

**COLORADO DEPARTMENT OF LAW
PEACE OFFICER STANDARDS AND TRAINING BOARD**

2020

**RULES CONCERNING DEFINITIONS, DIRECTOR'S AUTHORITY,
SUBJECT MATTER EXPERTS, HEARINGS, VARIANCES, PROCESSES
FOR SEEKING EXEMPTION FROM STATUTORY CERTIFICATION
RESTRICTIONS, REVOCATION OF CERTIFICATIONS,
BASIC, PROVISIONAL AND RESERVE CERTIFICATIONS, BASIC AND
RESERVE TRAINING ACADEMIES, AND
IN-SERVICE TRAINING.**

STATEMENT OF BASIS, STATUTORY AUTHORITY, AND PURPOSE

Pursuant to sections §§ 24-31-303 (1)(g), (l) and (m), and 24-31-307(1), C.R.S., the Colorado Peace Officer Standards and Training Board (POST) has the authority and duty to promulgate and amend specific rules and regulations as further specified herein to facilitate the requirements of SB 20-217 and related statutory provisions. In addition to non-substantive amendments proposed, the following substantive amendments are intended.

Amendments are proposed to Rule 1 – Definitions:

- Add “refresher” to the types of training academies where training academies are specifically referenced within the definitions.
- Utilize the term “per” where appropriate to promote consistency.
- Supplement the list of “disqualifying incidents” to account for new legislation incorporated within SB 20-217, as follows:
 - Add a finding of untruthfulness;
 - Add conviction, etc., for a crime involving unlawful use or threatened use of force;
 - Add conviction, etc., for a crime involving the failure to intervene in the use of unlawful force;
 - Add if found civilly liable for the use of unlawful force and for the failure to intervene in the use of unlawful force;
 - Add if a finding by an administrative body for failure to intervene in the use of unlawful force for an incident that resulted in serious bodily injury or death; and
 - Add for failure to satisfactorily complete peace officer training
- Modify the definition of “fingerprint based criminal history record check.”
- Modify the definition of “operable firearm” and “practical exercise” to promote uniformity of terms used.

- Modify the definition of “POST Identification” without substantively altering its meaning.
- Modify the definition of “recognized disciplines for arrest control training” without substantively altering its meaning.
- Modify the definition of “refresher academy” without substantively altering its meaning.
- Modify the definition of “reserve peace officer” without significantly altering its meaning.
- Modify the definition of “subject matter expert” to clarify that the Chair of the POST Board has the authority to formally recognize the expert.
- Modify the definition of “successful completion” without substantively altering its meaning.

An amendment is proposed to Rule 2 – Meetings, to make a minor, non-substantive change.

Amendments are proposed to Rule 3 – Director’s Authority, to supplement the authority delineated to include authority to issue remedial action and compliance order for non-compliance with POST rules and to approve eyewitness identification training and other statutorily mandated training.

Amendment are proposed to Rule 4 – Subject Matter Expert Committees to substitute "Chair of the Board" for “Board, to clarify that only one person per agency may serve on single committee at one time, and to clarify that members of committees shall not participate in subject matter expert committee functions relate to their respective organization or organization employees.

Amendments are proposed to Rule 5 – Hearings, to provide for forty (40) rather than thirty (30) days of notice for the hearing set, and to clarify the process for revocation hearings for criminal convictions and disqualifying incidents.

An amendment is proposed to Rule 7 – Variances, to clarify that a temporary variance is valid for six (6) months from the date of issue.

An amendment is proposed to Rule 8 – Process for Seeking Exemption from Statutory Certification Restrictions, to clarify that the POST Director may hold a meeting to address the merits of an applicant’s request for exemption from statutory certification restrictions.

Amendments are proposed to Rule 9 – Revocation of Certification re-stating the POST Board’s authority to suspend or revoke peace officer certification, but to remove the recitation of the specific bases therefor already set forth in § 24-31-305, C.R.S.

Amendments are proposed to Rule 10- Basic Peace Officer Certification, to state that the POST Board is authorized to issue POST Basic Peace Officer Certification to any applicant who is in good standing with POST, to state that certification documentation must be submitted to POST via the law enforcement training academy where applicable, and to remove references to reserve certificate holders.

Amendments are proposed to Rule 11 – Provisional Certification, to allow for substantial equivalence for provisional certification, to provide that an applicant must be in good standing with POST, to state that provisional certification applications are valid for one year from date of submission, to allow for a one-time variance extension of six (6) months for provisional certification, and to allow an applicant to complete the provisional certification process while their application is valid, regardless whether their certification letter has expired.

Amendments are proposed to Rule 21 – Basic and Reserve Training Academies, to specify that Academy Directors have discretion to utilize other classroom facilities as necessary for academic programs, provided those facilities are appropriate, safe and adhere substantially to the statements set forth in part (d) of the rule, and to provide for an Academy Director to notify POST in the event a primary classroom facility is rendered unusable for twenty-one (21) or more days.

Amendments are proposed to Rule 28 - In-Service Training Program, to state that failure to satisfactorily complete training can result in suspension or revocation of POST certification, to specify that remedial training hours completed after January 1 to gain compliance for a prior calendar year shall not count towards the current year requirement, to specify that the onus is on the chief executive of each law enforcement agency for the true, accurate and verifiable entry of training records into the POST Database, to require agencies to keep and enter into the POST Database records pertaining to in-person courses, including sign-in sheets, topics covered, and existing lesson plans. Amendments proposed to Rule 28 also specify that compliance with in-service training programs is required of agencies AND individual peace officers, that concerning individual peace officers, POST will send our preliminary compliance reports for each training period, and that POST staff shall suspend and perhaps revoke peace officer certifications for failure to complete training requirements.

Purpose

The purpose of the amended rules is to provide clarification to persons subject to POST peace officer certification requirements and provide updated information regarding items referenced in these rules as set forth herein.

Contemplated Schedule for Adoption

Rules will be adopted on September 18, 2020, with an effective date of November 15, 2020.

Listing of Persons and Parties Affected

Peace officers, including those applying for certification and those currently employed as certified peace officers, and law enforcement academy staff will be affected by this anticipated rulemaking.

It has been declared by the General Assembly that certification and training standards of peace officers is a matter of statewide concern. The absence of implementing rules to carry out the purpose of the statutes would be contrary to the public health, peace, safety and welfare of the state. For these reasons, it is imperatively necessary that these proposed amendments be adopted.

Rule 28 – In-Service Training Program

Effective November 15, 2020

The purpose of in-service training is to provide continuing education to certified peace officers to develop their knowledge and/or skills. The POST Board's duties relating to annual in-service training are addressed in Colorado Revised Statutes § 24-31-303(1). The POST Board can "promulgate rules deemed necessary by the Board concerning annual in-service training requirements for certified peace officers, including but not limited to evaluation of the training program and processes to ensure substantial compliance by law enforcement agencies and departments." In-service training is mandatory for certified peace officers who are currently employed in positions requiring certified peace officers as defined in Colorado Revised Statutes section § 16-2.5-102. This includes certified fulltime, part-time and reserve peace officers. Failure to satisfactorily complete training can result in suspension or revocation of an individual's post certification.

(a) Annual Hour Requirement

The in-service training program requires certified peace officers to complete a minimum of 24 hours of in-service training annually. Of the 24 hours, a minimum of 12 hours shall be perishable skills training as specified below.

(b) Training Period

(I) The training period shall be the calendar year, from January 1 to December 31, of each year. In-service training in excess of 24 hours each year shall not be credited towards any future or prior training period.

(II) Remedial training hours completed after January 1 to gain compliance for a prior calendar year shall not count towards the current year requirement.

(c) Approved Training for POST Credit

The authority and responsibility for training shall be with the chief executive of each law enforcement agency. The chief executive accepts responsibility and liability for the course content and instructor qualification. Legislatively mandated training may also be used for credit towards the training requirement.

The following are examples of training that would qualify for in-service credit:

- (I) Training received during the Basic Academic Training Program (Basic Academy).
- (II) Computer or web-based courses that have been approved by the chief executive may be used for in-service credit.
- (III) The viewing of law enforcement related audiovisual material (DVD, video, etc.) or material related to the viewer's position or rank can be used in conjunction with a facilitated discussion or other presentation. This could include roll call or lineup briefings where the session is dedicated to training and not for the purpose of information exchange.
- (IV) For each class hour attended at an accredited college or university in any course related to law enforcement or criminal justice that is required to earn a degree, one hour of in-service credit may be awarded.

(d) Perishable Skills Training

Perishable skills training shall consist of a minimum of 12 hours. The required 12 hours must include a minimum of one hour of training in each of the three perishable skills (Arrest Control, Driving, and Firearms) each calendar year. Examples of perishable skills training could include:

- (I) Arrest Control-live or simulator exercises and scenarios, classroom discussion followed by interactive scenario events. Arrest control fundamentals, agency policies and/or legal issues.
- (II) Driving-behind-the-wheel or simulator training, classroom discussion regarding judgment/decision making in driving, agency policies and/or legal issues.
- (III) Firearms-live or simulator exercises and scenarios, firearms fundamentals, use of force training or discussions, classroom training requiring student interaction and/or decision making, classroom discussion on agency policies and/or legal issue. Firearms qualification alone is insufficient to meet this mandate.

(e) Agency Maintenance of Training Records

The chief executive of each agency is responsible for the true, accurate and verifiable entry of training records into the POST database.

Agencies are encouraged to enter training as it occurs, but shall enter training no later than the end of each calendar year for the certified peace officers employed at any time during that year, regardless of current employment status. This information shall be entered into the POST database.

For in-person courses, agencies are required to keep records of sign-in sheets, topics covered, and lesson plans (if they exist).

(I) Waiver of In-Service Requirements

All certified peace officers shall meet the minimum annual hours. However, under the circumstances listed below, an agency may request a waiver for a portion of the annual in-service training requirement. Any waiver of the annual training request must be made in writing to the POST Director by January 31st of the following year.

(A) Perishable Skills Waiver

Agency executives may request an exemption from the perishable skills training requirement. This request shall be in writing to the POST Director. This request shall state that either their certified peace officers do not carry firearms, or they infrequently interact with or effect physical arrests, or they do not utilize marked or unmarked emergency vehicles as part of their normal duties.

(B) Partial Year Employment Waiver

The 24 hours of in-service training is required if a certified peace officer is employed for the entire calendar year. Certified peace officers who are employed after the start of the calendar year only need to complete a prorated number of training hours. Therefore, two hours of training per month, with a minimum of one hour of perishable skills training shall be required. (Example: If a certified peace officer is hired in July, 12 hours of training with a minimum of six hours of perishable skills training must be completed for that calendar year).

(C) Long Term Disability, Medical Leave or Restricted Duty

If a certified peace officer is unable to complete the in-service annual hours due to long term disability, medical leave or

restricted duty, the agency must obtain a letter from a physician stating that participation in any type of training including audiovisual or online training would be detrimental to the officer's health. The letter should define the time that the officer is unable to attend any training. Those granted a waiver will be on a prorated basis for the time stated in the physician's letter. The agency does not need to forward the physician's letter to POST but only reference it in a waiver request.

- (D) **Military Leave**
Those certified peace officers deployed in military service only need to complete a prorated number of training hours.
- (E) **Administrative Leave**
If a certified peace officer is unable to complete the in-service annual hours due to placement on administrative leave, the officer must complete a prorated number of training hours.

(II) Compliance

- (A) Agencies and individual peace officers are required to be in compliance with the in-service training requirements.
 - (1) Agencies
 - (a) POST will send out a preliminary compliance report following each training period. The report will provide the compliance status of each agency and its certified peace officers. Agencies shall have thirty (30) days from the date of the preliminary report to dispute the POST data and provide additional training information. Following the thirty-day period, POST will distribute the final compliance reports to all agencies.
 - (b) POST may declare an agency noncompliant after the final compliance report has been issued if new information is discovered.
 - (c) Once the final compliance report has been sent to all agencies; an agency seeking to appeal the POST data must do so within thirty (30) days of being

notified of failure to comply with Rule 28. Agencies may appeal this by following the process outlined in Rule 5, *Hearings*. Upon conclusion of all appeal hearings POST will issue a final report indicating whether the agency was found in compliance. If upon the final decision by POST the agency was found not compliant, all POST funding (region grant funds, continuing education funds, and marijuana funds) to that agency will be suspended from July 1st through December 31st of the same calendar year.

(2) Individual peace officers

- (a) Post will send out a preliminary compliance report following each training period. The report will provide an individual peace officer's compliance status. Individuals shall have thirty (30) days from the date of the preliminary report to dispute the post data and/or complete the training requirements.
- (b) Individual peace officers failing to satisfactorily complete the training requirements within the 30 day period shall have their post certification suspended by post staff, until such time as they come into compliance. If an individual peace officer is suspended, the peace officer may appeal the suspension within thirty (30) days, as provided in rule 5(c).
- (c) Failure to satisfactorily complete post training requirements may result in a recommendation by the post director to the post board for revocation of the individual's post certification.

(III) The POST Board shall evaluate the program annually following the release of the final compliance reports. Such evaluation will include a review and evaluation of the program. The evaluation may be based on the compliance rate, agency survey and other performance metrics.

Rule 28 – In-Service Training Program

~~Effective January 30, 2019~~ **Effective November 15, 2020**

The purpose of in-service training is to provide continuing education to certified peace officers to develop their knowledge and/or skills. **THE POST BOARD'S DUTIES RELATING TO THE ANNUAL IN-SERVICE TRAINING PROGRAM ARE ADDRESSED** defined in Colorado Revised Statutes § 24-31-303(1A). ~~and states that~~ ‡ The POST Board can “promulgate rules deemed necessary by the Board concerning annual in-service training requirements for certified peace officers, including but not limited to evaluation of the training program and processes to ensure substantial compliance by law enforcement agencies and departments.” In-service training is mandatory for certified peace officers who are currently employed in positions requiring certified peace officers as defined in Colorado Revised Statutes section § 16-2.5-102. This includes certified fulltime, part-time and reserve peace officers. **FAILURE TO SATISFACTORILY COMPLETE TRAINING CAN RESULT IN SUSPENSION OR REVOCATION OF THE AN INDIVIDUAL'S POST CERTIFICATION.**

(a) Annual Hour Requirement

The in-service training program requires certified peace officers to complete a minimum of 24 hours of in-service training annually. Of the 24 hours, a minimum of 12 hours shall be perishable skills training as specified below.

(b) Training Period

(I) The training period shall be the calendar year, from January 1 to December 31, of each year. In-service training in excess of 24 hours each year shall not be credited towards any future or prior training period.

(II) **REMEDIAL TRAINING HOURS COMPLETED AFTER JANUARY 1 TO GAIN COMPLIANCE FOR A PRIOR CALENDAR YEAR SHALL NOT COUNT TOWARDS THE CURRENT YEAR REQUIREMENT.**

(c) Approved Training for POST Credit

The authority and responsibility for training shall be with the chief executive of each law enforcement agency. The chief executive accepts responsibility and liability for the course content and instructor qualification. Legislatively mandated training may also be used for credit towards the training requirement.

The following are examples of training that would qualify for in-service credit:

- (I) Training received during the Basic Academic Training Program (Basic Academy).
- (II) Computer or web-based courses that have been approved by the chief executive may be used for in-service credit.
- (III) The viewing of law enforcement related audiovisual material (DVD, video, etc.) or material related to the viewer's position or rank can be used in conjunction with a facilitated discussion or other presentation. This could include roll call or lineup briefings where the session is dedicated to training and not for the purpose of information exchange.
- (IV) For each class hour attended at an accredited college or university in any course related to law enforcement or criminal justice that is required to earn a degree, one hour of in-service credit may be awarded.

(d) Perishable Skills Training

Perishable skills training shall consist of a minimum of 12 hours. The required 12 hours must include a minimum of one hour of training in each of the three perishable skills (Arrest Control, Driving, and Firearms) each calendar year. Examples of perishable skills training could include:

- (I) Arrest Control-live or simulator exercises and scenarios, classroom discussion followed by interactive scenario events. Arrest control fundamentals, agency policies and/or legal issues.
- (II) Driving-behind-the-wheel or simulator training, classroom discussion regarding judgment/decision making in driving, agency policies and/or legal issues.
- (III) Firearms-live or simulator exercises and scenarios, firearms fundamentals, use of force training or discussions, classroom training requiring student interaction and/or decision making, classroom discussion on agency policies and/or legal issue. Firearms qualification alone is insufficient to meet this mandate.

(e) Agency Maintenance of Training Records

The chief executive of each agency is responsible for the **TRUE, accurate AND VERIFIABLE ENTRY OF TRAINING RECORDS** attendance into the **POST DATABASE.** ~~records management system.~~

Agencies are encouraged to enter training as it occurs, but shall enter training no later than the end of each calendar year for the certified peace officers employed at any time during that year, regardless of current employment status. This information shall be entered into the **POST records management DATABASE system.**

FOR IN-PERSON COURSES, AGENCIES ARE REQUIRED TO KEEP RECORDS OF SIGN-IN SHEETS, TOPICS COVERED, AND LESSON PLANS (IF THEY EXIST).

(I) Waiver of In-Service Requirements

All certified peace officers shall meet the minimum annual hours. However, under **THE** circumstances listed below, an agency may request a waiver for a portion of the annual in-service training requirement. Any waiver of the annual training request must be made in writing to the POST Director by January 31st of the following year.

(A) Perishable Skills Waiver

Agency executives may request an exemption from the perishable skills training requirement. This request shall be in writing to the POST Director. This request shall state that either their certified peace officers do not carry firearms, or they infrequently interact with or effect physical arrests, or they do not utilize marked or unmarked emergency vehicles as part of their normal duties.

(B) Partial Year Employment Waiver

The 24 hours of in-service training is required if a certified peace officer is employed for the entire calendar year. Certified peace officers who are employed after the start of the calendar year only need to complete a prorated number of training hours. Therefore, two hours of training per month, with a minimum of one hour of perishable skills training shall be required. (Example: If a certified peace officer is hired in July, 12 hours of training with a minimum of six hours of perishable skills training must be completed for that calendar year).

- (C) Long Term Disability, Medical Leave or Restricted Duty
If a certified peace officer is unable to complete the in-service annual hours due to long term disability, medical leave or restricted duty, the agency must obtain a letter from a physician stating that participation in any type of training including audiovisual or online training would be detrimental to the officer's health. The letter should define the time that the officer is unable to attend any training. Those granted a waiver will be on a prorated basis for the time stated in the physician's letter. The agency does not need to forward the physician's letter to POST but only reference it in a waiver request.
- (D) Military Leave
Those certified peace officers deployed in military service only need to complete a prorated number of training hours.
- (E) Administrative Leave
If a certified peace officer is unable to complete the in-service annual hours due to placement on administrative leave, the officer must complete a prorated number of training hours.

(II) Compliance

- (A) Agencies **AND INDIVIDUAL PEACE OFFICERS** are required to be in compliance with the in-service **TRAINING REQUIREMENTS**. ~~program.~~
 - (1) Agencies
 - (a) POST will send out a preliminary compliance report following each training period. The report will provide the compliance status of each agency and its certified peace officers. Agencies shall have thirty (30) days from the date of the preliminary report to dispute the POST data and provide additional training information. Following the thirty-day period, POST will distribute the final compliance reports to all agencies.
 - (b) POST may declare an agency noncompliant after the final compliance report has been issued if new information is discovered.

- (c) Once the final compliance report has been sent to all agencies; an agency seeking to appeal the POST data must do so within thirty (30) days of being notified of failure to comply with Rule 28. Agencies may appeal this by following the process outlined in Rule 5, *Hearings*. Upon conclusion of all appeal hearings POST will issue a final report indicating whether the agency was found in compliance. If upon the final decision by POST the agency was found not compliant, all POST funding (region grant funds, continuing education funds, and marijuana funds) to that agency will be suspended from July 1st through December 31st of the same calendar year.

(2) INDIVIDUAL PEACE OFFICERS

- (a) POST WILL SEND OUT A PRELIMINARY COMPLIANCE REPORT FOLLOWING EACH TRAINING PERIOD. THE REPORT WILL PROVIDE AN INDIVIDUAL PEACE OFFICER'S COMPLIANCE STATUS. INDIVIDUALS SHALL HAVE THIRTY (30) DAYS FROM THE DATE OF THE PRELIMINARY REPORT TO DISPUTE THE POST DATA AND/OR COMPLETE THE TRAINING REQUIREMENTS.
- (b) INDIVIDUAL PEACE OFFICERS FAILING TO SATISFACTORILY COMPLETE THE TRAINING REQUIREMENTS WITHIN THE 30 DAY PERIOD SHALL HAVE THEIR POST CERTIFICATION SUSPENDED BY POST STAFF, UNTIL SUCH TIME AS THEY COME INTO COMPLIANCE. IF AN INDIVIDUAL PEACE OFFICER IS SUSPENDED, THE PEACE OFFICER MAY APPEAL THE SUSPENSION WITHIN THIRTY (30) DAYS, AS PROVIDED IN RULE 5(C).
- (c) FAILURE TO SATISFACTORILY COMPLETE POST TRAINING REQUIREMENTS MAY RESULT IN A RECOMMENDATION BY THE

**POST DIRECTOR TO THE POST BOARD FOR
REVOCAION OF THE INDIVIDUAL'S POST
CERTIFICATION.**

(III) The POST Board shall evaluate the program annually following the release of the final compliance reports. Such evaluation will include a review and evaluation of the program. The evaluation may be based on the compliance rate, agency survey and other performance metrics.