



May 2015 Newsletter

**Director's Message**

Hello. I am very excited to be here and to write my first newsletter and the first correspondence from POST in a year! I intend to write a newsletter every other month so that all of you receive the information relating to POST and law enforcement training across the state of Colorado. My goal is to keep these short, but still have enough pertinent information that might be helpful to you as you address your agencies and your communities.

I was fortunate enough to be hired as the Colorado POST Director, and started in this position on April 20<sup>th</sup>, 2015. I bring to this office my experiences from proudly serving 23 years with a medium-sized, suburban Denver metropolitan police agency. I was a member of the command staff for the past 9 years and served in a variety of capacities during that time.

I think we can all agree that this is a turbulent time for policing in America. Rest assured that your Colorado POST staff will continue to review new developments in law enforcement training and practices. We will propose new training programs and some revisions to existing programs and curriculum. I have learned in my first 30 days that the POST staff really does place a high emphasis on customer service and I sincerely want that to continue. I believe that with excellent customer service, we can achieve first-class outcomes.

Finally, please let me know how we are doing. We appreciate your emails and telephone calls. These are two of the tools we will use to improve our training product in the future. I look forward to getting to know each of you and working with you and your agencies.

Cory Amend  
POST Director



## 2015 POST Mandated Training

In 2015, the General Assembly approved House Bill 1287 concerning police officer training improvements. In the bill, codified in Colorado Revised Statute 24-31-312, POST is required to:

1. Identify and provide a two (2) hour community policing course or a two (2) hour situation de-escalation training as a part of the annual in service requirement. The courses must be available by January 1, 2016 and all certified peace officers must satisfactorily complete the courses by July 1, 2016 and at least once every 5 years thereafter.
2. The bill also requires the POST Board to suspend a peace officer's certification if he or she does not complete the training and reinstate the certification upon completion of the certification.

HB15-1287 also requires the POST Board to:

- Expand the POST Board to 24 members by adding 4 lay members;
- The governor must consider an applicant's age, gender, race, professional experience and geographic location when making appointments;
- The POST Board must:
  - Review and evaluate the basic academy curriculum by January 1, 2016, and every 5 years thereafter;
  - Establish SME committees to develop skills training programs, academic curriculums, and POST Board rules;
  - Develop a community outreach program that informs the public of the role and duties of the POST Board;
  - Develop a recruitment program that creates a diversified applicant pool for appointments to the POST Board and the SME committees;
  - When practicable, add 2 lay members to each of the SME committees who have law enforcement expertise or expertise in providing effective training through professional experience or subject matter training.

POST staff will be meeting with a number of stakeholders in the next several weeks to identify appropriate course material and course delivery options. Our goal is to identify the curriculum and course delivery options by mid-year, allowing more time for agency members to get trained.



## **Peace Officer Training Grants**

POST was allocated \$3.98 million dollars by the state legislature for the fiscal year 2016 training programs. The fiscal year begins July 1, 2015, and runs through June 30, 2016. The grant review subcommittee met on April 29, 2015, to review applications and make funding recommendations for grant awards. The grant review subcommittee has recommended \$2,388,083 in continuing education grants to training regions and providers and \$1,592,055 for in-service training programs. On June 12, 2015, funding recommendations will be presented to the POST Board for final approval during the POST Board meeting.

In addition to the above grants POST has set aside approximately \$600,000 in available funding to directly assist law enforcement agencies to meet their in-service training requirements. If you wish to apply for in-service training grant funds please contact In-Service Training Manager Bob Baker at 720-508-6719 or [Robert.A.Baker@state.co.us](mailto:Robert.A.Baker@state.co.us) for details.

## **Subject Matter Expert Committees**

The POST Board will need to recruit (when practicable) 2 lay persons for each of the 4 SME committees, according to HB15-1287. Information about the SME committees can be found at:

[http://www.coloradoattorneygeneral.gov/departments/criminal\\_justice/post\\_board/sme\\_committees](http://www.coloradoattorneygeneral.gov/departments/criminal_justice/post_board/sme_committees).

For more information relating to SME's or Basic Academy Curriculum please contact Compliance Investigator Cristine Mack at 720-508-6731 or [Cristine.Mack@state.co.us](mailto:Cristine.Mack@state.co.us).

## **In-service Training**

The mandatory in-service training program, Rule 28, began in January of 2015. All certified officers that fall under 16-2.5-102 must participate, to include full- and part-time officers and reserve officers. Each officer must complete 24 hours of training by December 31<sup>st</sup>; 12 hours must be perishable skills: driving, arrest control and firearms. The other 12 hours may be any training approved by the chief executive of each agency. Officers hired during the year must complete 1



hour of perishable skills *and* 1 hour of other training for every month they are employed. Each agency must enter their officers' training hours into the POST Acadis portal. For questions please contact In-Service Training Manager Bob Baker at 720-508-6719 or [Robert.A.Baker@state.co.us](mailto:Robert.A.Baker@state.co.us) for details.

### **Marijuana Training**

The marijuana team has held marijuana training in 9 out of the 10 training regions. Approximately 10% of all law enforcement officers in the state of Colorado have been trained in the last 6 months! This training is receiving rave reviews and should be attended by all officers, regardless of rank or position. We are reviewing the current curriculum to see how we can update it and improve it for future classes. For questions please contact Marijuana Program Coordinator Carolyn Berry at 720-508-6725 or [Carolyn.Berry@state.co.us](mailto:Carolyn.Berry@state.co.us) for details.

Finally, POST will be unveiling our new website in early August. We will have our own URL and it will not be mandatory to go through the Attorney General website to reach POST, but that will still be an option. Staff has spent many hours on this new look and we are excited to bring it to you.

The next POST Board meeting will be held on Friday, June 12<sup>th</sup>, 2015, in the Ralph L. Carr Colorado Judicial Center, 1300 Broadway, Denver. The Subject Matter Expert Committee meetings will begin at 8 a.m. and the Board meeting will begin at 10 a.m.

“The best training program in the world is absolutely worthless without the will to execute it properly, consistently, and with intensity.”  
John Romaniello