandate to focus more on implementation and we are ready and eager to embrace this focus. As we do so, we are excited to partner with law enforcement to truly understand the dynamics of domestic violence fatalities in Colorado. Every year, on behalf of the Review Board, POST sends a survey to every law enforcement agency in the state asking for agencies to share information about the domestic violence related fatalities in their jurisdictions. This information is critical to ensuring the accuracy of the annual report and helps shape the recommended strategies, like LAP, that can help to prevent future murders. Thanks to our law enforcement partners in this work. We value your continued partnership and appreciate your commitment to supporting victims.

## POST Academy Director's Meeting & COVA Conference

Compliance held the biannual POST Academy Director's meeting on October 19, 2022 at the Department of Law in a hybrid format. The meeting went well and there were a lot of inquiries about different changes occurring. The unit plans to provide a couple outreach trainings for agencies regarding notification requirements and academy policies & processes. Details to follow!



Left to right: Director Bourgerie, Grants Specialist Kishawn Leuthauser, Compliance Mgr. Cathy Rodriguez and Grant Mgr. Kim Hernandez.

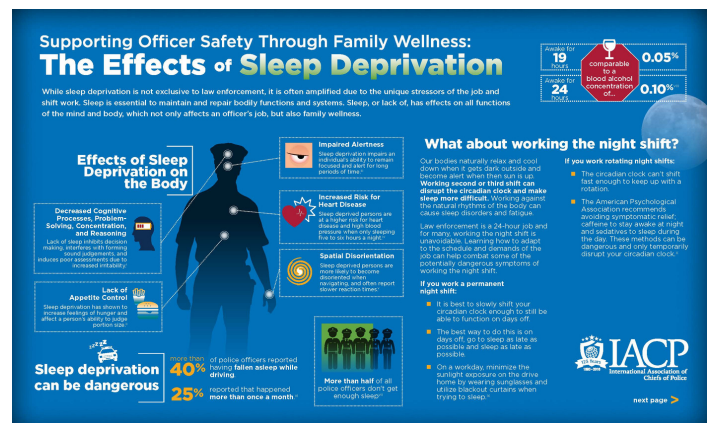
Compliance and Grants participated in the international Colorado Organization for Victims' Assistance conference in Keystone on October 24-26, 2022. They hosted a vendor table and provided two different presentations to educate attendees about POST's mission and services.



## TRAINING

## Sleep Deprivation Can Be Detrimental to Law Enforcement Officers

Did you know that law enforcement officers are twice as likely to have sleep disorders than the general public? Their demanding job is defined by long hours, frequent night shifts and overtime. All that results in chronic fatigue, which is often overlooked. The researchers are just now starting to study the ways shift schedules and stressful work environment impact police officers' health, safety and performance. It was found that sleep deprivation has serious effects, such as an increased risk for heart disease, impaired alertness, decreased cognitive processes, lack of appetite control and more. IACP infographic explains how to adjust your internal clock for the night shift and improve your sleep quality to prevent some of these risks. Click on it to view & download a full PDF version!





## GRANTS

# Archuleta County Sheriff's Office Receives Capital Improvement Grant

Capital Improvement Grant funding was recently awarded to the Archuleta County Sheriff's Office to renovate their shooting range. The funds assisted them with gravel work on the access road, the parking and shooting area, and to build a shelter, which can be seen in the picture below. The shelter has the green roof.



## Funding Is Still Available to Attend PSD Program at DU

The need for leadership skills is stronger than ever. That's why the University of Denver and multiple local agencies have created a Public Safety Leadership Development program that further grows emerging leaders in our local communities with an emphasis on understanding team

dynamics. This program combines world-class faculty with personal assessments, leadership exercises, analytical assignments and challenging activities to provide a life-changing experience. Participants will receive some of the best resources in graduate level business education and leadership development.

### Public Safety Leadership Development

*Workshop offered by Daniels Executive Education*

**February 6-8, 21, 28 & March 14, 2023**

Public Safety professionals fine-tune their leadership through personal assessments, experiential learning, analytical assignments and challenging activities.

Taught by Executive Education Faculty  
**Kerry Plemmons and Brandon Daruna**



 Daniels College of Business  
UNIVERSITY OF DENVER

**SELECT**

If you are a peace officer and would like to apply for a scholarship, please see [POST website](#) for more information.

## Fiscal Year 2023 Started on July 1, 2022

In the previous newsletter, you saw the FY22 (July 1, 2021 - June 30, 2022) year in review and now the FY23 count begins. POST grants staff have processed 11 small dollar grant award agreements to send 16 cadets through an approved academy for the Rural and Small Academy Scholarship Grant Program.

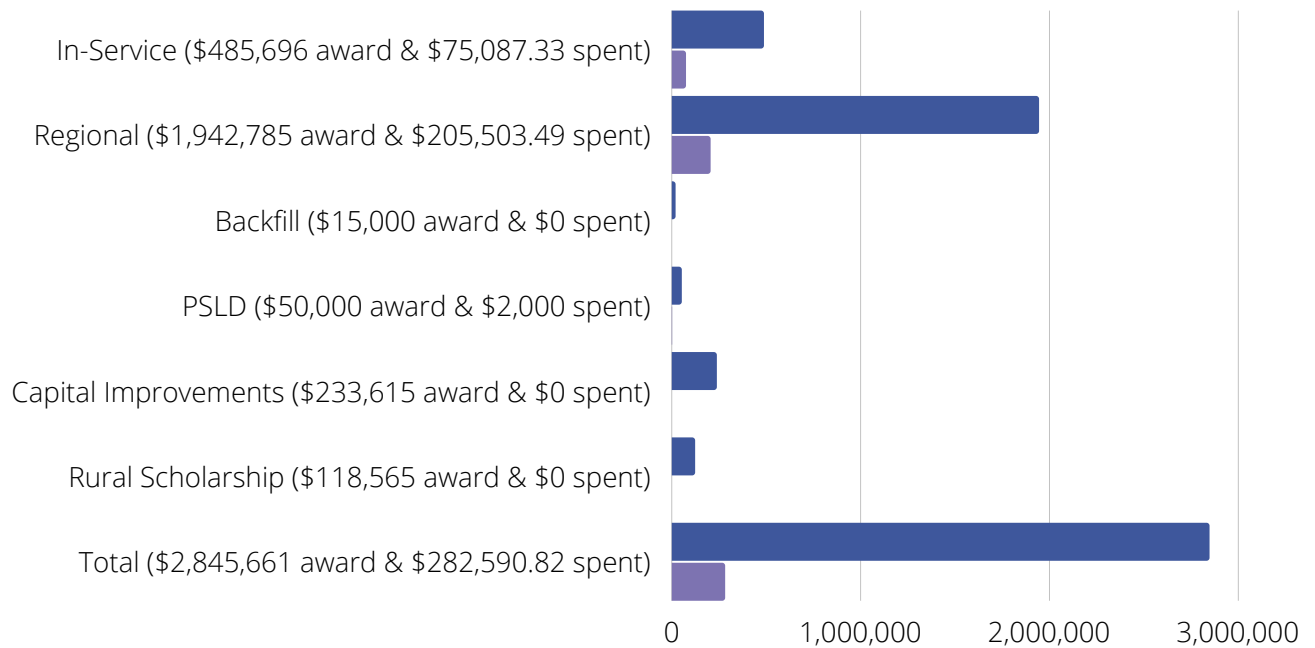
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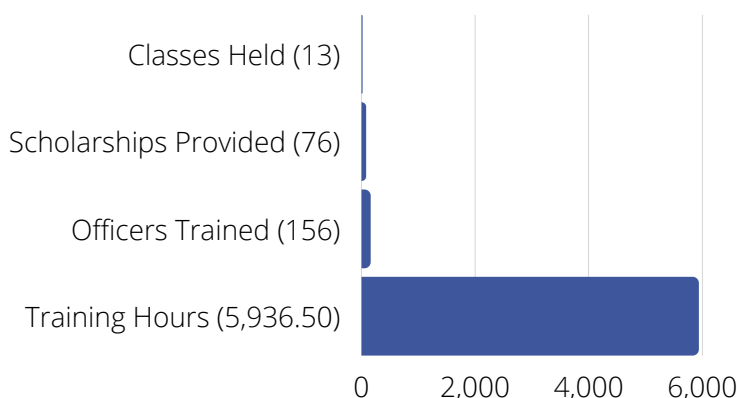
**OFFICERS HAVE COMPLETED THE COURSES TO DATE, TOTALING IN 20,813 HOURS.**



Between all grant programs, 9.93% has been expended for the current FY23 grant year, which will end on June 30, 2023.



**Crisis  
Intervention  
Team Course**  
*Held at the Boulder  
County Sheriff's Office  
and sponsored by one  
of POST's grantees,  
North Central Training  
Region.*



**Other Statistics**  
*Captures how POST  
grant funds help train  
officers across the  
state.*

## What POSTies Do Around Holidays: Hacks and Traditions From Our Homes to Yours

### Grant Specialist Kishawn Leuthauser:

We create slightly varied gift baskets for the married couples in our family. This helps to keep gifts equal in value and limits the number of gifts we have to buy.



### Administrative Coordinator Mario

**Noriega:** Every year we make delicious cookies, called *biscochitos*. They require only three ingredients: sugar, ground cinnamon and flour tortillas (corn ones will not work).

### Biscochitos Recipe



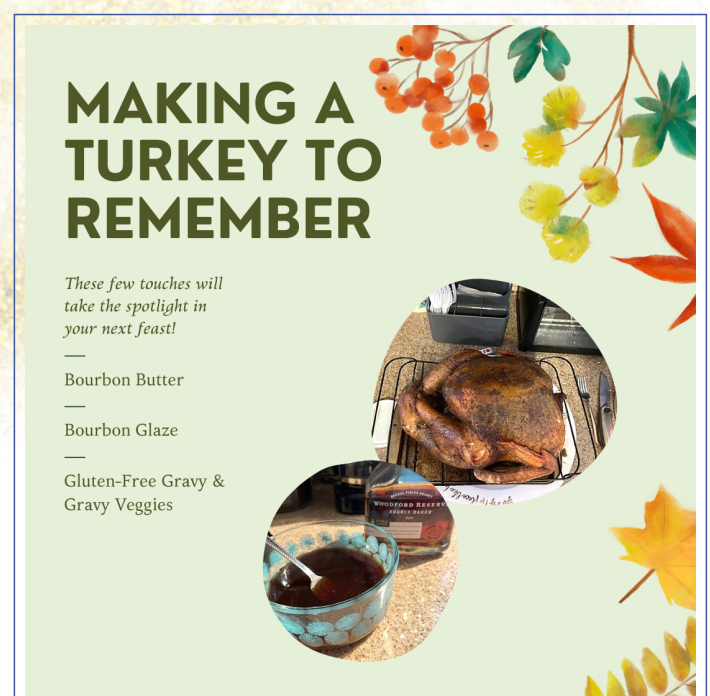
1. Take a tortilla and cut it into desired shapes (strips, chips, stars, etc. You can even use cookie cutters and make cute Christmas shapes).
2. Fry the tortilla shapes in regular vegetable oil until crispy.
3. Roll fried tortilla shapes into cinnamon and sugar.
4. Make as many as you wish and enjoy!

**Training Specialist Dan Ostrander:** My mom's great-grandparents immigrated to Denver from Sweden. They passed along the tradition of celebrating Smorgasbord every year the Saturday before Christmas. Usually, one girl in the family or friends' family is chosen to be Santa Lucia. She wears a crown of candles and all the kids hand out cookies while we sing songs.



### Compliance Specialist Janelle

**Rasmussen:** To help alleviate Thanksgiving Day chaos, I use a special recipe for our turkey. The night before, I prep the bourbon butter and glaze, as well as chop up the veggies. This way, I get to throw the turkey into the oven with no hassle! Click on the image below for step-by-step instructions.





### Compliance Manager Cathy Rodriguez:

The holidays can be a stressful time. Often, when we give ourselves to others, our own well-being becomes a low priority, but it should be the highest. In professions like law enforcement intentional self-care is especially important. Consider doing some of these practices during holidays and making them a habit in the future:

- Follow good sleep hygiene;
- Connect with positive people;
- Volunteer or serve compassionately outside of law enforcement;
- Move your body and sweat;
- Try mindfulness, meditation and/or yoga, which are all scientifically proven to reduce stress, positively impact mood, and improve mental and physical health.



#### POST BOARD HIGHLIGHTS

## Chief Herold and Chief Swoboda Join the Board

**Maris Herold, Boulder Police Department, was appointed to the POST Board as a Chief of Police on 07/01/2022.**

Chief Maris Herold began her professional career as a social worker, serving as a sexual assault investigator and a juvenile



psychiatric intake worker, before joining the Cincinnati Police Department in 1993. Throughout her tenure at CPD, Chief Herold developed and implemented several notable initiatives, including mental health response teams, numerous place-based crime reduction efforts, and ethical and constitutional responses to address community needs associated with homelessness and substance abuse issues. She has served as police chief in Boulder, Colorado since April 2020, leading her community and agency through the 2021 King Soopers mass shooting. She is committed to ensuring that the Boulder Police Department is recognized across the country as a model police agency, dedicated to evidence-based innovation and reform. Chief Herold loves animals and often brings her 15-year-old dog, Warden, to work with her. She also enjoys all the hiking trails that Colorado has to offer and being a health-minded Chief, encourages her staff to practice fitness and self-care as well.

**Jeffrey Swoboda, Fort Collins Police Department, was appointed to the POST Board as a Chief of Police on 09/07/2022.**

Chief of Police Jeffrey Swoboda has served with Fort Collins Police Services since June 2018. Prior to Fort Collins, he was with the Elgin Police Department in Illinois for 26 years, 8 of those as Chief of Police.



Chief Swoboda has a Bachelor of Arts Degree in Criminal Justice from Aurora University, Aurora, Illinois and a Master of Arts Degree in Law Enforcement and Justice Administration from Western Illinois University. He has an Executive Certificate in Public Leadership from Harvard Kennedy School; the Law Enforcement Executive Development Program-FBI; the Police Executive Leadership Forum-Senior Management Institute for Police (PERF-SMIP); the FBI National Academy (FBINA); the Executive Integral Leadership Program-University of Notre Dame; and The School of Police Staff and Command-Northwestern

University. Chief Swoboda is a member of the International Association of Chiefs of Police, the Police Executive Research Forum, and the Colorado Chiefs of Police Association. Chief Swoboda and his wife Laura enjoy travelling and all outdoor activities especially hiking and bicycle riding.

## September 8 & 9 Sessions

The POST Board held a work session on September 8, and a Board meeting on September 9 in Grand Junction. It was the first time the Board traveled in five years, attempting to connect with communities outside of Denver metro area. Both sessions went well and the Board hopes to make this "on the road meeting" an annual tradition. Board Counsel Tara Buchalter covered mandatory training required for all Board members and POST team updated the Board on different ongoing projects, including academy inspections, Missing and Murdered Indigenous Relatives initiative, officer wellness and more.

The Board revoked four certifications for felony convictions, one for misdemeanor conviction, and five certifications for untruthfulness. It also approved changes to Rules 3, 10, 12, 14, 17, 21, 23, 28 and 29 as proposed. Meeting minutes with more details will be available on [POST website](https://www.postboard.org/).



**FOR NEWSLETTER  
INQUIRIES**

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