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Chief Deputy Attorney General  
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Chief of Staff  
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**STATE OF COLORADO  
DEPARTMENT OF LAW**

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**Peace Officer Standards  
and Training**

**POST BOARD MEETING  
RECORD OF PROCEEDINGS  
*Friday, June 12, 2015***

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The Peace Officer Standards and Training Board held its 391st Board meeting at the Ralph L. Carr Colorado Judicial Center, 1300 Broadway, Denver, Colorado, with the following in attendance:

**BOARD MEMBERS PRESENT**

CHIEF DAN BRENNAN, Wheat Ridge Police Department  
SHERIFF RON BRUCE, Hinsdale County Sheriff's Office  
CHIEF JOHN CAMPER, Grand Junction Police Department  
ATTORNEY GENERAL CYNTHIA COFFMAN  
DEPUTY AMANDA CRUZ-GIORDANO, Arapahoe County Sheriff's Office  
SHERIFF CHAD DAY, Yuma County Sheriff's Office  
COMMISSIONER DAVE DONALDSON, Logan County  
SHERIFF SHAYNE HEAP, Elbert County Sheriff's Office  
EXECUTIVE DIRECTOR STAN HILKEY, Colorado Department of Public Safety  
SHERIFF FRED MCKEE, Delta County Sheriff's Office  
INVESTIGATOR GILBERT PERALES, Southern Ute Indian Tribe Police Department  
CHIEF MICHAEL PHIBBS, Auraria Department of Public Safety  
SPECIAL AGENT IN CHARGE THOMAS RAVENELLE, Federal Bureau of Investigation  
CHIEF ROBERT WHITE, Denver Police Department

**BOARD MEMBERS ABSENT**

MR. RON BECKHAM  
SERGEANT RAFAEL CHANZA, Colorado Springs Police Department  
CHIEF JOHN COLLINS, Englewood Police Department  
CHIEF JOHN DYER, Rifle Police Department  
SHERIFF KIRK TAYLOR, Pueblo County Sheriff's Office

**BOARD COUNSEL**

STACY WORTHINGTON

**POST STAFF MEMBERS**

CORY AMEND, Director  
ROBERT A. BAKER, In-Service Training Manager  
BECKY CALOMINO, Grant Manager  
LORI JENCKS, Administrative Assistant  
ARIEL KISKIRAS, Temporary Administrative Assistant  
CRISTINE MACK, Investigator  
STEFANIE MACKEY, Grant Coordinator  
TOM MULLEN, Compliance Investigator

**MEMBERS OF THE PUBLIC IN ATTENDANCE**

JENN ANDERSON, Attorney General's Office  
SERGEANT WILLIAM BAKER, Grand Junction Police Department  
DIRECTOR MINER BLACKFORD, Otero Junior College  
COMMANDER ERIK BOURGERIE, Summit County Sheriff's Office  
DEPUTY CHRIS BROOKS, Mesa County Sheriff's Office  
MEGHAN DOLLAR, Colorado Municipal League  
JOHN FOECHTERLE, Montrose County Sheriff's Office  
TERRI FOECHTERLE  
ERIC GONZALES, Pueblo Police Department  
STAFF SERGEANT BRIAN HILL, Federal Reserve Police Department  
TRAINING MANAGER JOHN HOOD, Colorado Parks and Wildlife  
ACADEMY COORDINATOR GARY HORTON, Pikes Peak Community College  
DIRECTOR BYRON JONES, Arapahoe Community College Academy  
DOYLE JONES, Weld County Sheriff's Office  
DEPUTY ED KAFEL, El Paso County Sheriff's Office  
DIRECTOR CATHY LABRECQUE, Pikes Peak Community College  
OFFICER STEPHEN LARSEN, Aurora Police Department  
JANET LARSON, County Sheriffs of Colorado  
COMMANDER RICK McNAIR, Adams County Sheriff's Office Academy  
SERGEANT IB MEYER, Weld County Sheriff's Office  
SHERIFF JOHN MINOR, Summit County Sheriff's Office  
SERGEANT MARCO MONTEZ, Mesa County Sheriff's Office  
OFFICER STEPHEN OULLIBER, Aurora Police Department  
DEPUTY ISAAC PETTERSON, El Paso County Sheriff's Office  
RACHEL PIERSON  
SEAN PIERSON, Morgan County Sheriff's Office  
COMMANDER KARL SMALLEY, Adams County Sheriff's Office  
OFFICER KEVIN SMYTH, Aurora Police Department  
SHERIFF ANTHONY SPURLOCK, Douglas County Sheriff's Office  
DEPUTY ATTORNEY GENERAL SCOTT TURNER, Attorney General's Office  
ROBERT WELTZER  
INVESTIGATOR RICHARD WREN, Office of the Inspector General, DOC

The following Subject Matter Expert Committees met prior to the regular POST Board meeting on June 12, 2015.

Arrest Control Subject Matter Expert Committee  
Curriculum Subject Matter Expert Committee  
Firearms Subject Matter Expert Committee  
Law Enforcement Driving Subject Matter Expert Committee

**Introductions:**

1. **Welcome** Attorney General Cynthia Coffman
2. **Pledge of Allegiance** Attorney General Cynthia Coffman
3. **Introduction of POST Director Cory Amend** Attorney General Cynthia Coffman

General Coffman introduced new POST Director Cory Amend, and new Deputy Attorney General of the Criminal Justice Section, Scott Turner.

4. **Introduction of New Board Members** Attorney General Cynthia Coffman

General Coffman introduced new Board members Sheriff Tony Spurlock of Douglas County Sheriff's Office, and Sheriff John Minor of Summit County Sheriff's Office. Sheriff Frederick Wegener of Park County Sheriff's Office was also announced as a new member. Terms for these members will begin July 1, 2015.

5. **Introduction of Board Members, SME Members, Staff and Guests**

6. **Formal Board Recognition of Departing Board Members** Attorney General Cynthia Coffman

General Coffman recognized departing Board members Mr. Ronald Beckham, Sheriff Shayne Heap, Inv. Gilbert Perales, and Sheriff Kirk Taylor.

7. **Formal Board Recognition of Departing Subject Matter Expert Committee Members** Attorney General Cynthia Coffman

General Coffman recognized departing SME committee members Sgt. David Blatner – Curriculum and Firearms, Inv. John Tucker – Arrest Control, and Dep. John Foechterle – Firearms.

8. **Roll Call** Director Cory Amend

*Declaration of a Quorum (11)*

9. **Approval of POST Minutes from March 6, 2015**

*Approved unanimously*

**Presentations:**

10. **Subject Matter Expert (SME) Committee Reports:**

**A. Curriculum** Dir. Cathy LaBrecque, Vice-Chair

The committee reviewed the lesson plans for the Highlands Ranch Public Safety Training Institute (HRPSTI). All were approved with minor issues to correct prior to the academy start date. The committee also reviewed HRPSTI instructors. Five Tactical Casualty Care (TCC) instructors were approved, and two of three academic instructors were approved. One will be resubmitted.

A subcommittee was created and will be working on community outreach over the summer. They will develop a survey to help determine the best way to relay SME committee information to the public and will report back at the September Board meeting.

Many sections of the Basic curriculum have been revised and approved by the committee, including Traffic Direction, Verbal Communication, Report Writing, Leadership, Area Searches & Perimeters, SWAT, Hostage Taking & Crisis Negotiations, and Rapid Emergency Deployment. There are 6-8 lesson plans still outstanding. The committee is hoping to have the curriculum revision complete for review and approval by the Board for the September Board meeting.

**B. Arrest Control** Cmdr. Erik Bourgerie, Chair

The committee did not have a quorum, but recommends that Matthew Ballard be approved as a full skills instructor. The Pikes Peak Community College arrest control instructor program was approved by present members. A quorum will be sought via email. The committee continued discussion of the arrest control training program, test-out requirements, and the sample safety plan.

**C. Firearms** Dep. Ed Kafel, Chair

An inspection of Pueblo Community College Academy firearms program was completed and was in compliance. Members participated in a test-out at Adams County, and several individual test-outs. The committee reviewed

the new statute requirement for lay members for the committee and would welcome the transparency and having public members involved.

Adding lead contamination to the firearms instructor program was discussed and options will be considered. Steel shooting considerations were discussed in light of the injury to an El Paso County Sheriff's Office (EPSO) deputy sustained during an EPSO range exercise. This will be addressed in safety considerations in the instructor program, and a protocol has been established.

The committee thanks departing member John Foechterle for his service.

**D. Law Enforcement Driving**                      Cmdr. Karl Smalley, Chair

Brad Wanchisen of Aurora Police Department has been reassigned and has submitted his resignation. Two new members have been approved: Sgt. Rick Baughman from the Jefferson County Sheriff's Office and Trooper Nathan Businger from the Colorado State Patrol Academy. The committee approved three full instructors: Angela Grubbs from Delta Montrose Technical College, James Lakomy from the HRPSTI, and Matthew Billadeau from the Colorado State Patrol Academy.

The committee reviewed the Colorado Mountain College (CMC) program and it was found to be in compliance. The instructor program at Mesa County Sheriff's Office was approved. The Central Mountain Training Foundation instructor program was reviewed and was not approved. There are minor issues that will be addressed before the September meeting. At the last meeting the driving refresher course submitted by Central Mountain Training Foundation (CMTF) was submitted but not approved. Issues were addressed and the program was resubmitted and was approved.

Proposed revisions to Rule 26 – Academy and Training Program Inspections were submitted to Cristine Mack.

HB15-1287 requirement for lay members was discussed. Committee members will participate in Colorado Springs PD academy inspection next month.

Revisions to the Driving Instructor program were presented for approval. The committee added specific learning objectives, and requests approval from the Board with a proposed effective date of July 1, 2015.

*Approved unanimously*

11. **Grant Funding Awards**

Becky Calomino, Grant Manager

Ms. Calomino stated that with the \$.40 increase in the amount paid to POST via vehicle registrations, POST has received \$1.5 million in additional funds for a total of \$3.9 million to distribute. These funds are for continuing education for law enforcement officers and to meet the mandatory in-service training requirements. The Grant subcommittee met in April to allocate funds. \$2.4 million (60%) is to be used for continuing education and \$1.5 million (40%) is allocated for training and equipment to law enforcement agencies in order to meet their in-service training requirements and for the implementation of HB15-1287. The subcommittee recommends that \$2.46 million (65%) of awarded funds go to small and rural agencies for continuing education. \$567,000 is to be utilized to purchase equipment, primarily simulators, though agencies are beginning to request funding for other equipment. The remaining approximately \$1 million will be available as a separate grant from POST directly to law enforcement agencies, and will not go through the training regions. POST will be soliciting grant applications from agencies for these funds. Ms. Calomino requests approval of the grant subcommittee's recommendations to distribute the grant awards.

*Approved unanimously*

12. **Critical Incident Training Implementation**

Janet Larson  
Training Manager, CSOC

Ms. Calomino stated that at the last Board meeting, Chief Camper and the Board asked POST staff to identify trainers for the addition of Critical Incident Training (CIT) throughout the state. CSOC has developed a relationship with a training vendor, and effective July 1, 2015 CIT classes will be added. She introduced Janet Larson, Training Manager for County Sheriffs of Colorado (CSOC) to present implementation.

Janet Larson stated that as result of a phone conference held in February, it was evident that there exists a strong, effective CIT training cadre in front range agencies that has been providing training since the inception of CIT in Colorado. CSOC offered to facilitate the grant request and coordinate scheduling of the classes. CSOC met with members of Crisis Intervention Teams Association of Colorado (CITAC) in March, who provided input on cost factors and outlined the necessary criteria for outlying training locations to maintain the high quality of the existing training. Ms. Larson created a budget which was included in the grant request. The planning group will meet June 30<sup>th</sup> to create the schedule of five classes for this year, which will be posted on the CSOC website. The role players are crucial, and are the most expensive portion of the training. CSOC has been in contact with the two acting companies who provide role players, and a contract with one or both should be in place in early July. The first class will likely be in early September, and then evenly spaced throughout the year. Five widely dispersed agencies have contacted CSOC regarding hosting the class. The

challenge will be to provide the classes in locations large enough to provide the mental health resources required for visits by the students, and to be able to fill the classes, but still push it to outlying areas. The class maximum is 36. The class is hands-on and involves six students rotating through six scenarios, with at least six role players and coaches every day. Concern was expressed that it may be difficult to reach the maximum number in the outlying areas, but it must be cost-effective. The planning group will be discussing whether the class can be scaled to as few as 20 students, while still providing exposure to specific types of mental illness with which they may be confronted. After this year we will have a better sense of demand and whether the budget is appropriate. CSOC would like to provide other aspects in future years, such as coaching and training. Chief Camper thanked those involved for their prompt and enthusiastic efforts in pursuing this training.

Ms. Calomino stated that although CSOC is presenting five trainings, the training regions have also set up an additional five trainings outside of this partnership. The process to train as many officers as may be necessary will be a three- to five-year process.

13. **In-Service Training Update**

Bob Baker  
In-Service Training Manager

Mr. Baker presented an update on the program which began in January, 2015. The grant provided \$400,000 to provide law enforcement agencies with necessary equipment, backfill, etc. to provide in-service training to their officers. To date the amount spent is \$399,800. The in-service program started with \$1.5 million, and for the next fiscal year will have \$600,000 to distribute. The number may grow. \$340,000 has been set aside for HB15-1287 implementation. It is uncertain how much that implementation will require. POST is continuing to address web-based training. Word is getting out that POST has the funds to provide subscriptions to services such as PoliceOne, and is also funding ammo, mats, CPR equipment, etc. There are 260 agencies required to comply with the in-service training mandate. Of those, 80 agencies (30%) have not entered any training in the POST portal. Mr. Baker is contacting those agencies to determine any issues. For the most part, training is taking place, but has not been entered. Mr. Baker is providing training to agency coordinators on the process as needed, either by phone, or occasionally on-site. Mr. Baker reiterates that he is happy to provide on-site training for agencies as needed. All agencies contacted at this point are aware of the mandate. POST has implemented the Learning Management System (LMS) module of the Acadis system with the intent to create web-based classes which would be accessible via the portal. Carolyn Berry, POST Marijuana Curriculum Coordinator, and Mr. Baker have attended classes regarding platforms, and have looked at Adobe Captivate and will be looking at Trivantis Lectora. Implementing a two-hour class can take two months to create. The LMS will hold the classes created with the platforms.

14. **Arrest Control SME Committee** Director Cory Amend  
**Board Representative Appointment**

Director Amend requested a Board member volunteer as representative to the Arrest Control SME Committee, replacing departing member Inv. Gilbert Perales. Sheriff Chad Day offered to fill the position.

*Approved unanimously*

15. **Revocation Appeal – Sean Pierson** Director Cory Amend

Director Amend stated that Sean Pierson, a former officer whose certification had been revoked after a conviction which was later vacated, had written requesting he be allowed to appeal his revocation before the Board. He introduced Mr. Pierson.

Mr. Pierson was an officer with Denver PD for 6 ½ years, was accused of domestic violence, and was convicted and revoked. The charges were later dismissed and the case sealed after the accuser admitted it was a false accusation. He will be starting with Morgan County Sheriff's Office in their corrections facility on Monday, June 15, 2015 as a non-certified officer, but wants to regain his POST certification in order to eventually move to patrol.

The Board requested further information of Director Amend and Board Counsel Stacy Worthington regarding background check and options for moving ahead. Director Amend stated that Compliance Investigator Tom Mullen had spoken with Adams County District Attorney's Office and received a verbal confirmation that the charges were reversed and the case sealed, and later received written confirmation that the charges were reversed in 2012. Ms. Worthington was consulted and states that he may be reinstated if the Board chooses. POST certification was revoked in June of 2012. Inv. Tom Mullen reviewed past cases with the Board, and stated that if the Board chooses to reinstate, that could be effective immediately, or the Board could require he go through the test-out process, or attend a refresher or full academy. Test-out is on Tuesday, June 16<sup>th</sup>, if the Board wishes him to require that of him.

The Board discussed the options. A certification is valid for three years from date of separation, normally. It is approaching three years since he was revoked and worked patrol. The fees are \$525 for the test-out. Mr. Pierson requests the fees be waived. Motion was made that if Mr. Pierson's separation was less than three years ago, his certification be reinstated. If longer than three years, that he be required to complete the test-out. An amendment to the motion was proposed to waive the fees associated with the test-out.

*Approved unanimously*



16. **Peace Officer Certification Revocation** Tom Mullen  
**Actions** Compliance Investigator  
(See supplemental handout)

A. **POST Rule 9 – Revocation of Peace Officer Certifications – Felony Convictions:**

**§ 24-31-305, C.R.S.(2)(a)** A Colorado peace officer certification issued pursuant to subsection (1) or (1.3) of this section or 24-31-308 shall be suspended or revoked by the POST Board if the certificate holder ***has been convicted of a felony at any time***, or has been convicted on or after July 1, 2001, of any misdemeanor described in subsection (1.5) of § 24-31-305 C.R.S., or, has otherwise failed to meet the certification requirements established by the Board.

For purposes of this rule, the term ‘conviction’ includes any deferred judgments or deferred sentences imposed by a court or judge.

1. No. 15-01, **Steven Allen King**, Certification No. 9398 (PID 125734). On January 23, 2015, Respondent pled guilty to one count of Embezzlement of Public Property, in violation of §18-8-407, a class 5 felony, and Official Misconduct, §18-8-404, a class 2 misdemeanor. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: July 1, 2013, Separated June 6, 2014.* The Respondent has failed to comply with POST Show Cause Order 15-01 by failing to appear at the scheduled Show Cause Hearing. Director Amend recommends revocation of Steven Allen King’s Colorado Peace Officer Certification No. 9398 (PID 125734).

*Approved unanimously*

2. No.15-02, **Gloria Evangeline Suazo**, Certification No. B17185 (PID 137977). On January 23, 2015, Respondent pled guilty to one count of Aiding and abetting in possession with intent to distribute a controlled substance, §21 U.S.C. 841(a)(1) and 18.U.S.C. 2, both felonies. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: April 2013, Separated April 16, 2014.* The Respondent has failed to comply with POST Show Cause Order F15-02 by failing to appear at the scheduled Show Cause Hearing. Director Amend recommends revocation of Gloria Evangeline Suazo’s Colorado Peace Officer Certification No. B17185 (PID 137977).

*Approved unanimously*

B. **POST Rule 9 - Revocation of Peace Officer Certifications – Misdemeanor Convictions:**

§ 24-31-305, C.R.S.(2)(a) A Colorado peace officer certification issued pursuant to subsection (1) or (1.3) of this section or 24-31-308 shall be suspended or revoked by the POST Board if the certificate holder has been convicted of a felony, or has been convicted on or after July 1, 2001, of any misdemeanor described in subsection (1.5) of § 24-31-30 C.R.S., or has otherwise failed to meet the certification requirements established by the Board. For purposes of this rule, the term ‘conviction’ includes any deferred judgments or deferred sentences imposed by a court. Revocation of peace officer certificates based upon conviction(s) of misdemeanor crimes are recognized in § 24-31-305(1.5) (b) thru (h), C.R.S.

1. No. M14-17, **Michael D. Ryan**, Certification No. B4455 (PID 123617). On December 5, 2014, Respondent was convicted on one count of Soliciting for Prostitution, § 9.4.030 (A) (3) Lakewood Municipal Code, and one count of Patronizing a prostitute, §9.45.060 (A) Lakewood Municipal Code. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: August 18, 2014, – Separated December 11, 2014).* The Respondent has failed to comply with POST Show Cause Order M14-17 by failing to appear at the scheduled Show Cause Hearing. Director Amend recommends revocation of Michael D. Ryan’s Colorado Peace Officer Certification No. B4455 (PID 123617).

*Approved unanimously*

2. No. M15-01, **Fred D. Ramsey**, Certification No. B09895 (PID 100186). On January 15, 2015, Respondent was convicted of one count of Assault 3-know/reckless Cause Injury- Status: Attempt § 18-3-204(1)(a), C.R.S., a class 2 misdemeanor. *The Respondent was not employed as a peace officer on the date of the offense (Date of Offense: August 18, 2014, – Never Employed).* The Respondent has failed to comply with POST Show Cause Order M15-01 by failing to appear at the scheduled Show Cause Hearing. Director Amend recommends revocation of Fred D. Ramsey’s Colorado Peace Officer Certification No. B09895, (PID 100186).

*Approved unanimously*

3. No. M15-02, **Kecia Lynn Ortega**, Certification No. B139768 (PID 139768). On February 11, 2015, Respondent pled guilty to one count of Official Misconduct I §18-8-404, C.R.S., a class 2 misdemeanor. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: January 24, 2015, – Separated: February 6, 2015).* The Respondent has failed to comply with POST Show Cause Order M15-02 by failing to appear at the scheduled Show Cause Hearing. Director

Amend recommends revocation of Kecia Lynn Ortega's Colorado Peace Officer Certification No. B139768 (PID 139768).

*Approved unanimously*

4. No. M15-03, **Michael Allen North**, Certification No. B136427, (PID 136427). On February 02, 2015 Respondent was convicted of one count Harassment-insults/taunts/challenges § 18-9-111(1)(h) C.R.S., a class 3 misdemeanor. *The Respondent was not employed as a peace officer on the date of the offense (Date of Offense: November 27, 2014, – Never Employed)*. The Respondent has failed to comply with POST Show Cause Order M15-03 by failing to appear at the scheduled Show Cause Hearing. Director Amend recommends revocation of Michael Allen North's Colorado Peace Officer Certification No. B136427, (PID 136427).

*Approved unanimously*

5. No. M15-04, **Delman Laroi Roberts**, Certification, B10272, (PID 116293). On February 02, 2015 Respondent was convicted of one count Assault 3-Know/reckless Cause Injury § 18-3-204(1)(a) C.R.S., a class 1 misdemeanor. *The Respondent was not employed as a peace officer on the date of the offense (Date of Offense: November 1, 2012, – Separated: September 8, 2011)* The Respondent has failed to comply with POST Show Cause Order M15-04 by failing to appear at the scheduled Show Cause Hearing. Director Amend recommends revocation of Delman Laroi Roberts' Colorado Peace Officer certification, B10272, (PID 116293).

*Approved unanimously*

6. No. M15-05, **Daniel DiazDeleon**, Certification No. B11547, (PID 100917). On October 21, 2014, Respondent pled guilty to one count of False Reporting, § 18-9-111(1)(c), C.R.S., a class 3 misdemeanor. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: August 17, 2014, – Separated: November 17, 2014)*. The Respondent has failed to comply with POST Show Cause Order M15-05 by failing to appear at the scheduled Show Cause Hearing. Director Amend recommends revocation of Daniel DiazDeleon's Colorado Peace Officer Certification No. B11547, (PID 100917).

It was pointed out that the charge listed for the C.R.S. section is incorrect. The charge was actually Harassment-Repeated phone calls, not False Reporting. A typographical error was made and the wrong charge was listed in the Board meeting agenda, but is correct on the Order to Show Cause.

*Approved unanimously*

**Discussion Items:**

**17. Legislative Update**

Jenn Anderson  
Legislative Liaison, DOL

Ms. Anderson presented an update of bills passed in the last legislative session which affect POST. Copies of all bills which passed are included in the packets.

Three bills mentioned previously did not pass: HB15-1291 Prohibiting peace officer use of chokeholds; HB15-1288, Updates to racial profiling; and HB15-1286, Required prosecution of police officer in officer-involved shootings.

The bills that passed are:

- SB15-013 – Dog protection training completion extension
- SB15-185 – Requires law enforcement to report data to the Division of Criminal Justice for compilation in a report to the House and Senate Judiciary Committees annually
- SB15-217 – Requires all local law enforcement agencies employing an officer involved in a shooting to report information to the Division of Criminal Justice which will provide a report to the House and Senate Judiciary Committees annually and make the report available on their website
- SB15-218 – Requires agencies employing peace officers to disclose whether a peace officer's employment record indicates a history of knowingly making misrepresentations to agencies potentially hiring an officer
- SB15-219 – Requires law enforcement agencies to develop protocol for participating with other law enforcement agencies in investigation of officer-involved shootings. It also requires district attorneys who decline to prosecute a peace officer involved in a shooting to make a public report of those findings.
- HB15-1285 – Creates a grant program and study group for use of body-worn cameras by peace officers
- HB15-1290 – Allows parties to recover limited damages from a law enforcement agency when a peace officer destroys a lawful recording or device or prohibits a lawful recording.
- HB15-1287 – Requires appointment of four additional non-law enforcement members to the POST Board. The bill requires the governor to consider age, gender, race, professional experience and geographic location when appointing members in an attempt to add diversity to the POST Board. Though there is no set timeline, it was indicated that requesting applications within the next 2-4 weeks would be advisable. Applications are to be submitted online to the Governor's Office of Boards and Commissions. Non-law enforcement members would be required to attend a Citizen's Academy within a year of appointment.

The bill also requires that, if available, two non-law enforcement members with appropriate expertise be appointed to each SME committee, and that the age,

gender, race, professional experience and geographic location be considered in those appointments.

Three community outreach and engagement components are included in the bill.

- Increased community outreach in developing the basic curriculum. A complete revision is to be completed by July 1, 2016
- Development of a community outreach program that informs the public of the role and duties of the POST Board.
- Development of a recruiting program to encourage diversity both in the POST Board and the SME committees.

No definitions were included, nor is there any appropriation of funding for these developments.

The bill contains additional training requirements, and actions the POST Board must take if officers do not comply with the training requirements. Training requirement language is not clear and is open to some interpretation especially regarding the timeline for training. The annual in-service training requirements will include proper restraint and holds training, a two-hour anti-bias training program, and in alternating years, either a two-hour community policing and community partnership training program, or a two-hour situation de-escalation training program, to be completed every five years thereafter. Compliance is required by July 1, 2017. It could be interpreted to mean that every five years an officer must do the one course not previously completed, that the officer completes both courses in consecutive years and then five years later repeats both. The POST Board must temporarily suspend a peace officer who does not comply with these training requirements, and must reinstate the peace officer once they complete the training requirements, and must provide due process, which, after discussion with Director Amend, would be similar to the hearing process in place for Rule 28. If a peace officer is not serving full time they are exempt from the suspension, but if they return to full-time status, they must complete the training within six months.

18. **House Bill 15-1287/Rule 28**

Director Cory Amend

Director Amend asks for direction from the Board in interpretation and implementation of the requirements of HB15-1287. We will be seeking applications for the additional lay members, and the language regarding consideration of age, gender, race, professional experience and geographic location has been added to the application information. There are several citizen's academies in the state, and Director Amend would like to see Board members attend an academy near their location. The POST Board may determine whether we provide grant funding for expenses associated with attendance. \$340,000 has been set aside at this time for implementation of this bill's requirements, per Ms. Calomino. There is no definition of citizen's academy in the statute. It is the Board's responsibility to show a good faith effort to comply, though technically

membership could not be approved or denied based on attendance of a citizen's academy as it is not defined. The question was also raised as to repercussions of not attending the academy.

Regarding community outreach, staff has created a list of over 60 various organizations throughout the state (clergy, minorities, educators, victim groups, etc.) to receive an email request for applications to the POST Board.

The curriculum committee discussed the completion of their review of the Basic curriculum, which has been ongoing, and is a requirement of 1287. We are considering a feedback area on the webpage, and/or creating a survey to determine what may be needed.

The mandated in-service training requirement is two-tiered. We have until July 1, 2016 to create the curriculum. Director Amend would like to have agencies responsible for development of pertinent curriculum so they may determine the best curriculum for their agencies. POST could provide a list of available options such as web-based training or specific trainers. There is already training available for de-escalation, community policing, restraints and holds, and anti-bias. Most agencies are already training in these areas, and proper documentation may fulfill the mandate. After development of curriculum by July 1, 2016, there is one year to complete training in the first aspect, then the second year an officer would complete the alternating training. The first date on which an officer would be non-compliant would be July 2, 2018, by our interpretation. The statute states that the curriculum must be made available to the agencies by July 1, 2016, not that POST must develop the training curriculum. It is Director Amend's interpretation that it can include existing training. After the first completion of the alternating training, officers would have five years and then would be required to complete the training again. The Board discussed proper documentation of the training most agencies are already doing. The question arose as to whether POST has enough staff to track all the training, etc. for the existing 14,000 officers. Ms. Calomino states that POST staff is not adequate for those needs, and as a result, effective July 1, 2015, POST will be requiring agencies to enter all training for their officers and will no longer enter class rosters for POST-approved classes, due to liability issues as well as staff availability. Providing due process for even 400 officers who are not in compliance is burdensome, and Director Amend suggests that the due process for suspension mirror the existing due process for revocations and allow him, as director, to have the responsibility to reinstate an officer who comes into compliance and avoid waiting for the quarterly meeting of the POST Board to reinstate officers.

Director Amend went over the requirements of Rule 28, which requires 12 hours of perishable skills training, however, it is up to each agency head to determine what the training will consist of.

19. **POST Board Member Openings** Director Cory Amend

Director Amend stated that we have three sheriff openings that have just been filled, one sergeant or below opening, and five lay member openings for which we would like to pursue applications, with the process to be completed by July if possible. Director Amend reviewed the process of posting new Board members.

*Approved unanimously*

20. **POST September Board Meeting and Work Session** Director Cory Amend

Director Amend proposed a work session be held the day before the next Board meeting or the development of a smaller working group to develop a plan for the mandates and review of the strategic plan. The preference by the Board is to have a 4-6 hour work session the day before the Board meeting with all members who are able to attend. A quorum is not necessary. POST is able to reimburse expenses as needed.

21. **Comments from others on POST Issues**

Sheriff Day said that the Grant Review subcommittee discussed investigating the possibility of splitting the training regions further to better track that POST funds are being appropriately distributed to small and rural agencies. Staff indicated it was challenging to ensure the funds were going to the small and rural agencies. The subcommittee and staff determined to bring it to the Board whether we should investigate those possibilities further. The training regions mirror the old "hazard" region areas. One challenge is to find a fiscal agent in the region, especially for the smaller, rural agencies. There is concern that more training is made available to the larger agencies. Major difficulties include getting smaller agency personnel to the trainings, and class cancelations due to low registration. There are complaints that the metro agencies receive more funding, but there are 23 agencies in the Greater Metro region which have 25 or fewer officers. Investigating the feasibility of realigning the training regions is worth pursuing, but there will be pushback from agencies. It would be worthwhile in order to determine whether the smaller and rural agencies are actually receiving the funds as originally designed. There is definitely inconsistency between the regions as far as class registration requirements, etc. POST should survey the needs of the regions, whether they are working well. Valuable information would be gained even if no changes are made.

Ms. Coffman attended the Jeffco/Lakewood Combined Academy graduation, and the memorial service for Cadet Taylor Thyfault of Colorado State Patrol.

22. **Adjournment**

Attorney General Cynthia H. Coffman adjourned the meeting at 12:10 pm.