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

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**Peace Officer Standards  
and Training**

**POST BOARD WORK SESSION**  
September 17, 2015

• In Attendance:

DIRECTOR CORY AMEND, POST  
IN-SERVICE TRAINING MANAGER ROBERT A. BAKER, POST  
CHIEF DAN BRENNAN, Wheat Ridge Police Department  
GRANT MANAGER BECKY CALOMINO, POST  
CHIEF JOHN CAMPER, Grand Junction Police Department  
SERGEANT RAFAEL CHANZA, Colorado Springs Police Department  
SERGEANT LONNIE CHAVEZ, Grand Junction Police Department  
ATTORNEY GENERAL CYNTHIA COFFMAN  
CHIEF JOHN COLLINS, Englewood Police Department  
DEPUTY AMANDA CRUZ-GIORDANO, Arapahoe County Sheriff's Office  
SHERIFF CHAD DAY, Yuma County Sheriff's Office  
COMMISSIONER DAVE DONALDSON, Logan County  
CHIEF JOHN DYER, Rifle Police Department  
EXECUTIVE DIRECTOR STAN HILKEY, Colorado Department of Public  
Safety  
KARA HOOFNAGLE, Public Board Member  
ADMINISTRATIVE ASSISTANT ARIEL KISKIRAS, POST  
SUSAN KNOX, Public Board Member  
ROBERT LEES, Public Board Member  
GRANT COORDINATOR STEFANIE MACKEY, POST  
SHERIFF FRED MCKEE, Delta County Sheriff's Office  
SHERIFF JOHN MINOR, Summit County Sheriff's Office  
PROFESSOR JANE QUIMBY, WCPOA Basic Academy  
SPECIAL AGENT IN CHARGE THOMAS RAVENELLE, Federal Bureau of  
Investigation  
SHERIFF ANTHONY SPURLOCK, Douglas County Sheriff's Office  
BRAD TAYLOR, Public Board Member  
DEPUTY ATTORNEY GENERAL SCOTT TURNER, Attorney Generals Office  
SHERIFF FRED WEGENER, Park County Sheriff's Office  
STACY WORTHINGTON, Board Council

## 1. Introductions

Recognition of new POST Board Lay Members:

PROFESSOR JANE QUIMBY, WCPOA Basic Academy  
KARA HOOFNAGLE, Public Board Member  
ROBERT LEES, Public Board Member  
BRAD TAYLOR, Public Board Member  
SUSAN KNOX, Public Board Member

## 2. Informational Updates

### a. New Board Member Selection Process **Director Cory Amend**

POST staff created a recruitment list consisting of 60+ email addresses to which the POST application would be sent in an effort to diversify the POST Board. The email went out June 23, 2015, and application requests closed on July 10<sup>th</sup>, 2015. Twenty applications across the state were received. A panel consisting of Special Agent in Charge Tom Ravenelle, POST Counsel Stacy Worthington, Director Amend, and Deputy Amanda Cruz, reviewed the applications and Governor Hickenlooper signed the executive order on August 17<sup>th</sup>. An outline of the efforts taken to fulfill this legislation has been compiled and will be sent out to Board members. Board members are welcome to submit any suggestions for diversification.

### b. Rulemaking Update **Director Cory Amend**

Rulemaking instructions were sent out to POST Staff and SME Chairs. Some Rules have contradictory wording or conflicts, some need more thorough revisions. POST staff will be revising and sending strikethrough copies once they have been drafted. Proposed Rule changes will be discussed at the Academy Director's meeting on October 6, 2015, finalized at the December 4, 2015 POST Board meeting, adopted by December 11<sup>th</sup> and if approved will be effective on January 30<sup>th</sup>.

### c. Failed Bids **Becky Calomino/Grant Manager**

The Marijuana Working Group is headed by Chief John Jackson and provides direction to POST towards the use of the 1.1 million dollars in marijuana sales tax money that was allocated this year. Last year marijuana sales tax funds went out to different training regions to conduct ARIDE, SFST, and other training relating to marijuana. The

direction of the working group this year was to use the funds to create DUID Checkpoint Training and a course on Courtroom Testimony specific to DUID and instructed by a police officer. A formal request for proposal had only a few bids, of which two failed. One had a conflict of interest with the Attorney General's office and one had insufficient experience. In an effort to avoid a third failed bid, POST reached out to the Department of Public Safety to make the bid using POST's funds. If the same capable vendor provides a bid through DPS the bid could potentially succeed. POST is interested in creating a course balanced by the Marijuana Curriculum team, an attorney, and the addition of a police perspective.

**d. Upcoming Academy Directors' Meeting**

The last Academy Directors' Meeting was held in October of 2014. The next Academy Director's Meeting will be held at the Ralph Carr Judicial building on October 06, 2015. Discussion items of concern put forth by the POST Board include an increased focus on discipline, critical thinking components and problem solving skills in academies. The possibility of a state-run program like CLETA, following the model of the community college academies, was discussed in an effort to improve screening capabilities for the academies in accordance with the hiring standards of agencies. Community college programs typically have a more extensive and thorough screening process including drug history vetting and background checks. State-run programs or central academies that modeled the community college programs historically have a much larger fiscal component. Board members put forth the possibility of a public rating system or monitoring of placement statistics compared to passing rates for academies to determine performance objectives and standards and establish some oversight beyond the 548 credit hours required. Scenario-based training and specific curriculum standards for instructors with an emphasis on critical thinking, knowledge, offender management, missed opportunities, tactical withdrawal, and value-based policing were discussed. The possibility of increasing hours to improve these scenario-based portions was brought forth, perhaps by cutting hours elsewhere. The fiscal model that community college academies follow in order to receive federal funding is D135, which requires placement tracking after graduation.

**e. CORA Update**

**Director Cory Amend**

A CORA request was granted in 2004 seeking the entire database of law enforcement officers maintained by Colorado POST. The Denver

Post has made several recent requests for information in varying capacities including most recently the names of all 14,000 Colorado officers. Several CORA requests have been granted since the first inquiry. After copious discussions with the Attorney General and the requesting party, a report was sent out by Deputy Attorney General Scott Turner on 9/16/15 including the PIDs (POST Identification numbers) of all officers in the Acadis record-keeping database. If an officer was currently employed by an agency at the time of the report, the name was redacted to protect undercover and employed officers. The decision was made to maintain compliance with the Colorado Open Records Act and maintain the safety and protection of officers. Concerning recent Brady letters, a letter has just gone out to law enforcement asking for a list of officers who have been convicted of offenses which could be used to impeach them when they testify on the stand, a list considerably longer than the list of offenses that bar an individual from becoming or continuing to be an officer in Colorado according to POST. DAs will be asking agencies to inform defense council when an officer or non-sworn individual who could testify is convicted of a crime that is on a three-page list of offenses.

**f. Rule 28 In-Service      Robert Baker / In-Service Training Manager**

Fifty-eight agencies have entered no training in accordance with Rule 28. Forty-four have responded and are in the process of entering training, and 14 agencies have not responded and therefore are not compliant with Rule 28. A report will go out in December which will give 30 days for compliance and a second report will follow. Mr. Baker has given out \$140,000 to 55 agencies in 2.5 months. The majority of the funding is for online training to help agencies meet in-service requirements. Variances for the rule have been requested and were denied because they did not prove a hardship. Variances for the rule cannot be granted for convenience or financial reasons. DNA and Anti-bias, Community Policing, and De-Escalation of Force are included mandated training.

**g. DNA/ Anti-Bias courses      Robert Baker/ Carolyn Berry**

POST was previously utilizing the Knowledge Factor platform to distribute these e-learning courses. POST can now create e-learning courses without using Knowledge Factor. The first online course created by POST was the DNA course originally set up on Captivate, but now on Lectora. POST purchased the LMS module from Acadis allowing training to be added immediately to LE records. Curriculum provided will be Intro to MJ (4-hours), Intro to MJ for SROs (2-hours),

De-escalation of Force, Community Policing, Anti-bias and DNA. HB 15-1287 requires that the entire curriculum be created by July 1<sup>st</sup>, 2016. E-learning courses will be created to benefit the state but especially the small agencies. POST will be reaching out to agencies in the future as a resource to create interactive course content through videos.

**h. Marijuana Conference 2016**

**Carolyn Berry**

CACP put on a MJ conference and had been asked to put on another. POST will reimburse all CO LE for travel costs. CDOT is on Board and has contributed \$50,000 to this conference. Unlike CACP, there are 4 different learning tracks; DUI, Enforcement, Administrative, and General Sessions. LE can choose which tracks they are interested in learning about. The three-day conference (21<sup>st</sup>- 23<sup>rd</sup>) will be at the end of January at the Omni in Broomfield.

**3. HB15-1287**

**a. Community Policing- Outreach**

**Carolyn Berry**

A school outreach program regarding children and their knowledge of marijuana has launched. It is the first of its kind as part of the community outreach component of HB 15-1287. It involves a 7-step process with a pre-curriculum and post-curriculum survey of 4<sup>th</sup> grade, 7<sup>th</sup> grade, and 10<sup>th</sup> grade students. Control sites will only get pre- and post-surveys. Experiment sites will get the whole program. POST will have the results from this project by June/July of 2016. It is a fact-based campaign. CDOT, CDPHE, CDE, and S2T, are partnering with POST. The experiment is at no cost to schools and there is curriculum being created for teachers in the schools that participate. The Think Fast outside program component will be fully funded as well.

**4. Past & Future POST audits**

**Becky Calomino**

In 2011, there was an internal Department of Law audit done of POST. It was found that turnover at POST was a concern, there was a need for a grant program overhaul, the deputy director position not necessary, and there was a need for a fulltime exam proctor. Becky Calomino has taken over the Grant program. In 2011, POST had \$1.9 million in grant funds. This has grown to \$5 million in 2015. POST is funded by a fee on vehicle registrations. That \$2.4 million is used to provide training and help agencies meet Rule 28 requirements. \$1.2 million comes from Marijuana sales tax funds. The Grant program also

trains the regions to be good fiscal agents. The state has purchased a new grant management database. Statute states that LE agencies and universities can receive grant funds. Currently only peace officers can use grant funds in LE agencies. The possibility of opening up statute to allow other non-certified employees to receive grant funds was discussed. Board members expressed interest in attending the grant subcommittee meeting. The grantee workshop occurs prior to grantees receiving funds in July.

## **5. Discussion Items**

**Cory Amend**

### **a. New website & new POST logo**

POST now has its own URL. The site will be going live as soon as possible. The Board approves POST staff's design for the new site. Attorney General Coffman has decided to feature positive stories relating to LE on her website. Attorney General Coffman requests that Board members contribute stories they hear about, highlighting local LE going above and beyond in their positions.

### **b. Training Region Reorganization**

Allowing agencies to re-align with different regions than presently assigned was discussed. The training regions were assigned using the judicial district divisions. Travel challenges exist for certain agencies to participate in regional training in the region to which they are assigned. If agencies realign, it will affect the funding of the region. The possibility of allowing the regions to reorganize themselves was discussed. The training attendance roster was changed to require officers to report their employing agency to track the use of grant funds. The grant program relies on regions to distribute the funds. POST will reach out with a survey to determine which agencies are utilizing the funds.

### **c. Dog Protection training video**

The owner of the Dog Protection training is unclear. The Association of Animal Welfare is paying the hosting fee for three years, but it is not known what will happen to the training after that term expires. The contract that was signed to create the training rested with the Dog Protection Task Force which has disbanded. POST is interested in acquiring the training.

### **d. Multiple SMEs from same agency**

It is the feeling of the Board that if there are multiple SME members from the same agency attending SME Committee meetings, each agency represented may still only carry one vote.

**e. Human trafficking added to Basic Academy curriculum**

POST has been approached about the possibility of adding Human Trafficking to the basic academy curriculum. There is a possibility that legislation will be introduced to mandate training.

**f. Blue Courage / Tactical Disengagement / Impartial Policing / National Decision Model**

Blue Courage is a training approach that says there is more to being a peace officer than a “Warrior” mindset and asks that the “Guardian” mindset be considered. It is the feeling of POST Director Amend that the approach could be useful to officers in Colorado and could be seen as an example of being proactive to legislators and the community.