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**Peace Officer Standards  
and Training**

**POST BOARD MEETING**  
**RECORD OF PROCEEDINGS**  
*March 6, 2015*

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The Peace Officer Standards and Training Board held its 390<sup>th</sup> Board meeting at the Ralph L. Carr Colorado Judicial Center, 1300 Broadway, Denver, Colorado, with the following in attendance:

**BOARD MEMBERS PRESENT**

MR. RON BECKHAM  
CHIEF DAN BRENNAN  
SHERIFF RON BRUCE  
CHIEF JOHN CAMPER  
SERGEANT RAFAEL CHANZA  
ATTORNEY GENERAL CYNTHIA COFFMAN  
CHIEF JOHN COLLINS  
DEPUTY AMANDA CRUZ-GIORDANO  
COMMISSIONER DAVE DONALDSON  
CHIEF JOHN DYER  
EXECUTIVE DIRECTOR STAN HILKEY  
SHERIFF FRED MCKEE  
INVESTIGATOR GILBERT PERALES  
CHIEF MICHAEL PHIBBS  
SPECIAL AGENT IN CHARGE THOMAS RAVENELLE  
SHERIFF KIRK TAYLOR

**BOARD MEMBERS ABSENT**

SHERIFF CHAD DAY  
SHERIFF SHAYNE HEAP  
CHIEF ROBERT WHITE

**BOARD COUNSEL**

STACY WORTHINGTON

**POST STAFF MEMBERS**

LARRY ADKISSON, Interim Director  
ROBERT A. BAKER, In-Service Training Manager  
CAROLYN BERRY, Marijuana Curriculum Coordinator  
BECKY CALOMINO, Grant and Training Manager  
LORI JENCKS, Administrative Assistant  
ARIEL KISKIRAS, Temporary Administrative Assistant  
CRISTINE MACK, Investigator  
STEFANIE MACKEY, Grant and Training Coordinator  
TOM MULLEN, Compliance Investigator  
LAURA-JANE WEIMER, Program Assistant

**MEMBERS OF THE PUBLIC IN ATTENDANCE**

SERGEANT WILLIAM BAKER, Grand Junction Police Department  
AGENT IKE BEERS, Lakewood Police Department  
SERGEANT TERRY BRIDGE, Mesa County Sheriff's Office  
TECHNICIAN AARON BRILL, Denver Police Department  
DIANE BRUCE, Hinsdale County Sheriff's Office  
DAVE EVERETT  
STAFF SERGEANT BRIAN HILL, Federal Reserve Police Department  
DEPUTY DARYL HOFFMAN, Jefferson County Sheriff's Office  
TRAINING MANAGER JOHN HOOD, Colorado Parks and Wildlife  
DIRECTOR BYRON JONES, Arapahoe Community College Academy  
TECHNICIAN BRAD McKIERNAN, Denver Police Department  
COMMANDER RICK McNAIR, Adams County Sheriff's Office Academy  
LIEUTENANT ERNIE ORTIZ, Aurora Police Department Academy  
OFFICER STEPHEN OULLIBER, Aurora Police Department  
OFFICER NATHAN PRUCE, Pueblo Police Department Academy  
COMMANDER KARL SMALLEY, Adams County Sheriff's Office

The following Subject Matter Expert Committees met prior to the regular POST Board meeting on March 6, 2015.

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

**Introductions:**

1. **Welcome** Attorney General Cynthia Coffman

2. **Pledge of Allegiance** Attorney General Cynthia Coffman

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

Attorney General Cynthia Coffman introduced herself, Interim Director Larry Adkisson, and new POST Board Counsel Stacy Worthington. AG Coffman then requested POST staff introduce themselves to all with a short description of their duties. General introductions followed.

4. **Roll Call** Interim Director Larry Adkisson

Declaration of a Quorum (11)

5. **Approval of POST Minutes from November 21, 2014**

*Approved unanimously*

**Presentations:**

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

- A. **Curriculum** Sgt. Graham Dunne, Chair

The revisions to the Basic curriculum are continuing. Traffic control, sexual assault, domestic violence, communications, and controlled substance sections have all been completed. There was a discrepancy between Reserve training and Basic training in regard to traffic control, which was resolved today. Subcommittees have been meeting monthly for revisions to the Basic curriculum. Sgt. Michael Holm was approved as a new member.

Board member Exec. Dir. Hilkey, chair of the Colorado Crime and Juvenile Justice Commission (CCJJ), had comments regarding pending police reform legislation. Hilkey is on the Minority Overrepresentation subcommittee of CCJJ. That subcommittee recommended last year that police officers, through POST, receive police community race relations training. Hilkey has obtained the existing Anti-Bias curriculum and training materials. To stay ahead of potential legislative changes, he would like to work with the Curriculum committee to determine whether the work the CCJJ subcommittee is doing could dovetail with or augment the existing Anti-Bias curriculum. Sgt. Dunne will provide his contact information to Exec. Dir. Hilkey to discuss further. AG Coffman recommends being proactive in this area as it is likely that reform legislation will be passed this year.

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

One course was reviewed and approved, and five full skills instructors were approved. The committee discussed the vacant vice-chair position. The site safety plan for Jeffco/Lakewood Academy Highlands Ranch training facility was reviewed and approved, as well as a site safety plan for Jeffco/Lakewood facility in Golden. There was discussion of a hybrid Krav Maga system an academy is considering. The Arrest Control training program was approved and will be given to POST today. Test-out requirements were discussed, and whether Colorado test-out requirements meet the standards and original intent. Many states require only a written test with no physical component to assess an officer's skill set when an officer is requesting transfer of his/her certification from Colorado to another state. The committee is challenged to determine what can be assessed in a training environment to insure applicants from other states meet the highest standards.

**C. Firearms** Trng. Mgr. John Hood, Vice-Chair

At the November 21, 2014, POST Board meeting, AG John Suthers directed the Firearms committee to develop alternate options for the remediation process and present them to the Board. It was felt by academy directors and staff that the requirements for remediation were unnecessarily stringent. Two options have been developed.

The first option allows four formal attempts with length of remediation between the first and second, and the third and fourth formal attempts to be determined at the discretion of the lead instructor/academy director, with four hours required remediation between the second and third formal attempts. Failure of a fourth formal attempt requires the student to successfully complete the full firearms training program at a Basic or Reserve academy.

The second option would allow three formal attempts, with remediation between the first and second formal attempts determined at the discretion of the lead instructor/academy director, and a minimum of four hours remediation between the second and third formals attempts. Failure of a third formal attempt requires the student to successfully complete the full firearms training program at a Basic or Reserve academy.

The SME committee would recommend option two, with three formal attempts, which would align the number of attempts with the other

Skills and written POST exams. The committee recommends an effective date of July 1, 2015. There were approximately 400 shooters last year, with a 95% pass rate at three attempts, and a 99% pass rate at four attempts. The question arose as to whether remediation at the discretion of the lead instructor/academy director would include dismissal of the student at that time. Trn. Mgr. Hood stated that it was not the intent to have lead instructors/academy directors determine whether a student would be allowed to continue, but only refers to the length of time for remediation. There was some discussion of the history of the request, the qualification course, and the benefits of each option. A motion to vote on the two attempts was offered.

Option number one, with four attempts, was passed with a majority vote.

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

Rob Evans has resigned his membership on the committee. The Driving committee is recruiting new members. The lesson plan and test questions for Highlands Ranch Public Safety Training Institute Basic academy were reviewed and approved. Seventeen assistant instructors for that academy were approved, and the site safety plan for Arapahoe County Sheriff's Office track was approved. A driving instructor program submitted by the Colorado Law Enforcement Driving Skills Association was reviewed and approved. Three courses were reviewed and two were approved. One was returned for further information. AG Coffman requested clarification on the process for recruiting new SME committee members. Cmdr. Smalley stated that it is primarily word of mouth.

**Action Items:**

7. **Grant Review Subcommittee** Becky Calomino  
**Appointments** Grant & Training Manager

Grant applications will be received March 31, 2015. Subcommittee members will review the grant applications and determine funding for fiscal year 2016. Expenses can be reimbursed, and lunch is provided. Chief Dan Brennan, Chief John Collins, Sheriff Chad Day, Chief John Dyer, and Chief Michael Phibbs have volunteered for the Grant subcommittee.

*Approved unanimously*

8. **Peace Officer Certification** Compliance Investigator Tom Mullen  
**Revocation Actions**

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

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

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

1) No. F14-17, **Fidel Eugene Garcia**, Certification No. B4354 (PID 119991). On December 4, 2013, Respondent pled guilty to one count of Leaving Scene of Accident, Involving Death, § 42-4-1601 (1),(2)(C) C.R.S., a class 3 felony. *The Respondent was not employed as a peace officer on the date of the offense (Date of Offense: June 19, 2013, Separated October 12, 2004.* The Respondent has failed to comply with POST Show Cause Order F14-17 by failing to appear at the scheduled Show Cause Hearing. Interim Director Adkisson recommends revocation of Fidel Eugene Garcia’s Colorado Peace Officer Certification No. B4354 (PID 119991).

*Approved unanimously*

2) No. F14-18, **Jeffrey Frank Warkocz**, Certification No. B8939 (PID 124120). On October 30, 2014 Respondent was convicted of one count of Controlled Substance-obtain By Fraud/deceit, §18-18-415(1)(a) C) C.R.S., a class 4 felony. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: April 12, 2014, Separated February 11, 2015.* The Respondent has failed to comply with POST Show Cause Order F14-18 by failing to appear at the scheduled Show Cause Hearing. Interim Director Adkisson recommends revocation of Jeffrey Frank Warkocz’s Colorado Peace Officer Certification No. B8939 (PID 124120). Please note the conviction is under first name of **Jeffery**, not **Jeffrey**.

*Approved unanimously*

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

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

- 1) No. M14-12, **Brian Keith Holland**, Certification No. B17644 (PID 138816). On April 4, 2014, Respondent pled guilty to 1 count of Harassment-Repeat Phone Calls, §18-9-111(1)(f), C.R.S., a class 3 misdemeanor. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: December 12, 2013, – Separated: December 17, 2013).* The Respondent has failed to comply with POST Show Cause Order M14-12 by failing to appear at the scheduled Show Cause Hearing. Interim Director Adkisson recommends revocation of Brian Keith Holland’s Colorado Peace Officer Certification No. B17644, (PID 138816).

*Approved unanimously*

- 2) No. M14-13, **Don Arthur Mendoza**, Certification No. B17199 (PID 136720). On September 22, 2014, Respondent pled guilty to one count of Official Misconduct I §18-8-404, C.R.S., a class 2 misdemeanor. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: January 4, 2014, – Separated: March 31, 2014).* The Respondent appeared at the scheduled Show Cause Hearing M14-13, and Director Dunbar recommended revocation of Don Arthur Mendoza’s Colorado Peace Officer Certification No. B17199 (PID 136720).

*Approved unanimously*

POST Compliance Investigator Tom Mullen stated Mr. Mendoza’s request to appeal his revocation to the Board at the next POST Board meeting June 12, 2015. Per Rule 9, six Board members must agree to hear the appeal, or the revocation will stand. The Board

was asked to vote on whether to hear his appeal.

*Appeal denied unanimously*

- 3) No. M14-14, **Robbie Lee Herzberger**, Certification No. 13041, (PID 117454). On September 30, 2014, Respondent was convicted of 1 count of Obstructing Government Operations, § 18-8-102, C.R.S., a class 3 misdemeanor. *The Respondent was not employed as a peace officer on the date of the offense (Date of Offense: January 22, 2014, – Separated: September 14, 2010).* The Respondent has failed to comply with POST Show Cause Order M14-14 by failing to appear at the scheduled Show Cause Hearing. Interim Director Adkisson recommends revocation of Robbie Lee Herzberger's Colorado Peace Officer Certification No. 13041, (PID 117454).

*Approved unanimously*

- 4) No. M14-15, **Ryan Hafner**, Certification No. B15027, (PID 134232). On October 21, 2014, Respondent pled guilty to 1 count of False Reporting, § 18-9-111(1)(c), C.R.S., a class 3 misdemeanor. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: August 17, 2014, – Separated: October 31, 2014).* The Respondent has failed to comply with POST Show Cause Order M14-15 by failing to appear at the scheduled Show Cause Hearing. Interim Director Adkisson recommends revocation of Ryan Hafner's Colorado Peace Officer Certification No. B15027, (PID 134232).

*Approved unanimously*

- 5) No. M14-16, **Elizabeth Ann Hafner (Simpson)**, Certification No. B15034, (PID 134242). On October 21, 2014, Respondent pled guilty to 1 count of False Reporting, § 18-9-111(1)(c), C.R.S., a class 3 misdemeanor. *The Respondent was employed as a peace officer on the date of the offense (Date of Offense: August 17, 2014, – Separated: November 17, 2014).* The Respondent has failed to comply with POST Show Cause Order M14-16 by failing to appear at the scheduled Show Cause Hearing. Interim Director Adkisson recommends revocation of Elizabeth Ann Hafner (Simpson's) Colorado Peace Officer Certification No. B15034, (PID 134242).

*Approved unanimously*



**Informational Items:**

9. **Crisis Intervention Training (CIT)** Chief John Camper

Chief Camper would like to expand CIT programs statewide, having CSOC and CACP work together on a grant request to contract with a provider for an entire year. CIT training is an important officer/community safety measure, and many of the crisis situations officers may be called on involve a subject who has a mental disorder. If established, trainings could take place throughout the state. Chief Camper would like the Board's okay to pursue obtaining statewide training. Per Grant Manager Calomino, numerous requests have been received for this training. Boulder County has a crisis intervention team that provides training throughout their region. There was discussion that legislation will potentially mandate training of this type and it would be wise to be proactive to demonstrate that we are working toward this goal. POST can facilitate this training by setting aside a certain amount of money appropriated by the state in order to purchase specific CIT training, if the Board chooses to do so. Crisis Intervention Teams Association of Colorado (CITAC) is willing to provide a set curriculum. POST could solicit vendors, or provide training regions with the funds and the training regions could solicit vendors. Ms. Calomino recommends contracting with one vendor statewide to provide consistency. Board members expressed the need for this training not to be limited to law enforcement, but to allow non-certified staff to participate as well. The language in Colorado statute states that POST grant funding can be provided for peace officers, not all of whom are certified. However, no POST funding can be provided for any non-peace-officer support staff. Those people may attend the classes if they do not displace a peace officer, but POST funds cannot be used for their training. If the vendor provides training for a set fee regardless of number of students, support staff may be able to attend. If the vendor provides training at a per student rate, support staff would not be covered. The question arose as to whether POST can accept gifts, grants or donations. According to Ms. Calomino, POST can accept grants if the agency views POST as an eligible entity, but cannot accept gifts and donations. Exec. Dir. Hilkey states that the McArthur Foundation is releasing \$75 million in a grant-making program called the Safety and Justice Challenge. This Challenge is focused on reducing America's jail population. CIT has a direct connection in that 40% of the jail population in the state has been diagnosed with Axis 1 mental health disorders. If POST can accept grants they may be willing to fund this training. The grant deadline is March 31, 2015. Sometimes state and local government entities are not eligible, but Ms. Calomino will look into the guidelines for that grant. The Board would like to allow Ms. Calomino to

pursue the application if possible, and if the contract is awarded, the Board would review and vote on it prior to acceptance.

10. **Pending Police Reform Legislation** Jennifer Anderson  
Legislative Liaison

Ms. Anderson reported on bills that may affect POST if passed, focusing on those that would most directly impact POST. A rough outline was provided with some bills that are being considered.

SB-58 has passed the Senate. It relates to Eyewitness Identifications policies and procedures. This bill would require POST to approve training in Eyewitness Identification procedures, but is discretionary based on available funding. The bill requires local law enforcement agencies to adopt written policies and procedures on or by July 1, 2016, to be updated every five years, and to make them available for the public at no cost. If an agency does not adopt their own policies and procedures, they must then adopt policies and procedures approved by the Attorney General's office or Colorado District Attorneys Council (CDAC).

SB-185 is the only Police Reform bill introduced to date. It has been assigned to the Senate Judiciary Committee and, as it includes a grant, to the Finance Committee. Stakeholder meetings are taking place. The bill creates an advisory committee to study policing best practices and publish the results, and creates a civilian and law enforcement relations grant program to award money to local law enforcement to implement best practices established by the committee. Grant money would be provided after the committee is convened. Law enforcement would apply for grant funds. The bill also requires law enforcement and the Department of Corrections to collect data relating to race, ethnicity and gender on stops and arrests. There is no funding for the data collection.

One bill being considered is an anti-discrimination bill and would require law enforcement to submit data collection to POST and to other entities, and would require POST to re-certify officers every three years after completion of a recertification course, developed and approved by POST.

The POST reform bill will probably be filed. This bill would require adding lay members who meet the diversity criteria to the POST Board, with the intent to diversify the Board. The lay members on the POST Board would be required to attend a Citizen's Academy prior to serving. The bill would also add citizen members to the SME committees, again, those who meet diversity criteria. The Arrest Control and the Curriculum committees are the particular focus for diversity. The bill would mandate a review of the Basic

Academy curriculum every five years, with community outreach and feedback. The focus on the curriculum would be on de-escalation and anti-bias training and similar. It would require that two hours of the required 24 hours of annual in-service training be Anti-bias training by July 1, 2017, to be repeated every five years thereafter. The Anti-bias training must be updated and available by July 1, 2016. Feedback on the feasibility of the dates is welcome. Two hours of community policing alternating with two hours of community partnerships training would be required every year, with the training curriculum to be provided by January 1, 2016 after stakeholder meetings are held in the community.

AG Coffman opened the subject for general discussion, stating that CSOC and CACP are involved and do have input. There is some frustration that the in-service training requirement was just made effective in January, and that four hours of the 12 hours allotted for non-perishable skills training is already being mandated. Originally the content of this 12 hours was to be discretionary by agency, to allow them to provide the training most appropriate for their specific needs.

Exec. Dir. Hilkey states that CCJJ has a recommendation that officers have ongoing in-service training in community policing and race relations. Rather than be mandated to do something different, attempt could be made to augment an existing curriculum rather than create something new.

Many departments do community policing training and anti-bias training already. If there is an opportunity to recruit for the Board and select for diversity, and possibly add citizen members to the Board and have training for those members and a process by which we add those members, as well as providing citizen outreach to provide information regarding the role of POST, that may be worthwhile. However, attempting to diversify the SME committees may be less effective as these are skills taught from a law enforcement perspective and in general citizens would not know what these skills involve.

Some legislation recommends the inclusion of race, gender and ethnicity of peace officers. This could conceivably be added to the Form 6 (Peace Officer Psychological/Physical Affidavit) but would possibly require an analysis by POST staff to determine feasibility. Should the Board capture that data? Mr. Mullen states that we can capture that data, and have entered ethnicity in the Acadis system for academy classes since we started using this system. CSOC legislative committee has discussed this at length. The legislation seems to attempt to draw POST into areas unrelated to its core mission. AG Coffman asked if this is cyclical legislation? When incidents occur, there is often a knee-jerk response for a one-size-fits-all statewide solution that may

not necessarily work for the outlying communities, where there has been no community involvement. POST must stay engaged, and help shape the legislation rather than refuse to engage in the process and ignore the issue. Board members feel that the issues could have been presented to the Board for investigation and discussion prior to legislation being proposed, and that may have avoided the sense by the POST Board that POST concerns are not being considered. Ms. Anderson will take the Board response back to the legislators. Can the Board work with the legislative liaison from the DOL, CSOC and CACP to craft more reasonable legislation? Data collection on arrests and traffic stops doesn't necessarily prove biased policing, and agencies tend to put more officers in high crime areas, but the research must look deeper in a social science perspective. Bias in rural and urban areas can be very different.

If different effective dates are suggested, that would be helpful, though the Board does not want a suggestion of different effective dates to indicate endorsement of any proposal. POST Board, through the legislative liaison, would like to work with the other law enforcement reps on this bill to craft workable legislation. The POST Board was not consulted on this bill and expresses that this bill is not workable.

11. **Marijuana Looking Forward** Carolyn Berry  
**Marijuana Curriculum Update** Marijuana Curriculum Coordinator

Introduction to Marijuana classes have trained over 1000 officers throughout the state to date. Train-the-trainer classes are scheduled with the goal that trainers will be available in each region. There are new requirements for officers who wish to attend the train-the-trainer classes, with an eye toward high-quality trainers and a commitment to training in their regions. Numerous ARIDE classes, several DRE schools, a second DRE workshop and train-the-trainer classes have been scheduled. We have partnered with Colorado State Patrol (CSP) to test five different oral fluid testing devices after issuing an RFP and choosing five companies. The devices will be tested by a variety of officers to evaluate ease of use and reliability in comparison to blood draws. The devices include portable and non-portable devices, and some test for more than one drug. Training for the troopers taking part has been scheduled.

Ms. Berry is presently designing the curriculum for School Resource Officers (SROs), which will be ready by April 1, 2015. The course will be presented at the CASRO conference in June and it is the intent to provide the training to every SRO in Colorado. One area being considered is training of Division of Wildlife officers, who have considerable contact with marijuana users. Also under consideration is an organized crime class, geared to officers who have

been certified for under five years. Many newer officers are coming across non-traditional organized crime systems and not recognizing it as such. Federal statute (Racketeer Influenced and Corrupt Organizations (RICO) Act) can be utilized to curb illegal distribution if determined to be organized crime, including seizure of property and assets. The goal is to keep the regulated distribution in place and eliminate illegal distribution. One priority is purchase of a system to upload all classes to provide them online for use primarily by rural agencies.

Ms. Berry requests input from the Board as to what training they would like to see for FY 2016. We will have 277 DREs throughout the state, but they are not the entire answer to illegal marijuana and community safety.

Exec. Dir. Hilkey expressed thanks to Ms. Berry for her work on the Marijuana Law Enforcement Subcommittee. There has been little representation from District Attorney's offices on the Marijuana Subcommittee. Ms. Berry stated that they are notified along with all others, but response has been very limited. In order to establish case law, officers are encouraged to request district attorney's offices take marijuana cases. Ms. Berry is in contact with CDAC regarding providing a presentation at the CDAC conference in May 2015.

Coroners could be educated in Marijuana 101, to help determine whether marijuana may be involved in a death in which police agencies may not be involved.

12. **Proposed Decertifying Misdemeanors Update** Interim Director Larry Adkisson

There is no legislation going forward at this time. The misdemeanors may be presented for legislative action next session. Feedback on the listed or potential additional misdemeanors is welcome. Exec. Dir. Hilkey may present the misdemeanor list to DPS legislative liaison for a potential late bill this session. The addition of the list of misdemeanors was voted on by the Board at the September 12, 2014, meeting.

13. **In-Service Training Perishable Skills Waivers** Interim Director Larry Adkisson

Several calls have come in from command staff of several agencies requesting Interim Director Adkisson give perishable skills waivers to some command staff. It is the director's feeling that as the interim director he should not make a decision which could potentially disagree with the new POST



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

Lt. Ernie Ortiz with Aurora PD Training Academy states that Academy staff is working on complying with the mandated in-service training in Acadis, but there have been problems. Lt. Ortiz is asking for suggestions for making this process go more smoothly. Bob Baker has had meetings with larger agencies regarding entering training information into the system. Adams County, for instance, has assigned eight people to enter training, one in each major area (Detentions, Investigations, Patrol, Support, etc.). Mr. Baker had a seminar with those people to demonstrate how to enter the training most easily, and that appears to be working very well. He would be happy to work with Aurora PD on a training seminar, and would suggest having multiple people enter the training. Mr. Baker will contact Lt. Ortiz to set up training.

17. **Adjournment**

Meeting end: 12:28 p.m.  
(2 hours, 28 minutes)