



**John W. Suthers**  
Attorney General

**Cynthia H. Coffman**  
Chief Deputy Attorney General

**Daniel D. Domenico**  
Solicitor General

**STATE OF COLORADO**  
**DEPARTMENT OF LAW**

**Peace Officer Standards and Training**

**Ralph L. Carr**  
**Colorado Judicial Center**  
1300 Broadway, -9th Floor  
Denver, Colorado 80203  
Phone (720) 508-6000

**POST BOARD WORK SESSION**

*RECORD OF PROCEEDINGS*

Hosted by Pueblo County Sheriff's Office  
Hampton Inn and Suites-North  
4790 Eagleridge Circle  
Pueblo, CO 81008  
12:00 p.m. – 4:00 p.m.

1. Welcome

Attorney General John Suthers welcomed all to the Pueblo meeting, and introduced new Board counsel, Julie Selsberg, replacing Diane Dash.

Sheriff Kirk Taylor welcomed all and recommended the Chili/Frijole festival. Pueblo Police Department Chief Velez will be addressing the group both as a welcome, and regarding a potential rule change.

2. Director Dunbar reviewed the agenda

3. Strategic Planning

Director Dunbar reviewed the list of issues submitted by Board members and went over the process to choose the top five issues to focus on for the next five years. There was some minimal discussion of some issues which were not fully understood by all. Further topics were added to the list gathered previously.

The Board would like to pursue legislative change to allow decertification on municipal misdemeanors that are similar to the present list of decertifying state misdemeanors.

There was more detailed discussion regarding Sunrise review for peace officer status, in-service training, non-certified police chiefs, funding, POST grant, unfunded mandates, rural/urban training, grant regions,

The priorities that developed after discussion are:

- a. Funding

POST is to pursue legislative change raising the amount paid with each vehicle registration from \$.60 to \$1.00. POST will be comparing other states' funding, as well as analyzing whether we are carrying out statutory goals, and reviewing the grant training regions and whether using Homeland Security regions may be more efficient.

b. Mandated In-Service training

POST is intending to pursue statutory change to mandate in-service training requirements, then to develop POST rules for same. Director Dunbar suggests 20 hours every year, 12 hours of which must be perishable skills training (driving, firearms, arrest control). The other 6 hours of training would be at the agencies' discretion determined by their needs. If agencies are already doing training, we should take that into account. The Board may decide on a different number of hours. Training requirements could be phased in and/or a grace period offered. POST is to compare other states' requirements, and survey smaller agencies and SME committees for recommendations/needs. The training regions may need to provide funding and work together to assist. Simulators and programs like Below 100 are ways to help rural agencies complete training. Training should also be considered risk-management tool where agency liability is concerned.

c. Reserve officers-levels and training

There was discussion of the possibility of having different levels of reserve officers and annual training for existing reserves. POST will compare reserve programs and policies of other states. Historically POST did have different levels of reserve officers. It still exists in statutes and may be as simple as a rule change. The current requirement for training of reserve officers is not an issue for small, rural agencies, however providing instructors can be more difficult.

d. Smaller agencies/Communication & training

County Sheriffs of Colorado (CSOC) and Colorado Association of Chiefs of Police (CACCP) are to work with smaller agencies and help determine why those agencies aren't participating. The larger agencies can open trainings to those agencies, with POST assisting with funding and backfill where able. POST may also be able to send trainers to rural areas using grant funds, possibly developing a "cadre" of trainers.

e. Standardized lesson plans

POST is to give instruction to the SME committees to develop lesson plans and present them to the Board.

4. Below 100

Commander Karl Smalley, the Law Enforcement Driving SME chair, presented information regarding the Below 100 program. The goal of the program is to reduce police officer line-of-duty deaths in the United States to below 100 per year. As of March 2013, there were 19 police officer deaths in the U.S. The leading cause of death is traffic accident (seatbelt, speed and struck by other vehicle)

The five tenets of the program are:

- a. Wear your seatbelt
- b. Wear ballistic (and safety) vest
- c. Watch Your Speed
- d. WIN - What's Important Now
- e. Remember: Complacency kills

California has a California-specific Below 100 program. POST could develop a Colorado-specific program as well. POST has been working with the developer of Below 100 and Knowledge Factor, the company providing our online Anti-Bias and DNA training courses. It would cost approximately \$30,000 to develop an online version of Below 100. Colorado Intergovernmental Risk Sharing Agency (CIRSA) has been approached for funding the development. We would like the Board to support our development of this program and get it distributed across the state. CIRSA would be able to take the program nationwide. POST is to develop a more specific program and present it to the Board with more specific costs.

5. Chief Luis Velez, Pueblo Police Department

Chief Velez requested we consider revising our 100% requirement for our Firearms qualification. Chief Velez feels the 100% qualification is not reasonable, and that it is unreasonable to require an officer who fails the Firearms qualification to repeat the full 64-hour Firearms portion of the academy. This 100% requirement was approved in 2010. The prior standard was not strict enough. The pass rate at this point using the 100% requirement is 96%. The Board requests Firearms SME chair Ed Kafel present the reasoning for the 100% qualification at the Board meeting tomorrow morning. Other remediation options will be discussed.

6. Issues from Board Members

Chief Camper reported there have been requests that a test-out be offered on the Western Slope on occasion. The difficulty is getting qualified SME members who are not affiliated with the hiring agency to be available for the test-out. It may increase costs due to lodging for SME members. POST has not been directly approached by anyone regarding this issue. POST is also hoping to offer 1-day test-outs shortly, which would be more convenient for many officers.

