



January/February/March 2014 Newsletter

Director's Message

Sergeant David Baldwin of the Jefferson County Sheriff's Office, a former member of the POST Law Enforcement Driving Subject Matter Expert Committee, was killed in the line of duty on January 26, 2014. Our condolences go out to members of his family and the Jefferson County Sheriff's Office.

During the past few months, we have taken up the ambitious step of implementing the Board's top two goals of the strategic plan; to increase funding and develop a mandatory in-service training program. With the help of Deputy Attorneys General Matthew Durkin and David Blake, SB14-123 was drafted. It is sponsored by Senator Lucia Guzman and Representative Daniel Kagan. We appreciate all of the work on this bill and will provide more information on it in the newsletter.

We've purchased a new records management system called Acadis from Envisage Technologies Corp. We are the eleventh POST program to purchase their system. While we are still developing protocols for this system, each agency will be given free use of the system to manage training and other functions of their employees. Training will be conducted in several months. It will provide real time information to agencies about the training and certifications received by agency staff, allow for input of new and separated employee information and other useful functions.

We will have updates on the Below 100 program, mandated training courses, POST Board vacancy, decertification reminder and the Law Enforcement Torch Run in this newsletter.

POST Bill SB 14-123

SB14-123 will mandate in-service training requirements for certified peace officers throughout the state. If passed, the POST Board would be given the authority to create the rules for the training program. Those agencies with existing annual training programs would most likely not be affected by this legislation. The bill also makes a number of minor but important clarifications to the Colorado Peace Officer Standards and Training (POST) Board statute.

Colorado is one of only six states that does not mandate in-service training for its peace officers. This means that agencies are not required to do any training once their deputies and officers graduate from the police academy. To be clear, many agencies do voluntarily require -- as best-practices -- in-service training for various perishable skills. However, we found that at least 20% of agencies in the state DO NOT train, primarily because they do not have the funds to do so or could not spare the absence of staff from their department. This means they do not receive legal updates, regularly practice with their firearms, practice with simulators, obtain additional driving education, or receive any new training to enhance their ability to more safely serve our communities. We have found that most of the agencies that do not train are small and often rural agencies. This bill would give the POST Board the authority to create an in-service training program. The Board will determine a program that best suits the needs of law enforcement while giving each agency executive discretion on training topics. The Board will also be required to develop an audit function.

The bill includes two funding proposals. The first is to increase the amount that POST receives from vehicle registrations. This fee has been the funding mechanism since its inception in 2003. Currently, we receive sixty cents per vehicle registration. That funding has been utilized to fund training programs throughout the state. We funded \$2.2 million in training this fiscal year but had another \$800,000 in requests that were unfunded. The proposed increase of forty cents to a total of one dollar is vital to allow those agencies who have been unable to train to receive funding to pay for the training, training equipment,

facility rental, ammunition and allow agencies to backfill their positions so they can attend training. It would also fund the purchase of use-of-force and driving simulators throughout the state to improve those skills and reduce problems in those areas. Additionally, those unfunded but necessary training requests that we are already working on could also be funded.

The second request for increased funding is to raise the fee for the POST certification exam by \$25 to \$150 per peace officer applicant student. This is a test that is taken at the completion of an academy which must be passed to receive certification. We are moving to an online format to improve security and administration and the fee increase would pay for the annual online module cost.

We believe that the fee increase is necessary to sustain the training efforts through the foreseeable future. A General Fund appropriation would likely cause this to be reviewed annually and subject to being cut each year.

At this time, the bill has moved through the Senate and House Judiciary Committee. It will next be heard by the House Finance Committee on April 3rd. Please let your State Representatives how important the bill is to law enforcement.

Below 100

Grand Junction Police Department and the Douglas County Sheriff's Office hosted Below 100 training courses in early March. Over 150 people were trained in the basic course and nearly 100 in the train-the-trainer course. We will soon put a list of the trainers on our website so agencies can contact the trainers to conduct training.

An online version of the course is under development by Knowledge Factor in conjunction with several experts. The development of the course is a collaborative funding effort between the Colorado Intergovernmental Risk Sharing Agency (CIRSA) and POST. The first module is being reviewed by the classroom attendees and other modules are being developed.

Legislative Training Mandates

The Elder Abuse training has started with the presentation of four sessions to date.

The course will be presented at the following dates and locations:

05/14-05/15 - Grand Junction

5/22 - Pueblo

6/05 - Otero County

6/9 - Fort Morgan

6/11 - Durango

To register for any of the presentations that are already scheduled, complete the [POST Training Registration Form](#) and return it via email to Stefanie Mackey (Stefanie.mackey@state.co.us) at least one week prior to the start date of the course you select.

As a reminder, on and after January 1, 2015, each county sheriff and each municipal law enforcement agency of the state shall employ at least one peace officer who has successfully completed the training curriculum. But ALL peace officers from these agencies will be mandatory reporters, so part of the training will give tools to the attendees to train other agency members.

The School Resource Officer (SRO) curriculum has also been completed. This training has the same attendance requirement as the Elder Abuse training. POST is not taking the lead on course presentation as there is no funding for this mandated training. The course is 24 hours of classroom and 16 hours of active shooter training. The active shooter course can be presented separately from the classroom portion. Note: Several active shooter courses that comply with the curriculum are being planned and will be announced via email and our website when scheduled.

Currently, there are no SRO courses scheduled that comply with the mandate. Agencies interested in presenting the training are urged to contact POST for curriculum information.

The Dog Protection Act training is not part of POST training but we have been asked by many agencies about the course. Chief Michael Phibbs of the Elizabeth Police Department is part of the course task force. The following information from Chief Phibbs provides the update:

A beta version of the training should be available on July 1, 2014. We want to encourage large agencies to have some patience and not schedule their officers or deputies for training in the first few weeks that it is available. Our Software Developer believes that smaller numbers of users from multiple agencies initially accessing the training will allow them to better identify and correct any unexpected errors.

The 3 hour training will be designed in modules. Individuals will have the option of dividing the training up into smaller sections and completing it over several sessions.

We have received grant funding to pay for the training development and are hopeful about finding some additional funding to pay for the software hosting services. Our goal is for this training to be free for the end user.

Chiefs and Sheriffs will be provided at least one model policy on Dog Encounters for consideration in July of 2014. All Chiefs and Sheriffs will have to adopt a policy that meets the requirements of the statute by September 1, 2014.

All affected Officers or Deputies will have to complete the training by midnight on December 31, 2014.

POST Board vacancy

With the retirement of Chief Mark Beckner of the Boulder Police Department, a chief's position on the Board has opened up. Interested chiefs can apply through the Governor's Office at:

<http://www.colorado.gov/cs/Satellite/GovHickenlooper/CBON/1249674847715>

Chief Beckner served on the POST Board since 2010 and has had a 36 year career with Boulder, the past sixteen years as Chief. We thank him for his service.

Executive Director James Davis of the Department of Public Safety has also announced that he is leaving his position. Mr. Davis' position is a statutory position that will be filled by Interim Executive Director Kathy Sasak until a permanent replacement is chosen. POST thanks Mr. Davis for his service to the Board and his career in public service.

Both Chief Beckner and Executive Director Davis are examples of the professionalism of Colorado law enforcement and place community service and officer safety as top priorities.

Decertification Reminder

Several of you have inquired of Compliance Officer Tom Mullen about the process for misdemeanor decertification. The [decertifying misdemeanors](#) are in CRS 24-31-305 (1.5). The decertification process begins with a conviction of a felony or listed misdemeanor. The compliance officer has the following process:

- Compliance officer gets CBI emails and follows case through court system. Agencies may notify POST of any arrest that may be a decertifying crime but no action occurs unless convicted of decertifying crime.
- If convicted of decertifying misdemeanor or felony, POST starts process with an Order to Show Cause (45 days prior to hearing date).
- POST Director makes decision to decertify or not
- 30-day letter sent to officer explaining decision and appeal process.
- The decertification is heard at the next POST board meeting. If appealed, the appeal is heard at the board meeting.
- Board has final authority on decertification decision.

Rule 9-Revocation Hearings for Criminal Conduct states in (b): For the certificate holder or the chief law enforcement officer of the agency employing such certificate holder may, within thirty (30) days after the effective date of the conviction of such misdemeanor, petition the Board not to revoke the certificate.

Academy Update

An Academy Director Workshop will be held on April 9 at the Ralph L. Carr Judicial Center. This semi-annual meeting brings academy directors together to discuss current and upcoming issues. This meeting will include a discussion regarding the upcoming basic course curriculum update and a POST certification test update.

The Curriculum SME Committee is about to update the entire basic academic course curriculum. This will include adding more information to the lesson plan/outline and insure that the information is current and relevant.

The POST Certification test is moving towards implementation. Over 350 new test items are in the test bank and more will be added soon. The online testing portion will begin when the Acadis online testing module is operational.

Law Enforcement Torch Run

The Special Olympics Colorado Law Enforcement Torch Run is a program where members of law enforcement raise awareness and funds to benefit Special Olympics in Colorado.

POST is proud to be part of this effort as it's not only an opportunity to bring law enforcement and communities together, it joins many agencies together. The Torch Run is supported by the Colorado Association of Chiefs of Police and the County Sheriffs of Colorado Association.

The 2014 Final Leg will be on May 20th at the State Capitol. More information on this run will be coming soon. For more information, contact Jan Gordon at (720) 359-3112 or jg@SpecialOlympicsCO.org.

Next POST Board Meeting:

June 13, 2014, 10:00 am.

Moseley Health Care Complex

700 North Henson Street

Lake City CO

Driving SME Committee meets at 8 am.

No other SME Committees are meeting on this date.