



COLORADO PEACE OFFICER STANDARDS AND TRAINING BOARD



2006 ANNUAL REPORT



Chairman's Message

Attorney General John W. Suthers



It's a great honor and privilege to serve as the 37th Attorney General of the State of Colorado. I look forward to the continuing challenge of providing legal representation to the state and its people on a wide variety of matters. But I'm particularly pleased to be involved in criminal justice issues. And I'm honored to have the responsibility of chairing the Peace Officer Standards and Training Board (P.O.S.T.).

P.O.S.T. has made significant progress in the last several years and I want to maintain the momentum in 2007 and beyond. There are 14,000 certified peace officers in Colorado and many more will join their ranks in the next few years. The people of Colorado deserve to be protected by well-trained and highly-qualified peace officers. We want our police academies and our community college programs to provide excellent preparation for those entering the profession. We also want our continuing training programs to meet the needs of all our peace officers, regardless of what area of the state they serve. Finally, we want to hold our peace officers accountable and to revoke certifications promptly when appropriate. As necessary, the P.O.S.T. Board will pursue a legislative agenda that promotes our ability to achieve all these objectives.

I look forward to working with everyone in the law enforcement community during 2007 to ensure that Colorado's citizens are protected by peace officers that are well trained, highly skilled and as effective as possible. Don't hesitate to contact me if you have any suggestions to improve the work of the P.O.S.T. Board.

Thank you for your continuing dedication to law enforcement.

John W. Suthers, Chairman

MISSION

The mission of Colorado P.O.S.T. is to establish and maintain standards for peace officer training and certification that are relevant, realistic and responsive to our ever-changing world.

BOARD AND STAFF VISION

Integrity, ethics, innovation, customer service, focus on mission, honest communication, results orientation, a pledge to excellence, resource responsibility, enlightened and authentic leadership, a future orientation and service to the Colorado community.

MOTTO

Unto dust you shall return, the day you stop representing the peace officer on the street.

Colorado Peace Officer Standards and Training Board

**Colorado Attorney General John W. Suthers
P.O.S.T. Chairman**



**P.O.S.T. Vice-Chairman
Chief Dennis V. Harrison
Fort Collins Police Department**



**Special Agent in Charge
Richard C. Powers
Federal Bureau of Investigation**



**Executive Director
Joe Morales
Colorado Department of Public Safety**



**Sheriff James A. Alderden
Larimer County**



**Sheriff James Beicker
Freemont County**



**Chief Al Bell
Durango Police Department**



**Local Government Representative
Mayor Jack Darnell, City of Fort Morgan**



**Sheriff Jim Faull
Prowers County**



**Chief John Hall
Erie Police Department**



**Sheriff Stan Hilkey
Mesa County**



**Senior Agent Donn Kraemer
Lakewood Police Department**



**Corporal Curtis M. Moreno
Grand Junction Police Department**



**Chief John Patterson
Cherry Hills Village Police Department**



**Sheriff Joe Pelle
Boulder County**



**Chief Ronald C. Sloan
Arvada Police Department**



**Citizen Representative
Mr. Robert L. Pence, FBI Retired**



**Officer Neal Tyler
Canon City Police Department**



**Sheriff Louis Vallario
Garfield County**



**Chief Gerald Whitman
Denver Police Department**



**P.O.S.T. Board Counsel Diane Dash
Department of Law**



Acknowledgements from the P.O.S.T. Director

John L. Kammerzell



Each year seems to pass more rapidly. I recently awoke on New Year's Day, only to wonder if my friends and family members behaved themselves the night before and to make ready for another year of service as the P.O.S.T. Director. Thirty-four New Year's Eve celebrations have passed since I first became a Colorado peace officer. During the past three decades, I have observed the tremendous change occurring within my chosen profession. I marvel at the evolution of law enforcement equipment and resources. I'm always impressed with the quality of the new equipment used by our state's peace officers, and I am usually intimidated by the latest technical gadget demonstrated by the youngsters. Occasionally, I pause to remember back so many years ago, and remember that early on my only communication with the Dispatch Center was through the use of a 30-pound radio that sat on the floorboard of my patrol car - no pack-set radios for us back then and mobile phones didn't exist. I remember that most of the peace officers hired at that time would ride along with a senior officer for a week's "ride along training" and serve for the first year without the benefit of any formal training or state certification. Much has changed.

During 2006, the Subject Matter Expert committees and the P.O.S.T. Board Sub-committees appointed by Attorney General John Suthers provided invaluable services to the Department of Law, P.O.S.T. and the Colorado law enforcement community. While assisting P.O.S.T., the Board Members and SME Committee Members provide their personal expertise and resources without any compensation or reimbursement. All are good stewards of the law and phenomenal law enforcement partners. P.O.S.T. would not and could not exist without the services provided by the men and women serving as P.O.S.T. Board and SME Committee Members. They are my Heroes.

2006 Staff and SME Committee Actions and Accomplishments

- P.O.S.T. continued its focus on improving all of the services we provide to Colorado law enforcement agencies. The P.O.S.T. Staff continued to make inroads in the academy inspection process, internal improvement to the P.O.S.T. website and improvement of all P.O.S.T. Publications.
- The continuing efforts of P.O.S.T., our 10 statewide training regional partner groups, and the state's law enforcement associations (Chiefs, Sheriffs, District Attorneys and Colorado Organization of Victims Advocates) has been hugely successful.
- The Peace Officer Training Project has now provided funding to allow our state's peace officers to attend **over 250,000** hours of quality law enforcement training. P.O.S.T. has identified over **51** training topic areas and **244** curriculums have been developed and approved via the project.
- P.O.S.T. continues to partner with the Anti Defamation League to offer the "Anti Bias Training for Law Enforcement Officers" program to our state's peace officers. The training, which began in 2002, has now been attended by over **10,000** peace officers. The 8-hour training course was also added to the *P.O.S.T. Basic Peace Officer Training Program* and is now required training for every student attending the basic training academy.

As I have previously shared with you, it is my great honor and privilege to continue to serve with the many professionals associated with P.O.S.T. and my chosen profession—Colorado law enforcement.

P.O.S.T. Curriculum Subject Matter Expert Committee

Board Representative, Chief Ron Sloan, Arvada Police Department
Chairman, Division Chief Phil Baca, Jefferson County Sheriff's Office
Vice-Chairman, Lieutenant Joseph Ferraro, Denver Police Department



Left to Right: Lakewood Police Sergeant Marc DiRezza, Otero Junior College Academy Director Minor Blackford, CDOT Program Manager Glen Davis, El Paso County Sheriff's Sergeant Cathy LaBrecque, Jefferson County Sheriff's Division Chief Phil Baca, Denver Police Lieutenant Joe Ferraro, Pikes Peak Community College Chief of Police John Fisher, La Junta Police Chief Todd Quick, Aurora Police Sergeant Graham Dunne, Colorado State Patrol Sergeant Gary Eyer. **Not Pictured:** Arvada Police Chief Ron Sloan, Larimer County Sheriff's Sergeant Traci Shaffer, Larimer County Sheriff's Corporal Marc Weber, Red Rocks Community College Academy Director Eva Graziano.

P.O.S.T. Law Enforcement Driving Subject Matter Expert Committee

Board Representative, Mayor Jack Darnell, Fort Morgan
Chairman, Sergeant Al Padilla, Lakewood Police Department
Vice-Chairman, Sergeant Karl Smalley, Adams County Sheriff's Office



Left to Right: Fort Morgan Mayor Jack Darnell, Weld County Sheriff's Operations Manager Doyle Jones, Pueblo Police Officer Eric Gonzales, Lakewood Police Sergeant Al Padilla, La Junta Police Lieutenant James VanHook, Colorado State Patrol Trooper Michael "Piney" Harris, Denver Police Corporal Steven Chagolla, Adams County Sheriff's Sergeant Karl Smalley, Douglas County Sheriff's Deputy Tracey Smalley. **Not Pictured:** Summit County Sheriff John Minor, Aurora Police Sergeant Dan Mark, Jefferson County Sheriff's Lieutenant Jim Lucas, El Paso County Sheriff's Deputy Ed Trujillo, Colorado Springs Police Officer Dan Carter.

P.O.S.T. Arrest Control Tactics Subject Matter Expert Committee

Board Representative, Chief John Patterson, Cherry Hills Village Police Department

Co-Chairman, Sergeant Richard "JJ" Webb, Jefferson County Sheriff's Office

Co-Chairman, Corporal Richard Stensgaard, Denver Police Department



Standing—Left to Right: Jefferson County Sheriff's Sergeant Richard Webb, Federal Police Officer Brian Hill, Larimer County Sheriff's Sergeant Michael Esters, Denver Police Corporal Richard Stensgaard, Cherry Hills Chief of Police John Patterson, Arvada Police Officer David Snelling. **Seated— Left to Right:** Weld County Deputy John Tucker, Colorado Springs Police Officer Matt Tyner, El Paso County Sheriff's Deputy Doug Erickson.

Not Pictured: Fountain Police Sergeant Rob Koski, Summit County Sheriff's Sergeant Erik Bourgerie, Castle Rock Police Sergeant Sam Varela, Pikes Peak Community College Instructor Jeff Engle, Colorado State Patrol Trooper Chris Tafoya, Colorado Springs Police Officer Matt Tyner, Past Board Representative Prowers County Sheriff Jim Faull.

P.O.S.T. Firearms Subject Matter Expert Committee

Board Representative, Sheriff Jim Beicker, Fremont County

Chairwoman, Assistant Regional Mgr. Kristi McDonald-Quintana, Colorado State Parks

Vice-Chairman, Lieutenant Cory Christensen, Fort Collins Police Department



Left to Right: Denver Sheriff's Captain Tim Casorla, Lakewood Police Senior Agent Donn Kraemer, Montrose Officer John Foechterle, Fort Collins Police Lieutenant Cory Christensen, State Parks Asst. Reg. Mgr. Kristi McDonald-Quintana, Arvada Police Corporal Dave Everett, Colorado Parole Agent Tony Dattilo, Jefferson County Sheriff's Deputy Daryl Hoffman. **Kneeling:** Colorado Springs Police Range Master Mark Dix, Douglas County Sheriff's Sergeant Jeff Bredehoeft, Pueblo Police Corporal Gene Ragulsky. **Not Pictured:** Littleton Police Lieutenant C.W. "Bill" Black, DOW Manager John Hood, El Paso Sheriff's Deputy Edward Kafel, Denver Police Sergeant Marek Rybkowski, Aurora Police Agent Doug Knox, Steamboat Springs Police Detective Dave Kleiber, Colorado State Patrol Technician David Blatner.

2006 Board Peace Officer Revocation Actions

Name	Certification Number	Date of Revocation	Reason for Revocation
Algiene, Lawrence	B-3959	4/21/2006	Harassment / Misdemeanor
Allison, Sandra L.	B-3948	12/08/2006	False Reporting / Misdemeanor
Barske, Eric E.	B-10524	12/08/2006	Harassment / Misdemeanor
Bilsborrow, Stewart H.	B-8360	4/21/2006	Sexual Exploitation of a Child / Felony
Carnes, Gary W.	B-00130	4/21/2006	Motor Vehicle Theft / Felony
Cook, Matthew J.	B-11753	1/27/2006	Second Degree Burglary / Felony
Costigan, Charles D.	12048	12/05/2006	Harassment / Misdemeanor
Diederich, Deborah A.	B-01037	4/21/2006	Theft / Felony
Fazzio, Thomas A.	12788	12/08/2006	Third Degree Assault (Domestic Violence) Misdemeanor
Fine, Roger L.	B-7691	12/08/2006	Harassment (Domestic Violence) Misdemeanor
Halstad, Matthew M.	B-00225	4/21/2006	Harassment / Misdemeanor
Knight, Steven E.	12514	12/08/2006	Impersonating a Peace Officer / Felony
Lowry, Joshua E.	B-2890	4/21/2006	Harassment / Misdemeanor
McKellips, Kevin E.	B-5102	12/08/2006	Escape / Misdemeanor
Miller, James D.	13418	12/08/2006	Harassment / Misdemeanor
Morse, Smokey D	B-6419	1/27/2006	Third Degree Assault / Misdemeanor
Nichols, Joshua B.	B-11139	12/08/2006	Third Degree Assault / Misdemeanor
Nuanez, Adam E.	B-5638	12/08/2006	Harassment / Misdemeanor
Perman, Gary J.	3481	12/08/2006	Possession of Explosives / Felony
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2006 P.O.S.T. Peace Officer Training Project Yearly Report

Stephen C. Zotos
P.O.S.T. Deputy Director/Training Manager



The primary focus of this report is on the success of the POST Peace Officer Training Project and the work necessary for that success. Prior to its implementation advanced officer training had been in many cases sporadic, inconsistent, and sometimes completely driven by the financial resources of the communities where our peace officer's serve. At the end of this first cycle, we have ten very well organized regional training groups and a very active Advanced Officer Training Committee. Since its implementation in May 2003, the project is responsible for the initiative resulting in creation of over **236** new course curriculums, and we have been able to document **248,419** hours of training. **16,900** actively employed Colorado certified peace officers have taken classes via this project, many of whom may not have necessarily been able to participate without this grant funding. Specifically, for this fiscal cycle (**July 1, 2006 through June 30, 2007**) we have documented about **96,564 hours** of training. It should also be noted that when class space is available, agencies may utilize many of these training opportunities for their civilian employees. We estimate through class rosters that several thousand civilian employees such as dispatchers, victim advocates, and crime scene technicians were able to take part in about another 24,000 hours of training since the inception of the project. The project has been successful in encouraging collaboration through the multi-agency regional training groups. We have seen a new spirit of inter-agency cooperation and sharing of training resources.

Grantees are required to submit both statistical and financial reports which require us to validate and ensure that expenditures were consistent with each of the 13 grantee's grant request and plan. We at POST are very excited about the progress of this project and look forward to the future. The reviews of those financial and statistical reports indicate that compliance to the rules and goals are being followed. The end of each grant year also required considerable preparation for the new fiscal grant cycle. The completion of each grant cycle helps facilitate another more successful year. Preparation for each new grant cycle includes briefings to the POST Board, the grantees, and the Grant Subcommittee. Most of the briefings are done via a Statewide Training Forum sponsored by POST, establishing a standing Advanced Officer Training Committee (AOTC), face to face meetings with regional coordinators, developing a training newsletter (POSIT), and giving briefings at a variety of forums which included sheriffs, agency directors and police chiefs from across Colorado.

Managing a grant program involves many daily tasks in order to keep all training schedules, relevant class information, data input, and curriculum review timely and updated for inclusion into the AG/POST website. I receive many requests from officers and regional coordinators seeking advice and information on the acquisition of training programs or trainers. I also receive inquiries from out of state training providers as to how to market their classes and how to get POST review of their curriculums.

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While the training project is my major focus, I have spent a significant amount of time reviewing and updating all the data and information contained on the POST portion of the web site. Recently, I have been directly involved in acquiring a grant for the POST Board. The Colorado Department of Transportation is recommending that POST be funded for facilitating the development and delivery of a specific Anti-Bias/Racial Profiling curriculum within a first-line supervisor's course and an upper management course. The grant will also fund a "distance learning" component which will allow the current Anti-bias course to be accessed via the internet. This type of delivery system should go a long way to accommodate the more rural agencies in meeting this legal obligation.

The grant will provide some temporary part-time staffing for specific manual data entry of training into our files. Most important, it will fund an identification card (Bar Code) system for error free and expedient entry of future training records into each active officer's POST certification file.

In addition to managing the grant project, I serve as the Deputy Director of POST supervising the office in the absence of the Director. Considerable time is spent dealing with the day to day questions from peace officers concerning training issues and certification requirements. I am also used for advice on upcoming rule changes and insight into the creation and affect of proposed legislation which may affect law enforcement. My experiences and training has also allowed me to serve as a representative for the AG Office dealing with some security issues and serving as a resource to the HLS Colorado Strategic National Stockpile committee. This committee has been charged with issues around mutual aid, laws governing workers compensation, and restrictions on LEA authority.

Both Mary O'Shea and I have been spending considerable time organizing and preparing a more systematic way to deal with both hard copy and automated POST certification records. This plan will assist in speeding up automated reports, allow for future archiving of records, allow for faster and more accurate data input, and prepare us for expected increases in records growth. As Colorado continues to grow we need a more systemic approach to adequately manage, access, and input POST records on that simultaneously growing officer data bank. We currently have in excess of 29,000 hard copy peace officer certification records. While we have now entered much of the basic information into the POST Crown Pointe System, only about half of those records entered have complete certification and employment history.



P.O.S.T. Peace Officer Training Project Yearly Report

**Mary S. O'Shea
P.O.S.T. Training Program Coordinator**



I have completed my first full year with the P.O.S.T. Training Project, and I see numerous opportunities for creating more efficient processes for tracking training and ensuring database integrity. The Peace Officer Training Project funds grants which allow certified peace officers the opportunity to attend training courses. The officers get credit for these courses by completing scan sheets which are submitted to P.O.S.T. and uploaded into the database. I upload the scan sheets, troubleshoot errors, manually populate missing data records and run statistical reports. Currently, the processes in place are “manual” and inefficient, causing much frustration for the peace officers and the regional training coordinators. I have been researching ways to implement “automation” to create a more efficient, cost-effective method of performing the grant training operations. The top three goals needing process improvement are populating the peace officer database (data entry into one primary database, instead of performing dual data entry into two separate databases); assigning unique identification numbers to each record, enhancing accuracy and improving security measures; and creating/disseminating an identification card for each peace officer to use to automate attendance tracking at training courses.

This past year, the majority of my time was spent performing a database import/conversion of two separate databases containing data for Colorado Peace Officers. Since business process improvement is one of my strengths, I saw a need to create an “automation” of data processes to populate the database, rather than manually entering over 29,000 Colorado Peace Officer records from hard-copy files. After thorough research on database functionality and analysis of current data processes, I initiated a proposal to import 27,983 data records from Colorado Bureau of Investigations’ Peace Officer database (Colorado Crime Information Center) into our Crown Pointe Technologies’ Skills Manager database. In coordination with Crown Pointe Technologies’ computer programmer, and after numerous data audits, I successfully imported the Peace Officer data records into our database on March 31, 2006.

Upon successful completion of this import, and in preparation for automating the peace officer grant training process, I utilized a feature of the database software designed to assign a unique identification number for each record. This “auto number utility” assigned a random number to each record, alleviating the use of the individuals’ social security number (for identity security purposes) as the primary identifier for each record. Within the database, each record contains primary identifying information consisting of social security number, POST certification number, and the unique personal identification number, as well as other personal information.

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The next phase of this “database project” is to secure funding and procure the capital equipment and materials to create and issue identification cards to each certified officer in the state of Colorado. These “Peace Officer Identification Cards” are designed to be “unique and verifiable” and will encapsulate personal information in a “bar code format” with holographic image protections and scanning capabilities. This methodology will automate the tracking of the training information, eliminating the need for scan sheets. It will also allow for the use of Personal Identification Numbers (auto number assigned) instead of Social Security Numbers, providing better security of critical, identifying information for each individual.

Since March, I’ve been creating various database reports to assist me in performing data integrity and data verification audits. Database report analysis revealed 14,185 miscellaneous import errors requiring resolution (duplicate social security numbers, duplicate POST certification numbers, duplicate employees, missing pertinent data, etc.). I have spent the past eight months, in addition to my daily duties as training program coordinator, performing various audits and rectifying these database errors and archiving data records of “non-POST certified” individuals. As of December 2006, I accomplished my goal in successfully and accurately populating the Skills Manager database, with a final number of 29,692 Peace Officer records.

In order to improve the accuracy of information in the database, it is necessary to implement data entry standards and procedures. I have been given the responsibility of drafting these data entry standards, complete with screen captures and step by step procedures for each action taken in the database. I have been gathering data and process flows, and have started editing/ updating the preliminary documentation that was provided to this unit when the database software was installed. This “draft” will be reviewed and discussed with the team to implement in the near future, ensuring consistent, accurate data entry. Along with consistent and accurate data entry, we will need to work on implementing a process for periodically providing a completed data set to Colorado Bureau of Investigations (CBI) as a download/restore to their files (electronic import), allowing both agencies to have complete data sets of Peace Officer records (frequency of downloads yet to be determined). This electronic transfer of data will alleviate another redundant step in our processes, which is data entry into the two separate databases.

Currently, I am assisting the regional training coordinators with their “mid-cycle grant training project reports” which outlines the progress of their grant training project over the past 6 months. I have been providing guidance with rules/grant conditions application, as well as “training courses by region, by agency” statistical reports. Along with the mid-cycle grant review process, I am sending “agency roster” reports (from the data in the database) to each law enforcement agency within each region (10 regions), asking them to verify their employees and make any changes. The response has been positive and reveals we have fairly accurate employment records in our database.

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The next few months entail preparation for the new fiscal year grant cycle. I am currently preparing for a Training Forum meeting to be held at the end of February 2007. This meeting includes coordinators and other attendees from all regions and will serve as a forum to exchange information and ideas to assist in planning for the new fiscal year grant cycle.

Now that I have the experience of administering one full grant cycle (2006-2007), I can be of better assistance to the regions. I am also in the process of implementing quarterly training reports, exporting data into a user friendly format that can be sent electronically to each region, to assist them in utilizing their grant funds more efficiently, throughout the year.

Lastly, I am responsible for weekly updates to the Training Course Schedule on our website. I work with other training affiliates in coordinating their training schedules to complement our course offerings, providing consistent training information to all certified peace officers. Other responsibilities include assisting other P.O.S.T. staff with various duties such as answering phones, completing mass mailings, processing mail and facsimiles, editing the P.O.S.T. Manual, assisting with rule revisions, preparing for P.O.S.T. Board meetings, filing, and other tasks to foster a team environment.



Peace Officer Certification

P.O.S.T. Compliance Officer Ruth VanDerBroek



As the Compliance Officer for P.O.S.T., a good part of my time is spent updating information on the peace officers in the state of Colorado. This information includes appointments to and separations from the law enforcement agencies as well as any changes in their address, phone number or name. If P.O.S.T. is notified of a change of employment either through the Training Project, another appointment, or entering information into Skills Manager from the individual files, I contact the prior agency for the necessary Form.

Another portion of my job is to set the dates for the P.O.S.T. Certification Exam and then proctor the exam at the law enforcement academies throughout the state. At the time of the exam, all paperwork needs to be checked to make sure we have received all of the necessary information. If anything is missing, either the individual or the academy is contacted to let them know what is needed.

If the individual passes the exam and all of the paperwork is in hand, the information is given to the Administrative Assistant for the printing of the P.O.S.T. certificates. If the individual does not pass the exam, a letter is sent to them notifying them of that failure and the date of the next exam in our office. The results of the exams are then sent to the academy.

Along with proctoring the exam, I am responsible for updating the question bank in Training Manager. Through this program I am able to produce the tests for each testing. At the beginning of each academy, a list of the students attending that academy is required to be sent to P.O.S.T. and the students are required to send their fingerprints to CBI. I watch for the fingerprints as they come in to us. If a response from either CBI or FBI comes back showing a felony or one of our misdemeanors but no disposition, I check Lexis Nexis Court Link to see if the information is there. If it isn't, I contact the academy and ask them to notify the student that we will need to have the court documents showing the disposition. If the fingerprint response shows a conviction, I contact the academy to let them know that the individual will not be allowed to continue in the academy. On occasion an individual has a conviction of a misdemeanor for which they want to receive a variance to be able to attend the academy. I explain that process to them and check for those letters when I see a misdemeanor conviction.

P.O.S.T. receives information from various entities showing us that a certified officer has been charged with a felony or one of our misdemeanors. When we receive that notification, I will pull the file and watch Lexis Nexis Court Link until we receive the disposition. If we receive a guilty disposition, the court is contacted for their information.

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Once we receive the final disposition from the court, the file is given to the Director for possible revocation. If the disposition was a dismissal or not guilty, the information is entered into Skills Manager and the file put into the file room.

When another state requests information on a Colorado certified peace officer, I will review the file to make sure we are sending them accurate information either on their form or in a letter.

If we have an individual coming into Colorado from another state, I will contact that state to verify the information they have given to make sure they qualify for the provisional process. If the individual is coming from a federal appointment with federal training, I request that the individual send us the information he/she had at the federal training facility so we can verify whether or not it meets the qualifications of becoming certified through the provisional process.

At the beginning of each year, the law enforcement agencies are required to verify their current officers with P.O.S.T. I am in the process of verifying these lists with the information we have in our office. If we are missing either an appointment or a separation, I will notify the agency and request the missing information.

Other duties include:

- Answering questions on the provisional and renewal process
- Update the web information
- Assist with the P.O.S.T. Board meetings
- Serve on the committee with Patsy Maes
- Cover Lisa's phone when she is not in.

Number of tests given in 2006	967
Passed the first time	858
Passed second time	50
Passed third time	6
Total number passed	915

2006 Annual Academy Inspection Summary

P.O.S.T. Investigator Cristine Mack



OVERVIEW

In 2006, there were 26 P.O.S.T. approved basic academies in Colorado. By year's end, two additional academies were seeking P.O.S.T. approval, and one academy whose approval was revoked during the year was seeking approval as a new academy as well. Of these 26 academies, 15 are community college academies, 10 are agency academies and one is a private occupational school. Of the three proposed new academies, two are community college academies and one is an agency academy.

DIRECTORS

In recent years, the turnover of basic academy directors has averaged six to eight directors per year. The year 2006 was somewhat of an exception. In addition to eight new directors of continuing academies in 2006, there were three additional directors working with P.O.S.T. to obtain approval of their new academies.

INSPECTIONS AND SUBJECT MATTER EXPERTS

All academies continue to be periodically inspected by P.O.S.T. staff and members of the Subject Matter Expert (S.M.E.) Committees. In 2006, eleven new Subject Matter Experts joined the S.M.E. Committees, and a total of 27 Subject Matter Experts assisted with inspections. Since 2000, P.O.S.T. staff and members of the Subject Matter Expert Committees have conducted more than 130 academy inspections or skills inspections.

Most of the academies that were inspected in 2006 were found to be in substantial compliance with P.O.S.T. Rules. However, three academies inspected in 2006 were found to have substantial deficiencies that necessitated the issuance of a Compliance Order by the P.O.S.T. Director. Deficiencies at two of these three academies have since been remedied. However, deficiencies at the third academy have not yet been remedied, and approval of this academy Remains revoked.

Provisional Certification and Variance Summary

P.O.S.T. Director John L. Kammerzell

P.O.S.T. Rule 11 Provisional Certification

P.O.S.T. Rule 11 authorizes the P.O.S.T. Director to issue a provisional certification letter to any applicant who is authorized to serve as a peace officer by any other state or federal jurisdiction. Rule 11 applies to out-of-state and federal peace officers in two component groups: 1) individuals who seek to become Colorado certified and after gaining certification are authorized to seek employment; and, 2) individuals selected and hired by a Colorado agency. The provisional letter authorizes the holder to serve as a Colorado peace officer for not more than six (6) months.

- A. In 2006, P.O.S.T. issued a total of twenty (20) Provisional Certification Letters to peace officers within the regular P.O.S.T. provisional certification process. In this instance, the officers were not hired by an agency and sought to become Colorado P.O.S.T. certified and seek employment.
- B. In 2006, thirty-two (32) peace officers were issued Letters of Provisional Certification as outlined in P.O.S.T. Rule 11(c), who had been selected for employment by a Colorado law enforcement agency.
- C. Ten (10) peace officers applied for and received extension approval of their Letter of Provisional Peace Officer Certification.
- D. Ruth VanDerBroek and members of the SME Committees continue to offer applicants the ability to demonstrate their proficiency in the P.O.S.T. Certification Examination and the three skill areas (Firearms, Arrest Control Tactics and Law Enforcement Driving) through the P.O.S.T. Test-out Process. *P.O.S.T.'s Test-out process has been revised and takes place over a two-day period, this change has been well received by the applicants and is particularly popular with out-of-state applicants.*

P.O.S.T. Refresher Academy Program

The P.O.S.T. Board approved the "Refresher Academy" curriculum in 1999. Two academies have implemented and offered the refresher training program. Colorado Northwestern Community College offers the two week program to Ex-Colorado peace officers holding expired certificates and out-of-state peace officers desiring to apply for Colorado peace officer certification. Arapahoe Community College Law Enforcement Training Academy approached the P.O.S.T. Board in 2005 for approval of an on-line distance learning program for the academic portion of the refresher academy program. The P.O.S.T. Board approved the program, which is now offered through Arapahoe Community College.

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During this past year, both the Lakewood Police Department Academy and the Denver Police Department Academy conducted “Refresher Academy” courses for their agency’s re-hires and other recruits.

Additionally, Colorado Northwestern Community College, in Rangely, Colorado, offered a “Refresher Academy” course in August 2006. Attendees included individuals needing to renew their expired Colorado peace officer certificate and out-of-state applicants seeking P.O.S.T. Provisional Peace Officer Certification.

Peace Officer Variance Requests

P.O.S.T. Rule 7 was promulgated to ensure orderly and fair treatment of all applicants. The Board may, upon sufficient cause shown, authorize variances to persons who are otherwise required to meet the requirements of the P.O.S.T. Rules. To request a variance, an applicant must submit a written petition to the P.O.S.T. Director fully explaining all relevant facts.

- A. In 2006, P.O.S.T. received Rule 7 Variance requests from 46 applicants.
 - 1. 41 Variance requests were approved.
 - 2. 5 Variance requests were denied.

P.O.S.T. Rule 8 was promulgated to ensure orderly and fair treatment of all certified peace officers and peace officer applicants. § 24-31-305 C.R.S. (2006) and P.O.S.T. Rule 8 requires the P.O.S.T. Board to deny or revoke the certification of any person who has been convicted of a recognized misdemeanor. To request a variance, an applicant must submit a written petition to the P.O.S.T. Director fully explaining all relevant facts.

- A. In 2006, the P.O.S.T. Director received Rule 8 Variance requests from 25 Applicants.
 - 1. Three (3) applicants submitted incomplete information, were informed that additional information was required and have not submitted the required information.
 - 2. One (1) applicant was denied by the Director.
 - a. The applicant appealed the Director’s denial to the full membership of the P.O.S.T. Board and the Board sustained the Director’s denial.
 - 3. Twenty-one (21) variance applications were approved.

P.O.S.T. Annual Report

P.O.S.T. Administrative Assistant Lisa Toney



In my role as administrative assistant I am responsible for the basic day to day office operations. The majority of my time is spent assisting clients over the phone with issues regarding peace officer certification. I also field calls from the general public as well as out of state applicants. In addition, I am the data specialist for entering information in to Crown Pointe Skills Manager database and the Colorado Bureau of Investigation database. After all data is entered into these databases, I file the hard copy forms into the peace officers individual files. Once a year I am responsible for publishing the current P.O.S.T. Manual, and filing of notices and rules.

This year we have been working on an upcoming records conversion including preparation of all peace officer hard files to allow for scanning and electronic filing when the conversion takes place.

Board meetings require much of my assistance. I am in charge of assembling Board packets, audio equipment set up, meeting room preparation, visitor check in and meeting minutes. These meetings are held four times per year.

In addition to the above duties, I assist P.O.S.T. council in electronic filing for United States District Court, and State District and County Courts utilizing the Electronic Case Filing and Lexis Nexis Systems.

Anti-Bias Policing Program

P.O.S.T. Anti Bias Training Coordinator Deborah Wilke

- Project began in the Fall of 2001 when a Program Coordinator was hired.
- Curriculum development began with a committee of Law Enforcement Officers, Attorneys and citizens from the Metro Area.
- The first training for trainers was held February 2002.
- Since that time, in-service training has been conducted for approximately 10,000 officers.

- Train-the trainer courses were held for departments that completed their own in-service training.
- The program was offered to Spokane, Washington police and sheriff's deputies in September 2002.
- In 2005, the Ethics and Anti-Biased Policing curriculum was added to the POST Basic Law Enforcement Training Academy. There are 28 approved basic academy programs across the State of Colorado.
- Train-the-Trainer courses have been offered for agency and academy instructors. The training program provides successful graduates with the complete curriculum, a power point presentation and resource material.
- During 2006 P.O.S.T. has received two grants to improve and continue the training programs:
 - 1) ***Colorado Department of Transportation Racial Profiling Training Grant (\$122,000)***
 - 2) ***Denver Foundation Grant (\$53,000)***
- Funding will allow development of a Web Based/Multimedia Learning Program - "***P.O.S.T./ADL Anti-Bias Training for Law Enforcement Officers***" an internet web based training program through utilization of our popular "Anti Bias Training for Law Enforcement Officers" curriculum.
- The web-based program will address the same core competencies and student outcomes as the in-class program. The program will be available on the internet to any officer, at their convenience and at any computer.
- Additional funding through CDOT and the Denver Foundation will improve rural and small agency access to the training and will extend P.O.S.T. funding of the program to all Colorado law enforcement agencies until June 2008.

