

PHIL WEISER
Attorney General

NATALIE HANLON LEH
Chief Deputy Attorney General

ERIC R. OLSON
Solicitor General

ERIC T. MEYER
Chief Operating Officer



**STATE OF COLORADO
DEPARTMENT OF LAW**

RALPH L. CARR
COLORADO JUDICIAL CENTER
1300 Broadway, 10th Floor
Denver, Colorado 80203
Phone (720) 508-6000

**Peace Officer Standards and
Training**

POST BOARD WORK SESSION

RECORD OF PROCEEDINGS

Friday, March 26, 2020

10:00 am- 12:00 pm

The Peace Officer Standards and Training Board held its POST Board Work Session via Zoom Video Conference:

<https://zoom.us/j/141786611>

BOARD MEMBERS PRESENT

DEPUTY DISTRICT ATTORNEY ASHLEY BECK, Denver DA's Office
SERGEANT LONNIE CHAVEZ, Grand Junction Police Department
CHIEF JOHN COLLINS, Englewood Police Department
CHIEF DEBRA FUNSTON, Palisade Police Department
CHIEF DARIC HARVEY, Canon City Police Department
SHERIFF ROBERT JACKSON, Alamosa County Sheriff's Office
SHERIFF ANTHONY MAZZOLA, Rio Blanco County Sheriff's Office
CHIEF JOHN MINOR, Silverthorne Police Department
SHERIFF SHAWN MOBLEY, Otero County Sheriff's Office
CHIEF MICHAEL PHIBBS, Auraria Department of Public Safety
SHERIFF ANTHONY SPURLOCK, Douglas County Sheriff's Office
BRADLEY TAYLOR, Public Member
JANE QUIMBY, Public Member
ATTORNEY GENERAL PHIL WEISER, Colorado Attorney General's Office

BOARD MEMBERS ABSENT

SENIOR INVESTIGATOR TONYA BARNES, Eighteenth Judicial District
CHIEF CORY CHRISTENSEN, Steamboat Springs Police Department
DEPUTY AMANDA CRUZ-GIORDANO, Arapahoe County Sheriff's Office
EXECUTIVE DIRECTOR STAN HILKEY, Colorado Department of Public Safety
KARA HOOFNAGLE, Public Member
SUSAN "ZEKE" KNOX, United States Attorney's Office

SHERIFF STEVE NOWLIN, Montezuma County Sheriff's Office
DEAN PHILIPS, Federal Bureau of Investigations
SHERIFF JUSTIN SMITH, Larimer County Sheriff's Office

BOARD COUNSEL

BRENT KELLY

POST STAFF MEMBERS PRESENT

ERIK BOURGERIE, Director
DAN GRIFFIN, Training Coordinator
KIMBERLY HERNANDEZ, Grants Manager
ALEX MARTINEZ, Administrative Coordinator
CATHY RODRIGUEZ, Compliance Manager
DAVID SCHUETZ, Compliance Specialist
TIFFINY BLACK-MAJEKODUNMI, Compliance Specialist
JOE PICINETTI, Compliance Coordinator
JARED TORSNEY, Marijuana Training Specialist

MEMBERS OF THE PUBLIC IN ATTENDANCE

CLIFFORD AIMS, AIMS Community College Police Academy
MARK BELUCSAK, Red Rocks Community College Police Academy
RON SAUNIER, Denver Police Department
JON WHITE, Denver Police Department

1. Welcome

AG Phil Weiser

2. COVID-19/LETAs

Dir Erik Bourgerie
Cathy Rodriguez

Briefing to the to Board regarding the suspension of in-person training at the law enforcement training academies, and the new allowance of virtual classroom instruction in order to keep the academies moving towards graduate. Debate by the POST Board on possible alternatives.

3. Mental Health Support for LE

Training Specialist
Jared Torsney

Developing the “Train the Trainer” Program. Combining learning outcomes to reflect different situations. POST is conducting meetings with the Department of Veteran Affairs and CDPHE, to develop a campaign for law enforcement, but have been postponed due to the pandemic. POST is also working with local universities and health care providers to create mental health videos.

4. LETA Revamp

Dir Erik Bourgerie

Postponed

5. Role/Oversight of LETAs

AG Phil Weiser

Postponed

6. Limiting the Number of LETAs

Dir Erik Bourgerie
Cathy Rodriguez

Postponed

7. Community College LETA Admissions

Dir Erik Bourgerie
Cathy Rodriguez

Postponed

8. Training Grants

a. Subcommittee Openings

AG Phil Weiser

Two current grant subcommittee members’ terms are coming to a close. There is a need to fill these vacancies by April 28th. Board Members should email Director Bourgerie of any desire to join the subcommittee.

The next Grants Subcommittee meetings is on April 28th, 2020.

b. Term Limits

AG Phil Weiser

There are no current subcommittee term limits. The maximum number of POST Board Member terms is two. Both terms are 3 years in length.

Proposed 3yr term for the subcommittee.

c. Supporting Rural Collaboration

AG Phil Weiser
Chief Funston

There are regional agreements between Palisade PD, Fruita PD, Grand Junction PD, and Mesa County SO to spread resources with officers becoming sick, and low supplies. These agencies have extended the lines of communication with other agencies and sectors (first responders).

Silverthorne has done comprehensive community exercises for over a decade from wildfire, flood, and emergency hospital surges. Officers have been deputized by the Summit County Sheriff as a mutual aid agreement in preparedness for civil unrest. The emergency operations center is functioning and receiving calls daily.

Steamboat Springs PD is sharing office space with Routt County Sheriff's Office.

Proposal to have the Grant Subcommittee provide guidance on how agencies can gain a "leg up", if they're collaborating with other agencies.

d. Preliminary Budget Ideas

Kim Hernandez

I. PoliceOne Academy

In the past, POST has set aside \$450k of the budget for Police One, with 265 agencies onboarded, and over 8,000 active users. This year, POST proposes setting aside \$200k for PoliceOne, and having agencies request in-service grant funding, instead of paying for the whole state, as some agencies are utilizing less than 10% of the program. POST would like to make funding more efficient and apply the savings to other programs.

II. Public Safety Leadership Program

The last two years, \$140k was set aside to offer scholarships. POST has been paying for 30 spots but haven't been getting that enrollment.

This year, POST would like to set aside only \$74k out of the budget, for rural and small agency scholarships only.

III. Backfill Continuation

Rural agencies are under utilizing the program. \$40k is a little robust for this program to not be used. POST will continue to advertise and gain interest from rural agencies to use the program over the next year.

IV. Capital Improvements

AG proposing a requirement of demonstrated collaboration before awarding, and use this as an incentive to support regional collaboration.

V. Community Outreach

POST is requesting \$15,000 for community outreach/ public education.

POST is mandated to provide community outreach
Funding has not been allocated in the past.

9. 2019 POST Unit Report

Dir Erik Bourgerie
POST Staff

*Supplemental document: **POST Annual Report 2019***

10. Strategic Plan

AG Phil Weiser
Dir Erik Bourgerie

Certifications

- POST has touched on all 29 points of the strategic plan.
- Post conducts comprehensive analysis of other states' Basic Academy training.
- Military/Federal training does not meet POST requirements.
- Colorado is the only state to have a physical test-out.
- In the process in reviewing the certification exam.

Training Regions

- We require each region to have a training board.
- Funded training and equipment and started auditing to make sure agency equipment meets our standards.

Training

- SFST, Marij 101 (black market marijuana course), very small agency backfill program.
- National partnerships with IALDLEST and Cops Office in bringing training to the regions.
- POST staff has created more online trainings in the history of POST.

Technology

- POST Grant management software upgrade.
- Teaching regions the grant process.
- Software: We have signed a contract with Benchmark to replace Acadis.
- Online training courses created by POST staff.

Audit Recommendations

- Increased inspection cycle from a 5-year to a 3-year cycle. Help increase the audit schedule. Performing in-person audits.
- Cathy has developed SOP's for compliance.
- Funding for Job Task Analysis. Has not been done in over 30 years.
- POST Rule redrafting.

Community Outreach

- Offering scholarships to rural agencies for officers to attend training.
- 2 bills proposed to legislature.
 - Personal accountability for Rule 28 compliance.
 - Job Task Analysis – funding.
- Town hall meetings.
- Special projects, consistent messages, and customer service with external stakeholders.

Advice for Strategic Planning

Recommendation for independent 3rd party to create a new strategic plan, as an honest approach for POST and its stakeholders. A work group can decide to use an independent/outside agency, along with assistance from stakeholders, the POST Board and the AG's Office. A recommendation to use IADLEST for the national and international experience.

Work Group – Funston, Minor, Harvey, Spurlock, Beck, AG Weiser

11. Mission Statement

AG Phil Weiser
Dir Erik Bourgerie

Proposal for a harmonious mission statement to reflect Department of Law's Mission Statement.

Adjournment at 12:03pm

Next POST Board Meeting

March 27, 2020

Zoom Videoconference

SME Meetings – 8:00 am
POST Board Meeting – 10:00 am