

**First Regular Session  
Seventieth General Assembly  
STATE OF COLORADO**

**ENGROSSED**

*This Version Includes All Amendments Adopted  
on Second Reading in the House of Introduction*

LLS NO. 15-0617.01 Michael Dohr x4347

**HOUSE BILL 15-1287**

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**HOUSE SPONSORSHIP**

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**SENATE SPONSORSHIP**

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**A BILL FOR AN ACT**

101 **CONCERNING MEASURES TO IMPROVE PEACE OFFICER TRAINING.**

**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://www.leg.state.co.us/billsummaries>.)*

Currently there are 20 members of the peace officers standards and training board (P.O.S.T. board). The bill expands the membership to 24 members by adding 4 more lay members to the P.O.S.T. board. The bill requires the governor to consider an applicant's age, gender, race, professional experience, and geographic location when making appointments to the board.

The bill expands the P.O.S.T. board's duties to include:

!      Completing a review and evaluation of the basic academy

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.

*Capital letters indicate new material to be added to existing statute.*

*Dashes through the words indicate deletions from existing statute.*

HOUSE  
Amended 2nd Reading  
April 16, 2015

curriculum, including using community outreach as a review and evaluation component, by January 1, 2016, and every five years thereafter;

- ! Establishing, at a minimum, 4 subject matter expertise committees, including arrest control, curriculum, driving, and firearms, to develop skills training programs, academic curriculums, and P.O.S.T. board rules; reviewing documents for and approving or denying academy programs, lesson plans, training sites, and skills instructors; and assisting P.O.S.T. board staff with academy inspections and skills test-outs;
- ! Developing a community outreach program that informs the public of the role and duties of the P.O.S.T. board; and
- ! Developing a recruitment program that creates a diversified applicant pool for appointments to the P.O.S.T. board and the subject matter expertise committees.

The bill requires the chair of the P.O.S.T. board to consider an applicant's age, gender, race, professional experience, and geographic location when making appointments to the subject matter committees. The arrest control and curriculum committees must have at least 4 lay members.

The bill requires the P.O.S.T. board to include a 2-hour anti-bias course and, in alternating years, either a 2-hour community policing course or a 2-hour situation de-escalation training program in the annual in-service training. The courses must be available by January 1, 2016, and all certified peace officers shall satisfactorily complete the courses by July 1, 2016, and then at least once every 5 years thereafter.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2           **SECTION 1.** In Colorado Revised Statutes, 24-31-302, **amend**  
3 (3) as follows:

4           **24-31-302. Creation of board.** (3) The P.O.S.T. board shall  
5 consist of ~~twenty~~ TWENTY-FOUR members. The chairperson of the  
6 P.O.S.T. board shall be the attorney general, and the board shall annually  
7 elect from its members a vice-chairperson. The other members shall be  
8 the special agent in charge of the Denver division of the federal bureau  
9 of investigation, the executive director of the department of public safety,  
10 one local government representative, six active chiefs of police from

1 municipalities of this state or state institutions of higher education, six  
2 active sheriffs from counties of this state, three active peace officers with  
3 a rank of sergeant or below, and ~~one lay member~~ FIVE NON-LAW  
4 ENFORCEMENT MEMBERS. THE NON-LAW ENFORCEMENT MEMBERS SHALL  
5 COMPLETE A CITIZENS' LAW ENFORCEMENT ACADEMY PRIOR TO  
6 APPOINTMENT OR WITHIN ONE YEAR AFTER APPOINTMENT. The governor  
7 shall appoint the chiefs of police, sheriffs, peace officers, the lay member  
8 MEMBERS, and the local government representative as members of the  
9 board for terms of three years per appointment. If any chief of police,  
10 sheriff, peace officer, lay member, or local government representative  
11 vacates such office during the term for which appointed to the P.O.S.T.  
12 board, a vacancy on the board shall exist. Any vacancy shall be filled by  
13 appointment by the governor for the unexpired term. IN ORDER TO CREATE  
14 A DIVERSIFIED BOARD, THE GOVERNOR SHALL CONSIDER AN APPLICANT'S  
15 AGE, GENDER, RACE, PROFESSIONAL EXPERIENCE, AND GEOGRAPHIC  
16 LOCATION WHEN MAKING APPOINTMENTS TO THE BOARD. IN ORDER TO  
17 CREATE DIVERSIFIED SUBJECT MATTER EXPERTISE COMMITTEES, THE CHAIR  
18 OF THE P.O.S.T. BOARD SHALL CONSIDER AN APPLICANT'S AGE, GENDER,  
19 RACE, PROFESSIONAL EXPERIENCE, AND GEOGRAPHIC LOCATION WHEN  
20 MAKING APPOINTMENTS TO THE COMMITTEES.

21 **SECTION 2.** In Colorado Revised Statutes, 24-31-303, **amend**  
22 (1) (l); and **add** (1) (n), (1) (o), (1) (p), and (1) (q) as follows:

23 **24-31-303. Duties - powers of the P.O.S.T. board.** (1) The  
24 P.O.S.T. board has the following duties:

25 (l) To promulgate rules deemed necessary by the board concerning  
26 annual in-service training requirements for certified peace officers,  
27 including but not limited to evaluation of the training program and

1 processes to ensure substantial compliance by law enforcement agencies  
2 and departments; and

3 (n) TO COMPLETE A REVIEW AND EVALUATION OF THE BASIC  
4 ACADEMY CURRICULUM, INCLUDING USING COMMUNITY OUTREACH AS A  
5 REVIEW AND EVALUATION COMPONENT, BY JANUARY 1, 2016, AND EVERY  
6 FIVE YEARS THEREAFTER;

7 (o) (I) TO ESTABLISH, ADD, AND REMOVE, AS NECESSARY, SUBJECT  
8 MATTER EXPERTISE COMMITTEES TO:

9 (A) DEVELOP SKILLS TRAINING PROGRAMS, ACADEMIC  
10 CURRICULUMS, AND P.O.S.T. BOARD RULES;

11 (B) REVIEW DOCUMENTS FOR AND APPROVE OR DENY ACADEMY  
12 PROGRAMS, LESSON PLANS, TRAINING SITES, AND SKILLS INSTRUCTORS;

13 AND

14 (C) ASSIST P.O.S.T. BOARD STAFF WITH ACADEMY INSPECTIONS  
15 AND SKILLS TEST-OUTS;

16 (II) (A) IN ORDER TO CREATE DIVERSIFIED SUBJECT MATTER  
17 EXPERTISE COMMITTEES, THE CHAIR OF THE P.O.S.T. BOARD SHALL  
18 CONSIDER AN APPLICANT'S AGE, GENDER, RACE, PROFESSIONAL  
19 EXPERIENCE, AND GEOGRAPHIC LOCATION WHEN MAKING APPOINTMENTS  
20 TO THE COMMITTEES.

21 (B) EACH SUBJECT MATTER COMMITTEE SHALL INCLUDE AT LEAST  
22 FOUR NON-LAW ENFORCEMENT MEMBERS WHO HAVE LAW ENFORCEMENT  
23 EXPERTISE OR EXPERTISE IN PROVIDING EFFECTIVE TRAINING THROUGH  
24 PROFESSIONAL EXPERIENCE OR SUBJECT MATTER TRAINING. AT LEAST ONE  
25 OF THE NON-LAW ENFORCEMENT MEMBERS SHALL RESIDE IN A COUNTY  
26 WITH TWENTY-FIVE THOUSAND RESIDENTS OR LESS.

27 (p) TO DEVELOP A COMMUNITY OUTREACH PROGRAM THAT

1       INFORMS THE PUBLIC OF THE ROLE AND DUTIES OF THE P.O.S.T. BOARD;  
2       AND

3               (q) TO DEVELOP A RECRUITMENT PROGRAM THAT CREATES A  
4       DIVERSIFIED APPLICANT POOL FOR APPOINTMENTS TO THE P.O.S.T. BOARD  
5       AND THE SUBJECT MATTER EXPERTISE COMMITTEES.

6               **SECTION 3.** In Colorado Revised Statutes, **add** 24-31-315 as  
7       follows:

8               **24-31-315. Annual in-service training requirements.** (1) THE  
9       ANNUAL IN-SERVICE TRAINING PROGRAMS SHALL INCLUDE PROPER  
10       RESTRAINT AND HOLDS TRAINING, A TWO-HOUR ANTI-BIAS TRAINING  
11       PROGRAM AND, IN ALTERNATING YEARS, EITHER A TWO-HOUR COMMUNITY  
12       POLICING AND COMMUNITY PARTNERSHIPS TRAINING PROGRAM OR A  
13       TWO-HOUR SITUATION DE-ESCALATION TRAINING PROGRAM. THE  
14       PROGRAMS AND CURRICULUM SHALL BE AVAILABLE BY JANUARY 1, 2016,  
15       AND MAY INCLUDE INTERACTIVE WEB-BASED TRAINING. EACH CERTIFIED  
16       PEACE OFFICER SHALL SATISFACTORILY COMPLETE THE TRAINING BY JULY  
17       1, 2016, AND SHALL SATISFACTORILY COMPLETE THE TRAINING AT LEAST  
18       ONCE EVERY FIVE YEARS THEREAFTER.

19               (2) (a) THE P.O.S.T. BOARD SHALL SUSPEND A PEACE OFFICER'S  
20       CERTIFICATION IF THE PEACE OFFICER FAILS TO COMPLY WITH THE  
21       TRAINING REQUIREMENTS IN SUBSECTION (1) OF THIS SECTION. THE  
22       P.O.S.T. BOARD SHALL REINSTATE A PEACE OFFICER'S CERTIFICATION  
23       THAT WAS SUSPENDED PURSUANT TO THIS PARAGRAPH (a) UPON  
24       COMPLETION OF THE TRAINING REQUIREMENTS IN SUBSECTION (1) OF THIS  
25       SECTION.

26               (b) NOTWITHSTANDING THE PROVISIONS OF PARAGRAPH (a) OF  
27       THIS SUBSECTION (2), THE P.O.S.T. BOARD SHALL NOT SUSPEND A PEACE

1 OFFICER'S CERTIFICATION IF THE PEACE OFFICER HAS NOT COMPLIED WITH  
2 THE TRAINING REQUIREMENTS OF SUBSECTION (1) OF THIS SECTION  
3 BECAUSE THE OFFICER IS NOT SERVING AS A FULL-TIME PEACE OFFICER.  
4 WHEN THE OFFICER RETURNS TO HIS OR HER FULL-TIME PEACE-OFFICER  
5 DUTIES, HE OR SHE SHALL HAVE SIX MONTHS TO COMPLETE THE TRAINING  
6 REQUIRED BY SUBSECTION (1) OF THIS SECTION.

7 **SECTION 4. Safety clause.** The general assembly hereby finds,  
8 determines, and declares that this act is necessary for the immediate  
9 preservation of the public peace, health, and safety.