

POST

Strategic Plan

2017-2020



and

Fiscal Year 2016 Summary



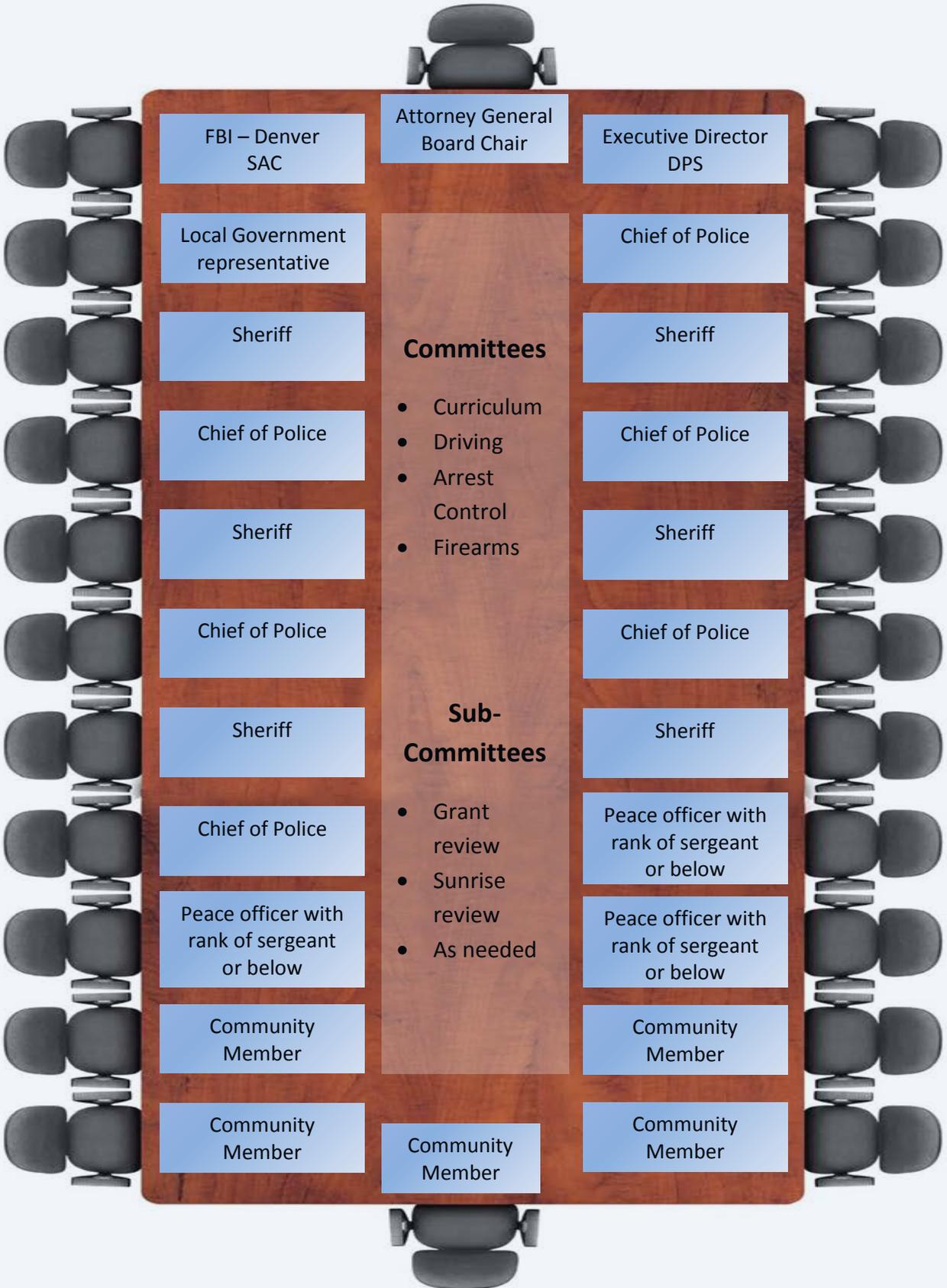
Introduction

The Colorado Board of Peace Officer Standards and Training (POST) was legislatively created in 1993. The POST Board has certified over 13,000 peace officers across the state. This regulatory agency was created to establish certification and training requirements for law enforcement agencies and officers. The POST Board assists agencies and officers in finding training, purchasing equipment necessary for training, hosting training, and funding training. Additionally, the POST Board is responsible for ensuring all law enforcement officers comply with all legislatively and POST Board mandated training requirements.

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.

Governor Appointed 24 Member Board



Training Regions – Grant Program

Colorado POST has divided the state into 10 training regions. Within the 10 training regions all municipalities and sheriff's departments are combined to best administer grant funds across the state. Each training region has a fiscal agent who receives grant funds from the POST Board. The training regions must submit an application each year outlining the cost and trainings they are requesting for the upcoming fiscal year. Additionally, each training region must complete a needs assessment every three years to ensure that training requested is in line with the needs of that specific region.

During Fiscal Year 2016, \$3,221,135 was invested in training for law enforcement agencies state wide. Of the 13,000 active peace officers, 39% or 5,090 officers received training using grant funds. Sixty-three percent of these officers were from rural communities. In addition, POST invested \$1,283,971 in training infrastructure improvements and equipment (driving tracks, simulators, range shelters, track cars, target systems, range improvements, etc.)

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Major Accomplishments

The POST-required regional needs assessment was outsourced to a private vendor. In previous years, it has been the responsibility of the region to conduct a detailed needs analysis every three years that identifies the training needs of law enforcement agencies. Regions must do this as a condition of funding. POST wanted to decrease the workload put on fiscal agents who administer POST funds and ensure consistency in the needs analysis collection process, therefore POST assumed the implementation and coordination of this project.

In-service Program

The in-service program was created by the POST Board in 2014, as a direct result of Colorado Revised Statute § 24-31-303 and Rule 28. Rule 28 mandates that law enforcement officers statewide obtain a minimum of 24 hours of training annually. The training requirements are divided into perishable skills and non-perishable skills. Each officer must complete 12 hours of perishable skills (driving, arrest control, and firearms). The 12-hour perishable skills requirement mandates that each officer must complete 1 hour or more of training in each skill, with a minimum of 12 hours. The remaining 12 hours of training can be in any area.

The in-service training program provides funding to agencies annually to aid in purchasing equipment, funding training programs, and providing scholarships for individual officers. The in-service training program provides funds directly to agencies, while the grant program provides funding to the regions.

In December 2016, the Training Unit expanded with the addition of two Training Coordinators. Both of these new employees have quickly become valued assets to POST. The POST In-Service Grant Program funded 85 agencies during the last funding cycle and allocated over \$664,000 to assist with training needs for those agencies.

Major Accomplishments

Rule 28: Mandatory In-Service Training concluded in 2016, for the second year. Year two showed a 70% reduction in the number of agencies out-of-compliance and an 80% reduction in the number of officers out-of-compliance.

Compliance Program

Every element that has to do with skills examination has been reviewed. Several deficiencies have been identified and already addressed. The skills examination schedule has been altered to better accommodate the applicants and the subject

matter experts (SMEs) administering the examinations. This small change has resulted in reduced wait time for the applicants and the SMEs. POST staff coordinated the successful completion of 10 academy inspections. POST issued 514 basic certifications for calendar year 16 and decertified 17 officers over the same time period. POST staff coordinated the successful completion of 10 academy inspections during 2016.

Major Accomplishments

The POST reorganization in the fall of 2016 has positively impacted the Compliance Unit. A supervisor within this unit has been able to take a much more critical look into the many and varied compliance issues facing POST on a daily basis.

Marijuana Training Program

The marijuana training program was created by the legislature in 2014. The legislation provided the POST Board \$1,168,000.00 per year and one full-time employee to operate the program. This program funds impaired-driving courses, a green lab-type course for each region, created an "Introduction to Marijuana for Law Enforcement" course and two pilot programs. POST continually reaches out to training regions to assess their needs for operator and instructor standard field sobriety testing (SFST) courses, in addition to advanced roadside impaired driver enforcement (ARIDE) courses.

Budget

The POST Board administers three programs each fiscal year with differing rules and requirements

Fiscal Years 2016-2017		
	2016	2017
Grant Program	\$3,221,776.00	\$3,028,800.00
In-service Program	\$520,000.00	\$757,000.00
Marijuana Program	\$1,368,000.00	\$750,000.00

Strategic Plan

A. Certification

Objective	Strategy
Promote alternate methods to achieve peace officer certification	Review military and federal law enforcement training programs to make qualified determinations on equivalency to Colorado basic law enforcement academy requirements.
	Conduct a comparative analysis of other states' basic training academies for consideration in issuing provisional certification.
	Review industry standard best practices concerning officer certification, skills testing, written examination and subject matter expert committees.
	Review and update the POST certification exam questions annually to ensure relevancy.

B. Training Regions

Objective	Strategy
Reconstruct the training regions to increase efficiency and capacity	Evaluate current training regions to determine ways to increase training provided and training efficiencies within each region.
	Investigate regionalization options to assist agencies in building cooperative partnerships with other agencies and the community.
	Continue to provide funding to training regions in order to host trainings, in addition to funding training equipment.
	Continue to monitor the POST grant program annually to ensure operation of the program with industry best practices and in the most relevant and transparent fashion.
	Assist each training region in completing a training needs analysis prior to the grant cycle.
	Conduct periodic monitoring of training regions to ensure grant program compliance with processes and procedures.

C. Training

Objective	Strategy
<p>Conduct periodic evaluations of training programs</p>	<p>Collaborate with stakeholders on ideas gained through personal contact, surveys and course evaluation feedback to ensure Colorado law enforcement officers are receiving training that is relevant and necessary to meet their needs and the needs of the community.</p>
	<p>Identify and promote priority training topics for law enforcement agencies in Colorado.</p>
	<p>Provide funding to training regions, agencies and law enforcement officers to host and/or attending trainings, in addition to funding training equipment.</p>
	<p>Increase ways to assist small and rural agencies with priority training.</p>
	<p>Partner with agencies to recommend free and low-cost training.</p>
	<p>Continue to utilize POST staff to create online training courses.</p>

D. POST Staff and Technology

Objective	Strategy
<p>Anticipate POST staffing & technological needs for the future</p>	<p>Identify and purchase grant software that will meet the needs of POST staff and region coordinators to make compliance with grant funding requirements a comprehensive and user-friendly system.</p>
	<p>Provide training to ensure POST staff is able to guide the law enforcement community on best practices, funding changes, new equipment and new training programs offered.</p>
	<p>Develop and train staff so we may provide our customers with accurate information in a timely fashion.</p>
	<p>Continue to utilize POST staff to create online training courses.</p>

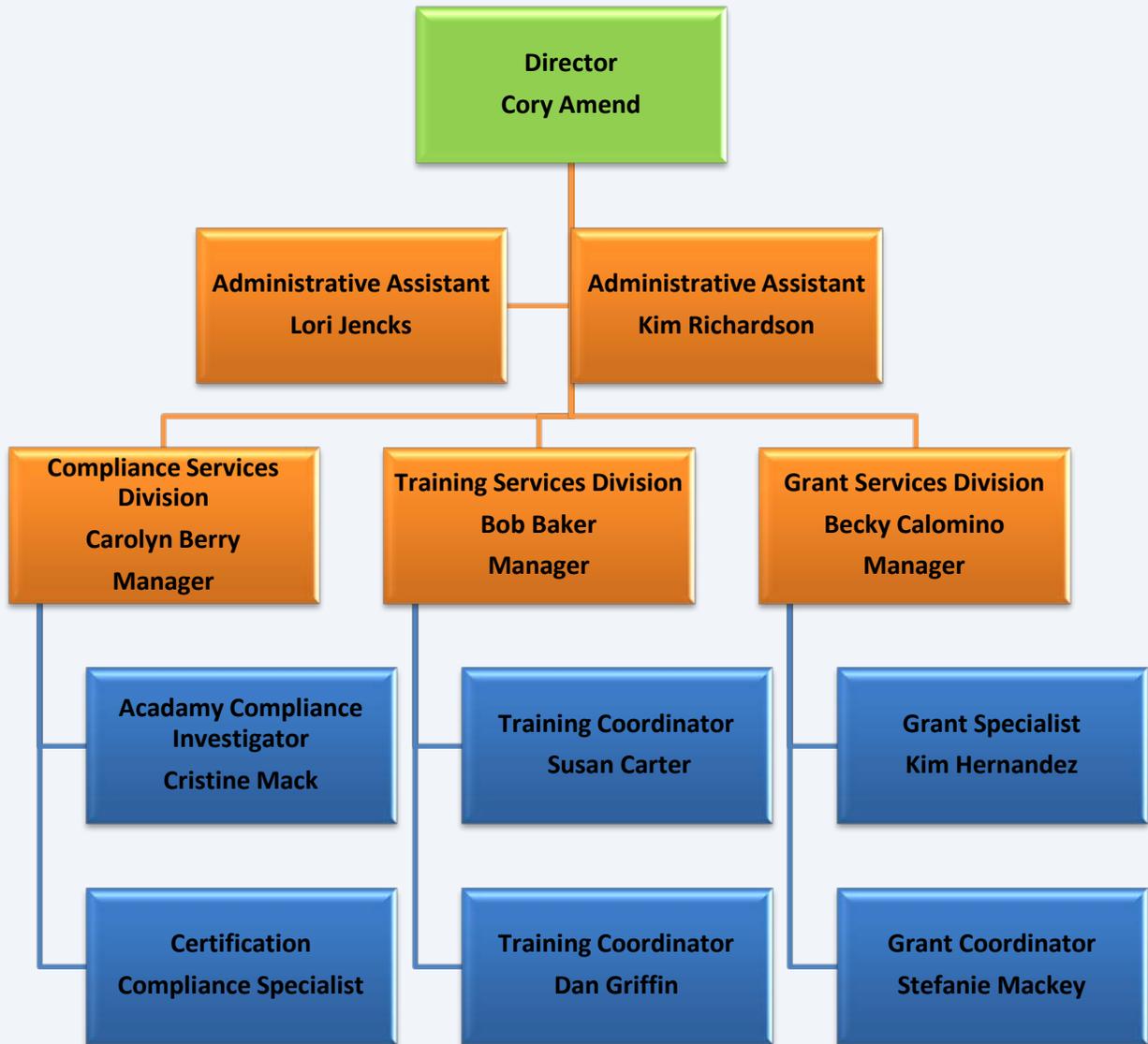
E. 2016 IADLEST Audit Recommendations

Objective	Strategy
<p>Research, review and accept the IADLEST audit recommendations</p>	<p>Establish an audit schedule for training programs, training regions, instructors, POST test questions and academies.</p>
	<p>Develop POST Standard Operating Procedures (SOP).</p>
	<p>Create a Colorado law enforcement job task analysis to identify areas of concern.</p>
	<p>Identify & resolve inconsistencies in POST Administrative Rules.</p>

F. Community Outreach

Objective	Strategy
<p>Strengthen POST community outreach efforts</p>	<p>Offer rural scholarships to agencies and individual law enforcement officers to attend training.</p>
	<p>Establish greater impact on the legislative process as a Board.</p>
	<p>Continue to foster beneficial relationships with all law enforcement agencies in Colorado.</p>
	<p>Review and approve special projects that benefit Colorado law enforcement.</p>
	<p>Deliver a consistent message and exhibit excellent customer service to all POST stakeholders.</p>

Colorado POST Organizational Chart



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