



COLORADO PEACE OFFICER STANDARDS AND TRAINING BOARD

2007 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 2008 and beyond. There are 13,400 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 2008 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 Powers
Federal Bureau of Investigation

Executive Director
Peter Weir
Department of Public Safety



Sheriff James A. Alderden
Larimer County



Sheriff James Beicker
Freemont County



Chief Al Bell
Durango Police Department



Chief Heather Coogan
Littleton Police Department



Sheriff Jim Faull
Prowers County



Commissioner Sara Fisher
Eagle County Commissioners



**Sheriff Stan Hilkey
Mesa County**



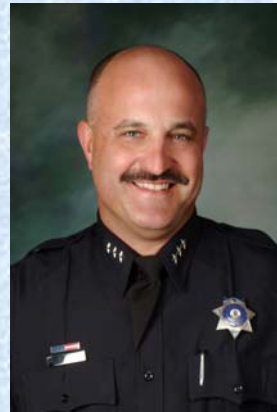
**Corporal Curtis M. Moreno
Grand Junction Police
Department**



**Chief John Patterson
Cherry Hills Police Department**



**Sheriff Joe Pelle
Boulder County**



**Citizen Representative
Mr. Robert L. Pence**



**Chief Paul Schutz
Lafayette Police Department**



Officer Neal Tyler
Canon City Police Department



Sheriff Louis Vallario
Garfield County



Chief Gerald Whitman
Denver Police Department



Board Counsel Diane Dash
Department of Law



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

John L. Kammerzell



2007 brought change to the Board's membership, including the retirement of Arvada Chief of Police Ronald C. Sloan; the Promotion of FBI SAC Rick Powers; and the departure from the Board of Erie Chief of Police John Hall, Lakewood Senior Agent Donn Kraemer and Fort Morgan Mayor Jack Darnell. All of the departing Board members were active, contributing and committed members and will be greatly missed.

As Board members leave, new representatives are appointed. New members include Colorado Department of Public Safety Executive Director Peter Weir and FBI SAC Robert Garrity. Also, Colorado Governor Bill Ritter recently appointed Littleton Chief of Police Heather Coogan, Lafayette Chief of Police Paul Schultz and Eagle County Commissioner Sara Fisher to the Board. Fort Collins Chief of Police Dennis Harrison was reappointed and was again selected by the Board membership to continue to serve as the P.O.S.T. Board Vice-chairman.

P.O.S.T.'s continuing efforts included a number of distinct and separate projects, which include the purchase of an identification card system that will allow P.O.S.T. to issue a *P.O.S.T. Identification Card* (PID) to every certified Colorado peace officer. The PID cards are designed to provide each officer with a unique identification number. Each card features edge-to-edge "Holographic" laminates that increase card durability and lifespan, while also protecting against tampering and fraud. Each PID provides a verifiable, superior and secure identification card to every Colorado certified peace officer. Importantly, the PID will allow P.O.S.T. and our training partners to scan and electronically document each peace officer's attendance of P.O.S.T. funded training.

Early last year, the P.O.S.T./ADL partnership was awarded grant funding from the United States District Court, through the *Denver Foundation*, to create an internet based version of our "***P.O.S.T./ADL Anti-Bias Training for Law Enforcement Officers***" training program. The partnership was later able to leverage those funds to obtain additional grant funding from the Colorado Department of Transportation's Safety and Traffic Engineering Branch. The two grants have been combined to further fund, refine and develop the internet program. The new internet program will replace the current 8-hour classroom training program. When implemented, the program will be easily accessed on-line. The program launch date is May 1, 2008. P.O.S.T. is able to provide Tuition Free access to the training through September 30, 2008. A nominal fee will then be charged. Check out the P.O.S.T. website for information concerning this and other training opportunities.

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, Boulder County Sheriff Joe Pelle
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:** 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

Past Board Representative, Mayor Jack Darnell
New Board Representative, Littleton Police Chief Heather Coogan
Chairman, Sergeant Al Padilla, Lakewood Police Department
Vice-Chairman, Sergeant Karl Smalley, Adams County Sheriff's Office



Left to Right: Past Board Representative 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:** Littleton Chief of Police Heather Coogan, 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

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:** Sheriff Jim Beicker, DOW Manager John Hood, El Paso Sheriff's Deputy Edward Kafel, Denver Police Sergeant Marek Rybkowski, Colorado State Patrol Technician David Blatner.

2007 Peace Officer Training Project Report

FY2006-2007

P.O.S.T. Training Manager Steve Zotos



Colorado State Senate Bill 03-103 created a funding opportunity to provide regular, quality advanced training to the peace officers of our state. The Peace Officer's Standards and Training Board was given the authority to administer grants in order to provide this much needed training in an efficient and cost effective manner. Certified peace officers as described in Colorado Revised Statutes § 16-2.5-102, training regions as created by the POST Grant Committee, and training providers are eligible to receive assistance through this Bill. The Colorado POST Board, as administrated by the Attorney General's Office allocated \$720,000 in the FY06-07 (third) grant cycle which covered the twelve month period from July 1, 2007- June 30, 2007. This report primarily covers this grant period.

In order to meet the intent of the legislation and the mission and goals as set by the Board, the Grant Sub-committee, Chaired by Chief Dennis Harrison, set priorities to ensure that monies were first used to assist the smaller and rural agencies develop and receive training that they might not normally receive, but need in order to maintain or improve their proficiencies as peace officers. Programs that had a consistent statewide curriculum and those that were identified as having a more acute need throughout the state received higher priority for funding consideration. Finally, programs that were developed through the ten recognized regional multi-agency planning groups, but we're not duplicative of training already being provided, also had a higher priority. Law enforcement agencies within each of these ten training regions were encouraged to work collaboratively and all grant requests were made through a single legal entity within each region. In most cases the legal entity was either a city or county government serving as a fiscal agent, however in the case of the Central Mountain Training Foundation (Region), C.L.E.A.T, C.O.V.A. and C.D.A.C. the fiscal agents were "not-for-profit 501 (c) (3) corporations". In all cases, the fiscal agents are required to provide a Federal Identification Tax Number and are required to provide bi-annual financial reports, maintain documentation on expenditures, and a capital inventory.

While the first two years of the Peace Officer Training Project was an overwhelming success, the third year shows the project still growing in participation. Prior to its implementation, advanced officer training had been in many cases sporadic, inconsistent, and sometimes completely driven by the unique financial resources of the communities our officer's serve. Since the beginning of the project and at the end of this third fiscal cycle we have helped organize ten regional training groups and reviewed and documented over 292 curriculums in 59 topic areas. In this third year (FY2006-07), we documented **112,777** hours of training delivered directly as a result of this project. During this grant cycle, **7,086** of the Colorado certified peace officers or about **60%** of the total number of active certified officers has taken classes via this project. Many of these are officers whom may not have necessarily been able to attend this training without this grant funding. It should be also noted that when class space so allows many agencies utilized most of the training opportunities for some of their civilian employees. We estimate from rosters that several hundred civilian employees such as dispatchers, victim advocates, and crime scene technicians were able to take part in this training and they participated in about another 10,000 hours of training.

While more efficient than manual data entry on an individual officer basis, documentation of training by using scan sheets has itself been problematic. Problems are with incomplete submissions, errors, and reluctance to use social security numbers. During 2006 POST staff made a concerted effort to remedy this problem and make data entry more efficient and error free. The design of a POST identification card with a “bar code” should go a long way to resolving these data entry issues. We expect implementation some time in early 2008. This project required contacting every law enforcement agency (301) and reconciling our active rosters with theirs. This reconciliation resulted in adding over 1500 employment records to our data basis. As of this report, there are 13,400 actively appointed peace officers in Colorado. This roster verification project was well received by an overwhelming number of agencies, since it provided the impetus for them to update their own personnel records.

In an effort to better validate the advanced training being provided, the POST Board has organized the Advanced Officers Training Committee which is chaired by POST Board member Officer Neal Tyler. This Committee’s primary charge is to set protocols and standards whereby curriculums are submitted to the committee for review. Each course shall be documented as to course objectives, quality of instructors, and shall be placed on a statewide training calendar maintained within the DOL/ POST website. During this last year the protocols were set and there is now a process for course evaluation. While this evaluation process is only mandatory for grant funded courses, many other agencies have seen the benefits of our review and recommendations and have submitted their curriculums for review as well.

Finally, the project has encouraged collaboration and through the multi-agency regional training groups, we see a growing spirit of interagency cooperation and the sharing of training resources. Since the inception, May 2003, we have documented that 15,069 Colorado P.O.S.T. certified officers have attended 373,254 hours of training. We at POST are very proud in the progress in our first three years of this project and look forward to the future.



P.O.S.T. Peace Officer Training Project Annual Report 2007

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



In addition to my regular duties as P.O.S.T. Grant Training Coordinator, this past year has been very busy reconciling Peace Officer Agency Rosters in preparation for the ID Card Project; defining and developing a process for preparing all hard-copy peace officer files for electronic imaging involved with the Imaging Project; and assisting in defining and developing various reports and business processes to improve efficiency and accuracy in our work unit. Since the funding has been secured for these major projects, there has not been an “idle moment” in my work-load, and I accepted this challenge, readily!

The “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. I have been working with the Rockwest Technology Programmer and the Crown Pointe Programmer to implement the ID Cards and integrate them into our training database. All the programming is completed, and “the first run” of the ID Cards was tested on the Attorney General’s P.O.S.T. Certified employees, and the cards were well received! Also, I am tasked with the responsibility to write procedures for card processing and importing data from external agencies to our internal database. The next step in the ID Card Project will involve travelling to different locations to do on-site implementation and training, by agency, by region over the next several months.

The Imaging Project filled in the “rare lull” in work-load. I’ve been heavily involved with the implementation of scanning/imaging all hard-copy peace officer files. I trained and coordinated the work-load of six temporary employees for a period of five months. I was the contact point for issue resolution and guidance, as well as communication liaison between DPA and DOL. The files were scanned into an imaging system that links directly to our database, allowing for “paperless” record storage and more efficient data entry. In addition, I have been auditing the integrity of the scanned documents, editing the records, as needed. This new process has improved efficiency in data retrieval, as well as improved integrity of data entry. Also, I am tasked with the responsibility to write procedures for “Future/Day Forward” imaging processes and auditing procedures. It is estimated that approximately 450,000 documents were scanned, quality checked, indexed, and converted to a scanned electronic format. Software was added to allow easy access from a desktop PC. Importantly, the documents and records contained within 30,000+ peace officer files are now safely retained on one server.

Currently, I am working on the grant process for the next fiscal year grant cycle. I coordinated a Training Forum meeting held in February 2008, to assist the regions and training partners with the grant project and the preparation for the 2008-2009 grant cycle. April 14th, 2008, the P.O.S.T. Training Grant Subcommittee met and decided the allocation of awards for the next grant cycle. I am composing the final proposed grant awards to the regions and statewide partners, and the proposed awards will be presented to the P.O.S.T. Board at the P.O.S.T. Board Meeting scheduled for June 20, 2008 for final approval. The grant awards will be available July 1, 2008.

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 data entry of P.O.S.T. Appointment/Separation Form 6 information on a daily basis, answering phones, completing mass mailings, processing mail and facsimiles, editing the P.O.S.T. Manual, editing correspondence for the Director, assisting with rule revisions, preparing for P.O.S.T. Board meetings, filing, and other tasks to foster a team environment.



2006 Annual Academy Inspection Summary



OVERVIEW

In 2007, two new academies conducted their first academy class. The Adams County Sheriff's Academy started in January 2007 and graduated 30 cadets in June 2007, and the Western Colorado Peace Officers Academy started in April 2007 and graduated 14 students in July 2007. All 44 graduates of these two new academies passed the P.O.S.T. exam on their first attempt!

Including these two new academies, a total of 25 basic academies graduated 54 basic academy classes in 2007. In addition, three agencies conducted reserve academies, and one community college conducted three refresher academies.

ACADEMY DIRECTORS

In recent years, the turnover of basic and reserve academy directors has averaged six to eight directors per year. However, in 2007, eleven new academy directors started sometime during the year. These eleven directors represented academies at five community colleges and six law enforcement agencies.

P.O.S.T. regularly conducts two meetings per year for academy directors - one in the fall and one in the spring. Directors from all academies are invited to attend these meetings, and 75% to 80% of all academies are typically represented at each meeting. The meetings provide an excellent opportunity for academy directors, P.O.S.T. staff and Chairpersons of the Subject Matter Expert (S.M.E.) Committees to meet one another, receive and discuss information, and exchange ideas.

INSPECTIONS

During 2007, P.O.S.T. staff and members of the skills S.M.E. Committees conducted 22 academy inspections. Nineteen of the inspections were announced and three were unannounced. Skills inspections were the most prevalent type of inspection, followed by records inspections, then on-site pre-approval inspections. Most academies that were inspected in 2007 were found to be in substantial compliance with P.O.S.T. Rules. However, three academies had major deficiencies that necessitated the issuance of a Compliance Order by P.O.S.T. Director Kammerzell. Of these three academies, two were community college academies and one was an agency academy. Deficiencies at all three academies have since been remedied, and the academies have resumed providing P.O.S.T. approved training.

SUBJECT MATTER EXPERTS

At any one time, approximately 55 - 60 Subject Matter Experts serve on the P.O.S.T. S.M.E. Committees for Arrest Control, Driving, Firearms and Curriculum. The knowledge and expertise that these volunteer members provide to P.O.S.T. year after year is immeasurable. P.O.S.T. is deeply indebted to these dedicated law enforcement professionals and to the agencies that support their participation.

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 the electronic records scanning project and the conversion, including preparation of all peace officer hard files to allow for scanning and electronic filing.

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 11,000 officers.

Anti-Bias Continued

- 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 2007 P.O.S.T. has continued to manage two grants that will improve and continue training programs:
 - 1) ***Colorado Department of Transportation Racial Profiling Training Grant (\$130,000)***
 - 2) ***Denver Foundation Grant (\$53,000)***
- Grant funding has allowed development of a Web Based/Multimedia Learning Program - ***“P.O.S.T./ADL Anti-Bias Training for Law Enforcement Officers”***, a web based training program.
- 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 September 2008.



Peace Officer Certification

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



As the Compliance Officer for P.O.S.T., a 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 as well as track the scores for each individual.

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 on the P.O.S.T. fingerprint card. I watch for the fingerprints as they come in to P.O.S.T. 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, the academy is contacted and asked to notify the student that we will need to have the court documents showing the final 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 watch Lexis Nexis Court Link until we receive the disposition. If we receive a guilty disposition, the information is given to the Director for possible revocation. If the disposition was a dismissal or not guilty, the information is entered into Skills Manager. When another state

Continued on the next page

requests information on a certified officer, I will check the information in Skills Manager to make sure we are sending them accurate information either on their form or in a letter.

At the beginning of each year, the law enforcement agencies are required to send a list of their current officers to 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. (*Editor's Note: P.O.S.T. Rule 17(d) changes the agency appointment reporting process effective March 1, 2008*).

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.

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 2007	1061
Passed first time	964
Passed second time	60
Passed third time	11
Failed on three attempts	1
Total number passed	1035

Provisional Certification, Variance and Revocation 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 will 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 2007, P.O.S.T. issued a total of fifteen (15) 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 2007, thirty-three (33) 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. Nine (9) 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 takes place over a two-day period, this process has been well received by the applicants and is particularly popular with out-of-state applicants.

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 2007, P.O.S.T. received Rule 7 Variance requests from 49 applicants.
 - 1. 40 Variance requests were approved.
 - 2. 9 Variance requests were denied.

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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. (2007) 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 2007, the P.O.S.T. Director received Rule 8 Variance requests from eighteen (18) Applicants.
 - 1. Two (2) applicants submitted incomplete information, were informed that additional information was required and have not submitted the required information.
 - 2. Sixteen (16) variance applications were approved.

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 continues to be offered through Arapahoe Community College.

During 2007, “Refresher Academy” courses were approved and conducted by both the Lakewood Police Department Academy and the Denver Police Department Academies for their agency’s re-hires and other recruits. Additionally, Colorado Northwestern Community College, in Rangely, Colorado, offered a “Refresher Academy” courses in 2007. 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.

2007

Peace Officer Revocation Actions

Name	Revocation Date	Class	Felony	Misdemeanor	Misdemeanor
1. Christopher Alexander	6/8/2007	F/M	Felony Trespass	Third Degree Assault	
2. Lance Anthony	9/14/2007	M/M		Third Degree Assault	Harassment
3. Eric Beal	6/8/2007	M		Third Degree Assault	
4. Dana D. Berquist	3/9/2007	F/M	Possession - Sch.II Subst.		
5. Damon Bolden	6/8/2007	M		Harassment	
6. Scott A. Branam	9/14/2007	F	Felony Menacing		
7. Robert Breyfogle	6/8/2007	M		Harassment	
8. Eric Bufkin	9/14/2007	M		Peeping Tom	
9. Chad Burkholder	3/9/2007	F/M	Felony Theft	False Reporting	
10. Neil Draper	9/14/2007	F	Forgery		
11. Megan Duchon	6/8/2007	M		Harassment / DV	
12. Isacc Gallegos	3/9/2007	F/F	Embezzlement		
13. Simon Gunnoe	9/14/2007	F/M		Child Abuse	
14. Perfecto Hajar	3/9/2007	F	Poss. of Contraband		
15. Larry James	3/9/2007	M		Harassment	
16. James Loyd	3/9/2007	F	Felony Theft		
17. Morrise Luckey	3/9/2007	M		Third Degree Assault	
18. Anthony Pasma	9/14/2007	M		Harassment	
19. Christopher Poundstone	3/9/2007	F	Unauthorized Use of a Financial Inst.		
20. Michael Ramsey	6/8/2007	M		Harassment / DV	
21. Rusty Rollison	3/9/2007	F	Felony Menacing		

2007 Revocations—Continued

22. Todd Rounph	3/9/ 2007	F	Conspiracy/Menacing	
23. Darrell Sanders	6/8/ 2007	F/ M	Kidnapping -2nd De- gree	Third Degree Assault
24. Brian Schmidt	9/14/ 2007	F	Felony Menacing	
25. Greg Schumann	3/9/ 2007	M		Harassment
26. Patrick Smith	6/8/ 2007	M		Harassment
27. John Stiffler	3/9/ 2007	M		Abuse/Public Record
28. James Thompson	3/9/ 2007	F	Felony Theft	
29. Walter Williams	3/9/ 2007	F	Tampering w/ Witness	
30. Qilly Yankovich	3/9/ 2007	F	Forgery	
31. James Ziemba	9/14/ 2007	M		False Reporting
32. Amy Larson	12/7/ 2007	F	Felony Eluding	
33. Miguel Otero	12/7/ 2007	F/F	Robbery	Theft
34. Joseph Rael	12/7/ 2007	F	False Oath (Federal Conviction)	
35. Michael Macon	12/7/ 2007	F	Felony Theft - \$500/15000	Theft - \$100/500
36. Michelle Crouch	12/7/ 2007	F	Identification Theft	
37. Rayleen Lang	12/7/ 2007	M		Official Misconduct



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